

Utility Reporter



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OAKLAND, CALIFORNIA

FEBRUARY, 1958

Solons Hear 1245's Testimony Favoring 'Partnership' on the Trinity River Project



Neyhart and Meredith explain income tax law to Office Staff and Ex. Board



Policy Committee, Ex. Board and Staff attentive for 2 days

Weakley Gives Union Stand in Washington

Following thru on Local 1245's policy resolution of 1955 favoring joint development of the Trinity River Project, Business Manager Ronald T. Weakley recently laid out the reasons for the union's support of private development and operation of the power facilities on the Trinity Project. A statement delivered in Washington, D.C., on Jan. 21, 1958, to the Committee on Interior and Insular Affairs of the House of Representatives and contained in testimony by Weakley before the Sub-Committee on Irrigation and Reclamation appears as follows:

Mr. Chairman and Members of the Committee:

I am appearing here in support of H.R. 6997, 7407 and 10005, which provide for the joint development of the Trinity River Project by the Federal Government and the Pacific Gas and Electric Company.

Our Local Union represents some 14,500 employees of the Pacific Gas and Electric Company working in 47 California Counties. Our members work under collective bargaining agreements covering wages, working conditions and other employee benefits. These Agreements are the means by which peaceful and productive operation of this strategic industrial enterprise has developed a joint employer-employee effort to meet the power needs of a large portion of our rapidly growing State. Thus, the legal and responsible application of sound contractual industrial relations has benefitted the millions of people in our service area.

We are seriously concerned over the possibility of the Federal Government building and operating the power facilities involved in the Trinity River Project.

Should the Government build



Bus. Mgr. R. T. Weakley

Tobriner Describes Blow to Labor . . .

EXEC. BD., POLICY GROUP MEET TO REVIEW PAST AND PLAN FUTURE

Your Business Office in Oakland was a beehive of activity from Wednesday, January 29th through Sunday, February 2nd. Due to the heavy agenda of items to be considered, Local 1245's Executive Board met Wednesday, Thursday and Friday, January 29th, 30th and 31st and jointly with your Policy Committee on Saturday and Sunday, February 1st and 2nd.

As a topic of paramount concern, your Officers and Staff were informed of the procedural changes in Income Tax reporting for 1958 and 1959, by Mr. M. S. Huberman, Attorney and Tax Consultant.

Due to procedural changes, new forms required, etc., the Union's reporting to the government of income paid to its employees and members was thoroughly reviewed and explained by our auditor, Mr. C. C. Meredith, C.P.A., National Audit Bureau, and Mr. Stanley Neyhart, Attorney with the law firm we have on retainer.

Highlighting the two-day joint session were addresses by Mr. Matthew Tobriner, of our law firm and Mr. Brooks Payne, International Representative, I.B.E.W.

Mr. Tobriner, one of the nation's foremost labor attorneys, carefully explained the "below the belt" blow to California labor contained in the most far-reaching labor decision in re-

cent years which was rendered by the California State Supreme Court on January 16th.

"In this case of Garmon v.



Matt Tobriner outlines recent court decision.



I. O. Rep. Brooks Payne talks on radiation

San Diego Building Trades Council, the Court, in effect, overruled the existing labor law of this State and established a precedent which, unless carefully complied with, may seriously hamper the ability of unions to organize," Mr. Tobriner stated. "The U.S. Supreme Court," he said, "has held that a state court may not enjoin union activity which affects interstate commerce, but it has not clearly passed on the question whether a state court has jurisdiction to grant damages for such activity when it is held to be unlawful under state law."

"Without waiting for the U.S. Supreme Court to decide the question," he continued, "the California Court held in this case that a state does have such jurisdiction."

"Until this Garmon decision, it was legal, under California law," he emphasized, "for a union to use economic action to obtain a contract containing a un-

(Continued on Page 6)

35 Days to R-Day*

★ April 10 is R-Day, the last day on which you can register to vote in the June 3 California primary election. There will be exactly 35 days from March 1 in which you can register.

There is no use talking about "right-to-work", or good candidates, or bad candidates, or good or bad programs, unless you can vote.

Are you registered? How about your family? Friends? Neighbors? Take care of it now! See your County Clerk.

AUTOMATION HAS ARRIVED!

Electronic Brain Takes Over 625 Jobs at PG&E

Local 1245 Administrative Asst. Elmer B. Bushby, with representatives of the PG&E Personnel Dept., R. J. Tilson, V. J. Thompson and I. W. Bonbright, got a "Cook's Tour" of the Company's new Electronic Data Processing Center at Mission and Fremont Sts. in San Francisco recently.

The huge IBM 705 installation, capable of turning out 100,000 customer bills a day, weighs 27 tons and is the largest of its kind west of the Mississippi.

Although still in the testing stage, the 705 will soon begin taking over the billing and ac-

counting functions of the Divisions, progressively, over a two-year period and will eliminate 625 jobs in the Divisions affected. However, your Union has negotiated a protective clause for those employees whose jobs will be eliminated.

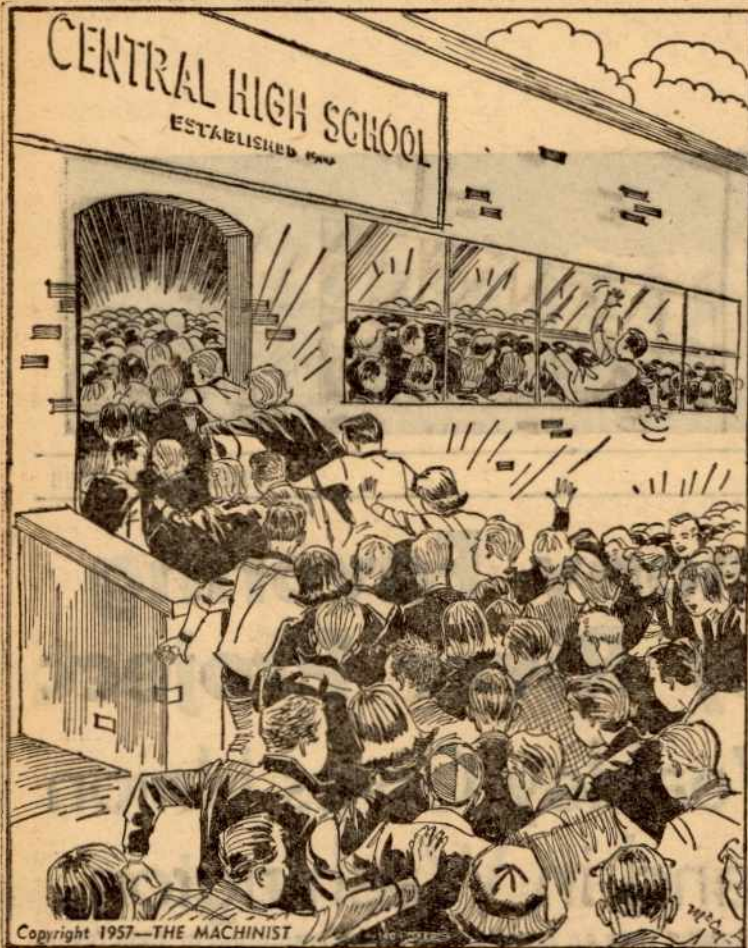
The computer system has 16 magnetic tape units, similar in principle to home tape recorders. Each reel of tape 1/2-inch wide and about 1/2-mile long — is capable of storing 5 million characters of information, or

(Continued on Page 6)

Local 1245 has pledged \$500 a month until next November to fight California's proposed Compulsory Open Shop law. The value of this contribution can be increased many times over if you do your part.

- Register to vote and vote.
- See that your family and friends are registered to vote and vote.
- Tell anyone who will listen about the evils of a scab law.
- Don't sign the initiative petition.
- Read Pages 4 and 5 of this issue.

'Right-to-Work' Battle Is On! . . . See Center Pages



A STRANGE GAME . . .

Non-Players Penalized!

Federal aid to education is, unfortunately, a highly explosive political and budgetary problem but it is absolutely necessary to our national well-being. In fact, it may well be the key to our survival as a free nation.

It has been reported, over and over again, that there are not enough classrooms. In fact, in a few years, it has been predicted that there will be a shortage of one-half million classrooms.

States and cities just can't afford to build the schools they need. They MUST HAVE FEDERAL AID.

The Eisenhower Administration's educational proposal of \$1 billion in aid to students—spread over a four-year period—is no substitute for the complete rehabilitation the nation's school system needs. These grants in aid favor the creation of "scientific supermen" in the fields of science and mathematics alone and neglect completely the development of truly educated citizens.

One of the frightening things occurring in our ever-crowded, under-staffed public schools is what our children are learning and what they are not learning in basic Americanism.

For example, Purdue University, conducted a national survey among our teen-age high school students. Here are the hair-raising results:

- The majority favored wire tapping.
- The majority favored the "third degree."
- The majority believed that the police should censor books, movies, radios and TV.
- 41% saw no reason for maintaining freedom of the press.
- 34% would deny free speech to certain people.
- 26% approved of search and seizure without a warrant.

This sweeping disapproval of the rights for which our forefathers fought a bloody seven-year revolution doesn't change upon graduation from high school.

Witness a report from two professors who quizzed a "random sample" of University of Wisconsin students to find if they approved the principles of the first 10 amendments to the U.S. Constitution—the Bill of Rights.

These students overwhelmingly rejected the principles in the Bill of Rights. In fact, only ONE PER CENT of the students approved ALL of these principles.

In a relatively short time these kids will be reaching voting age. In a matter of months, or at most a few years, they will have moved into the labor force.

Oh sure! They may be able to plan, design, build, launch and man the largest, fastest, cheapest and longest range "sputnik" ever imagined and most assuredly "sputnik" planners and launchers are necessary. But to what kind of use might this threatening device be placed where those using it see no need for the Bill of Rights—the base of freedom in this country?

We believe it's high time that we all took a good, long look at what's happening. Shortage of classrooms is obviously apparent and in a few years will mount to one-half million. We'd better look at the lack of teachers, who are for the most part underpaid. We'd better insist that American education cease being a "political football" kicked around by bigoted and reactionary politicians with never a "score" being made and with all the penalties going against our kids—and they're not even playing in the "game."

We'd better decide quickly HOW WE ARE GOING TO—NOT WHETHER WE CAN—remedy this national disgrace.

1245 Hospital Committee Meets With PG&E Co.

On January 28th, Union's Hospitalization Committee, consisting of Don Chave, Oakland; Frank Mercer, Santa Rosa; Mark Cook, San Jose; and Asst. Bus. Mgr. M. A. Walters, met with PG&E's committee, composed of H. F. Carr, R. J. Tilson, V. J. Thompson and I. W. Bonbright.

Discussions between the parties included the Voluntary Wage Benefit Plan regarding changes in the coverage for hospital room and board which the Company indicated was not desirable at this time from the State's viewpoint.

Union outlined several features of the present hospital plan which were apparently unsatisfactory to the majority of the participants and suggested submitting the plan to several carriers for competitive bidding, such plan to include jointly determined benefits.

The Company pointed out that, in their estimation, the plan was getting the maximum return on the premium cost and the only possible change would

be rearrangement, not betterment, of the benefits. They further stated that the change in the plan had not been in effect a sufficient length of time to determine an experience ratio and indicated that the earliest possible date when any determination could be made would be June 1, 1958, but that it wouldn't be until June 1, 1959, before a truly accurate determination could be made.

The major areas of apparent dissatisfaction pointed to by Union were:

1. Inadequate per diem allowance for room and board, due to area differentials. It was pointed out that a three-bed ward rate would be more desirable.
2. Obsolescent surgical fee schedule.
3. Misunderstanding of the \$100 so-called corridor.
4. Misunderstanding of the

\$5000 major medical coverage only being a maximum of \$3750.

Union also proposed that the Company extend its \$2.00 per month contribution and allow PRD for alternative plans, e.g., Kaiser Foundation Plan. It was explained how many employees in the Bay Area are covered by this Plan, rather than the PSEA plan.

Company felt that they could not contribute to any plan other than PSEA, nor would they provide PRD for other plans without their contribution.

The Company reminded Union that the PSEA administers the Plan and that the Company is in the same position as the Union regarding any changes. They did state, however, that they are obligated to see that the Plan remains solvent in much the same manner as their legal requirements in the Voluntary Wage Benefit Plan.

The Mail Bag

Martinez, Calif.
February 7, 1958

Dear Sirs:

Due to my health and on doctor's orders, I am no longer able to work.

This is to notify you that I am retiring from the PG&E as of March 1, 1958. The last day I worked on the job was July 3, 1957. I started with the PG&E on February 17, 1927, and have been a union member since around October, 1942, when I was transferred from the Oakland office to the Avon Power Plant.

I am sorry to have to retire before I reach the legal age to retire but there is nothing I can do about it the way it is.

Thanking you for many years of good service and with sincere best wishes to the Union in its fight for decent wages and benefits. I will close for the present.

Yours truly,
(s) Frank J. Cartier,
Martinez, Calif.

Local 1245
I.B.E.W.
Oakland, Calif.

Dear Sirs:

Enclosed is a check for three months' dues. I will retire from the PG&E after 32 years in Emeryville. I am very thankful to our Union and for the fact that we have such a fine man as Ronald Weakley as our Manager.

We have made some wonderful improvements in the welfare of PG&E employees since we have had a Union.

I worked several years before we had a Union and I know what I'm talking about.

Yours fraternally,
(signed) W. H. CONDON.

'Whirly Bird' Sets Poles, Strings New Power Lines



Just completed in the treacherous Los Padres National Forest near Solvang in Santa Barbara County is PG&E's installation of three miles of new 12 KV power lines to serve Santa Barbara's TV station KEY-TV. The poles were set and the wire strung by helicopter in

what is believed to be the first successful application of aircraft for this purpose.

Operating at elevations ranging up to 4300 feet, a 12-passenger Sikorsky 'copter placed the completely pre-assembled 59 poles, one at a time, in holes previously dug on almost inaccessible land.

A two-passenger Bell helicopter transported the crews into the area. After the holes were filled and tamped by the same ground crews that had dug them earlier, the two-passenger 'bird' made a series of passes over the cross arms and laid out the three lines of wire. Securing the wires to the insulators was, of course, done by the crews.

The line passes through canyons and up slopes so steep that other equipment use was virtually impossible.

The whirlybird is also being used in building an 8½-mile extension line in the rugged country near Mines Road, southeast of Livermore.

The UTILITY REPORTER

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KAISER HEALTH PLAN AVAILABLE

As a reminder to Local 1245 members, we wish to call attention to the fact that the Kaiser Foundation Health Plan is available, through group participation. Membership in the Plan is not limited to those residing in the Bay Area, however, Kaiser Hospitals and Medical Centers are located only in the so-called Bay Area.

The Kaiser Foundation Health Plan is a non-profit medical service plan. Affiliated with it are the Kaiser Foundation Hospitals and Medical Centers, and teams of doctors representing the major specialties of medicine. Medical care is provided not only for serious illness but for prevention of disease as well.

Any union member may subscribe for himself alone, or for himself, his spouse and unmarried dependent children under 19 years of age.

The monthly membership fees are:

- Subscriber alone \$5.90
- Subscriber and one dependent \$10.40
- Subscriber and two or more dependents \$13.60

A Registration fee of \$2 is added to the first month's fee.

MEMBER'S BENEFITS

In the Hospital—Doctor's services including operations and specialist's care; room, board and nursing care; private room, special diet, special duty nursing when prescribed; use of operating room; anesthetics, service of anesthetist; X-Rays; X-Ray therapy, laboratory tests; drugs, medicines, injections, dressings; physical therapy, transfusions, if blood is replaced; ambulance service within 30 miles of nearest Hospital or doctor's office on doctor's orders.

Hospital services are without charge for 111 days each calendar year for each illness or injury.

Tonsils and Adenoids are removed at a charge of \$15 for all services.

Maternity Care—Continuous specialist's care starting early in pregnancy; X-Rays and lab-

oratory tests; doctor's and hospital services for mother and child during confinement, including transfusions, if blood is replaced; caesarean sections.

Full maternity care is provided at a charge of \$60 if confinement is due after 10 months' membership, \$140, if before 10 months.

In the Doctor's Office—Diagnosis and treatment of illness; continued care for chronic conditions; specialist's care; physical examinations; pediatric checkups for children; eye examinations for glasses; X-Ray and X-Ray therapy; laboratory tests; physical therapy.

There is a \$1 fee for each doctor's office visit and for each physical therapy visit. Drugs and medicines are furnished at a reasonable charge.

In Your Home—Doctor's house calls are \$3.50, 9 a.m. to 5 p.m.; \$5.00, 5 p.m. to 9 a.m.

DEPENDENTS' BENEFITS

Same as Member's benefits, with the following differences: Doctor's home calls are \$2 for each call.

X-Rays, X-Ray Therapy, laboratory work, physical therapy, are at one-half private rate, both in Hospital and in doctor's offices. Other Hospital services are without charge for 60 days each calendar year for each illness or injury. An additional 51 days Hospital care at one-half private rates.

Tonsils and adenoids are removed at a charge of \$35.

Maternity fee after 10 months in plan, is \$95.

For additional information contact your business representative or the business office in Oakland.

Brotherhood Week—Feb. 16-23



YOU'VE GOT TO BE TAUGHT TO HATE

For the past 25 years, the National Conference of Christians and Jews has sponsored a nation-wide observance of Brotherhood Week. The President of the United States is Honorary Chairman and millions of Americans participate.

Brotherhood Week is only a part of the National Conference which is a civic organization engaged in an educational program for better human relations 365 days of every year. It enlists Protestants, Catholics and Jews who—without compromise of conscience of their distinctive and important religious differences—work together to build better relationships among men of all religions, races and nationalities.

NCCJ's work has been called "as American as the 4th of July."

The Principles Of Brotherhood

By GEORGE MEANY
President, AFL-CIO

Discrimination because of race, creed, color or national origin is contrary to trade union principles and contrary to the policy of the AFL-CIO.

Such discrimination in employment or in wages or other conditions of employment is unfair and has the effect of undermining wages and labor standards of all workers. The AFL-CIO looks upon such discrimination as a roadblock to advancements of labor and of the whole community toward a higher standard of living.

The AFL-CIO is dedicated to its drive to bring about the full and equal rights for all Americans in every field of life.

Discrimination because of race, creed, color or national origin is divisive. It breeds hate, rancor and conflict. The American labor movement is conceived in the idea of brotherhood. Its work consists of advancing the welfare of all who work.

Organized labor movement is founded on the principle of brotherhood. We strive and work for full and general acceptance of equal opportunity in order to realize the full measure of brotherhood among men.

Working For Brotherhood

By JERRY KLEIN
(Courtesy Family Weekly)

Life isn't all play, but if a man enjoys his work, all life becomes a lot more fun. That's the philosophy of work camps that combine work with play: to create understanding among young people of the happy influence of working together in honest labor.

Work camps charge as much as \$600 a season. And while youngsters at some are paid a few dollars for their labor, earning money is never the primary goal. The objective is, rather, "the satisfaction of a job well done, a respect for manual labor and those who do it."

At a typical work camp, mornings are spent learning "the art of work"—doing farm chores, building, painting, or clearing land. Afternoons and evenings are devoted to swimming, baseball, craft work, and nature study.

In work camp sessions youngsters of all religions, races and nationalities join together to live, work and play as a group. From youngsters like these, we adults can take a few lessons: they not only practice Brotherhood, but Believe it—Live it—Support it.

Chamber Wants Government To Recruit Scabs

The Chamber of Commerce has opened fire on the United States Employment Service because it won't refer potential scabs to strike-bound plants where jobs are at stake.

In its January "Labor Relations Letter" the Chamber complains that "state employment agencies sometimes give vital (and unfair) aid to unions" and declares that the policy "of some state employment agencies is refusing to refer job applicants to employers where a so-called 'labor dispute' is in progress deserves early and drastic revision."

The article blames regulations of the USES for policy on the State level and declares that "a government agency has no business favoring either side." The Chamber declares that strikers in a union shop should have no job protection and that the employer in an economic strike is permitted to replace workers under Taft-Hartley. The USES, says the Chamber, should not interfere with this right.

Actually, to refer job applicants to positions at a strike-bound plant where they would take jobs away from legitimate strikers would be "taking sides" with a vengeance.

Labor Department policy on job referrals is as follows:

"No person shall be referred to a position, the filling of which will aid directly or indirectly in filling a job which (a) is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute, or (b) the filling of which is an issue in a labor dispute.

"With respect to positions not covered by clause (a) or (b) above: any individual may be referred to a place of employment in which a labor dispute exists, provided he is given written notice of such dispute prior to or at the time of his referral."

What this boils down to is that the Labor Department doesn't want to find itself in the position of recruiting scabs for employers using the taxpayers' money with which to do it.

Council Extends Radio Programs

Thirteen weeks' additional sponsorship of the ABC radio network news broadcasts of Edward P. Morgan and John W. Vandercook was voted by the AFL-CIO Executive Council.

The programs were originally scheduled to go off the air at the end of March. The council decided to continue the two news shows through June, while a subcommittee studies over-all public relations problems.

Attend Union Meetings!

Learning Never Ends

Thirty years ago researchers determined that a high school diploma was worth \$25,000. This figure was arrived at by comparing the average annual earnings of high school graduates and those who did not go beyond the eighth grade. Giving each group the same life expectancy, it was found the average high school graduate could be expected to earn about \$25,000 more in his lifetime than his less educated brother.

Now the Department of Labor and the Department of Health, Education and Welfare find that a high school diploma is worth at least \$50,000 in today's souped-up technological society. In a pamphlet "National Stay-in-school Handbook" the government agencies point out that a high school diploma is fast becoming the young job seeker's minimum credential. Job advancement without the background of a high school diploma is getting to be increasingly difficult. Consequently the high school graduate of today can confidently look forward to earning \$50,000 more in his lifetime than he could earn without his diploma.

The increasing worth of a high school diploma is a reflection of the technological revolution which is remaking our economy. In this age of ever-increasing mechanization, the demand for unskilled or semi-skilled labor is shrinking rapidly.

For example, the next 20 years will see a 25 per cent decrease in the demand for unskilled and semi-skilled labor. On the other hand, the demand for craftsmen will increase 45 per cent in the same period. Machines simply are going to displace all muscle power and a good many of today's operations

that are repetitive, be they drilling, sorting, measuring, or grinding. The chances are good that any job existing today which requires the operator to do one thing all day long will be eliminated before 1975. A machine will come along to do it faster and cheaper.

However, as the demand for unskilled and semi-skilled labor shrinks, the demand for really skilled labor will grow apace. The men who know theory as well as practice will never be a drug on the market for long.

The more complicated our economy becomes, the more advantageous will all-around education become. Machines may change, but the principles of geometry will not. Undreamed of techniques may develop, but they will still depend on the same fundamentals of mathematics. In the construction industry, solidified air eventually may become a building material but the man who has the background in geometry and mathematics still will be needed to lay out the work.

It all points up to one thing—the young man of today needs to be much better trained than his father was, if he expects to hold his own in the years ahead. There is only one moral—

IBEW Chief Urges Cooperation on Handicapped

A closer working relationship between Governor's and community committees on employment of the physically handicapped and central labor councils and local labor unions was urged by Gordon M. Freeman, international president of the International Brotherhood of Electrical Workers, at a seminar in Washington, D.C.

The seminar was conducted by the President's Committee on Employment of the Physically

Handicapped in the U.S. Labor Department Building and leaders of 37 Governors' committees.

"The program to expand job opportunity for the handicapped workers," Mr. Freeman said, "has long been supported by the majority of international unions, top leaders of the AFL-CIO, and by many locals.

"For years, many unions have been generous in supporting many local hire-the-handicapped committees with time and, in

many cases, money to further the program of promotion and education in many sections of the country. What is most needed now is to show local unions how they can, in many effective ways, aid in attaining the ultimate objective of the program—jobs for handicapped workers which they can perform within the scope of their abilities."

(Editor's Note: An example of IBEW's participation in this program was revealed in the Dec. issue of The Utility Reporter in the story about the totally blind electrician in Local 441, Santa Ana.)

From Electrical Union World, L.U. 3, IBEW, New York.

Keep Dues Paid Up!

INITIATIVE IS TITLED—

Religious Leaders Hit Proposed Open Shop Law, Praise Unions

The Most Rev. Charles F. Buddy, Catholic Bishop of San Diego, declared that "the mis-named right to work laws" are "immoral."

Father Andrew C. Boss, director of the University of San Francisco's Labor Management School, said, "the statement is of particular significance because the Bishop has the obligation and authority to guide the people in his diocese in all matters of morality." Father Boss has already denounced the right to work movement.

In his statement to the California State Federation of Labor, Bishop Buddy said:

"There is obviously abroad in the land a clever campaign designed to weaken organized labor by getting the public against unions. The spearhead of the drive is an attack on the union shop behind the smoke screen of the right to work and other misleading slogans. The union-

shop is an institution resting on solid legal and moral bases."

The State AFL also received anti-right to work statements from two other religious leaders, Dr. Max Nussbaum, Rabbi of Temple Israel, Hollywood, and the Rev. Andrew Juvinal, pastor of the First Methodist Church of Napa.

Rabbi Nussbaum said: "Let us not be misled by ill-phrased appeals which, in the end, will weaken organized labor and eventually destroy unionism in these United States. The contribution of labor to American democracy has been considerable. It has enriched our lives and introduced values into our society which are of utmost importance to me as a religious person."

Rabbi Nussbaum is president of the Western Association of Reform Rabbis.

The Rev. Mr. Juvinal, chairman of the Northern California-

Nevada Council of Churches' Commission on the Church and Economic Life, said.

"A right to work law would make it possible for an unethical employer to replace union workers with non-union or anti-union workers. This could easily thwart effective and just collective bargaining and before long destroy the union.

"If we are to avoid the chaos, exploitation and violence which was common in the earlier days of our industrial development we must be alert to the destructive nature of so-called right to work legislation and resist all efforts to destroy responsible unionism."

Proponents are Boiling M

State Attorney General Edmund (Pat) Brown has titled a proposed California compulsory open shop law simply "Employee Relations Initiative Constitutional Amendment."

An avowed opponent of the law, Brown, in summary of the proposed law, states:

"Prohibits employer and employee organizations from entering into collective bargaining or other agreements which establish membership in a labor organization or payment of dues or charge of any kind thereto as a condition of employment or continuation of employment. . . ."

That's exactly what the petition seeks to do but the proponents are infuriated. They've lost their only ace—the big lie!

The Chairman of the so-called "Citizens Committee for Democracy in Labor Unions," charged that Brown's office had "either deliberately or accidentally distorted the purpose of the initiative" and said that the title given the measure makes it look though it is aimed at destroying collective bargaining.

Brown not only defended the title and summary as "fair and good" but issued a counter-blast against the committee, stating "I suggest it is high time the sponsors of the proposed measure quit hiding behind a false front and be frank with the public."

What Happens Under Co

Businesses Fail

In 1956, business failures in compulsory open shop states ran 3 to 1 over those occurring in union security states.

Inadequate Medical Attention

The number of doctors in the U.S. in 1955 was 133 for each 100,000 population.

No compulsory open shop state in 1955 had this average.

California had 159.

Inadequate Dental Attention

The number of dentists in the U. S. in 1955 was 59 for each 100,000 population.

No compulsory open shop state in 1955 had this average.

California had 64.

Inadequate Health Insurance

In the U. S. in 1955, more than 66% of the total population was covered by prepaid Hospital Insurance.

No compulsory open shop state in 1955 had this average.

In the U. S. in 1955, near

covered by prepaid Surgical In

No compulsory open shop

In the U. S. in 1955, mo

was covered by prepaid Medic

No compulsory open shop

Police and Fire Protection

The number of Policemen

1956, was 233 for each 100,00

Of the compulsory open s

average. The remaining ones

California had 285.

Inadequate Education

The amount spent in op

school year 1956-57 was \$295 p

The amount spent in com

\$235.50.

University Study Shows Unions Are Democratic

Trade union leadership is devoted to the democratic processes, a University of Denver study shows.

The report, based upon a study of 57 international unions, was made by Don A. Seastone, assistant professor of economics at the university's College of Business Administration.

"The findings of this paper seem to indicate that a majority of current trade union leadership is striving at a conscious level to breathe new life into the organization with grass roots injection of democracy," Seastone declared.

He firmly rejected the idea that there are many "labor bosses" who "conduct unions without reference to rank and file opinion and welfare."

At the same time, he noted, in a few unions there is a "small but hard core of leadership which is not oriented toward popular determination of union policy."

"Within the last fifteen years public opinion has seemingly been more heavily swayed by the activities of this minority than by the less spectacular functions of the democratically-inclined majority," he feels.

The Denver professor then issued this warning:

"How long can the institution of trade unionism continue to

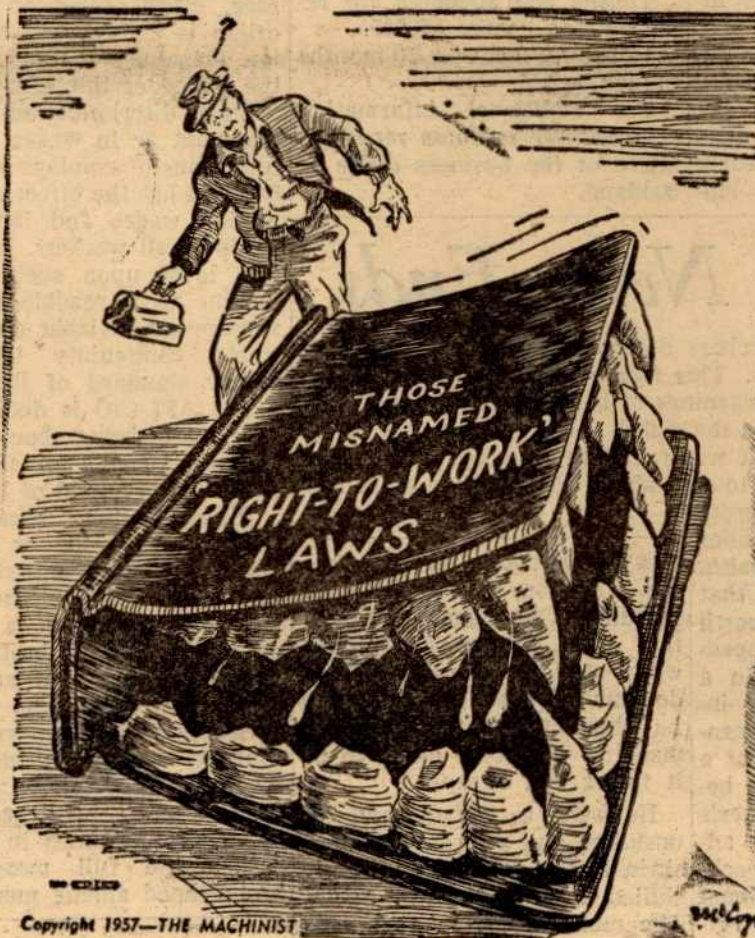
exert influence in the economy if the attitude of the general electorate continues to swing in an unsympathetic direction, a direction which is formulated on the assumption that the activities of the publicity - creating bosses are typical of labor union leaders?"

Seastone asserted that union leaders cannot conceivably be "self-seeking labor bosses" and at the same time be so concerned with increasing attendance at union meetings and generally taking extensive steps to create rank and file interest in union affairs.

Among the observations made by Seastone, in relation to the study, was that there is "an area of considerable union pride" in union constitutions. He felt that "it has been well established that the inadequacies which prevail in the democratic structure of unions does not derive from constitutional difficulties; these for the most part are consistent with recognized and widely-accepted democratic principles and procedures."

The study quoted some union officials as feeling that low attendance at union meetings was an indication that members were satisfied with the conduct of affairs. It was noted that during periods of economic difficulties attendance noticeably picked up.

Businesses Fail	In 1956, business failures in compulsory open shop states ran 3 to 1 over those occurring in union security states.
Inadequate Medical Attention	The number of doctors in the U.S. in 1955 was 133 for each 100,000 population. No compulsory open shop state in 1955 had this average. California had 159.
Inadequate Dental Attention	The number of dentists in the U. S. in 1955 was 59 for each 100,000 population. No compulsory open shop state in 1955 had this average. California had 64.
Inadequate Health Insurance	In the U. S. in 1955, more than 66% of the total population was covered by prepaid Hospital Insurance. No compulsory open shop state in 1955 had this average.
Police and Fire Protection	The number of Policemen in 1956, was 233 for each 100,000 population. Of the compulsory open shop states, California had 285.
Inadequate Education	The amount spent in open shop schools in 1956-57 was \$295 per pupil. The amount spent in compulsory open shop states was \$235.50.



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If You Get This . . .



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You'll Get This

Young Republicans Hit Scab Laws

The Executive Board of the Young Republicans of San Francisco have adopted a resolution in opposition to U.S. Senator Wm. F. Knowland's advocacy of compulsory open shop legislation.

The vote against the open shop law was 28 to 4, with one member abstaining.

The resolution opposing so-called "right-to-work" said, "The Republican Party favors union democracy without weakening the right of collective bargaining."

Alan H. Nichols, president, said, "This is a stand against right to work laws, which prevent free bargaining, and in favor of the union democracy program. Knowland's union democracy plan does not refer to his stand on right to work."

When Scabbing Was A Way of Life

Sometimes the ads that appear in the papers of bygone years tell more about the life of those times than do the stories.

This one, reprinted in the Iron Molders Journal of Feb. 19, 1875, appeared that month in the Philadelphia Ledger.

Does anyone hanker for the "good old" open shop days?

WANTED — Twenty-five iron-puddlers who must make affidavit that they are non-union

man, to take places in mills away from Philadelphia, where a strike exists. They will be paid \$4 per day for puddling, and \$3 per day in addition as bonus; transportation, board, and lodging supplied free during strike. At end of three weeks those who are not satisfied, will be provided with free transportation to this city. None but resolute, skilled forehand puddlers and non-union men need apply."



Your vote is your own

REGISTER today so you can VOTE for a better Tomorrow

'S STILL A SCAB LAW!

Over Title and Summary

'Stanford Daily' Editor Writes: Right to Work?

to the meaning of the measure and who is actually financing this costly campaign to restrict the present freedom of employers and employees as to collective bargaining in California."

Now that this vicious anti-labor piece of fraud has received a name, the "right-to-scab" boys will commence seeking the necessary 322,429 signatures to petitions in order to place the initiative on the November ballot.

Unfortunately, some California workers have been confused by the deceptive propaganda issued by the proponents and think that such a law would benefit them. A good deal of propaganda is being disseminated among minority groups, some of it in foreign language pamphlets, in an effort to confuse them and make them think that "compulsory open shop laws" are similar to FEPC laws and that therefore, they are of benefit.

In 1944 the "right-to-scab" petition circulators hinted to non-suspecting signers that the law had something to do with getting jobs for veterans.

So it's apparent that they'll stoop to any low to get this union-busting law enacted in California.

Don't you be one of the gullible.

Refuse to sign the petitions.

(The following editorial which appeared in "The Stanford Daily" was written by the campus paper's student editor Wally Simpson and reflects his views.)

An ingenious piece of legislation has been making the rounds of state legislatures for the past few years. Known popularly as "right to work" legislation, this group of proposed laws has achieved much support from business concerns and much opposition from organized labor. Senator Knowland is advocating "right to work" legislation as the cornerstone of his campaign for governor of California.

It is maintained by backers of right-to-work laws that every person has the inherent right to work where he so chooses. They

also maintain that every employer has the inherent right to employ or to discharge whomsoever he so chooses. It is also claimed by them that passage of these laws will not impair the good that has been accomplished by organized labor.

Actually, if these laws are passed it will mean that an employee cannot be compelled to join the union that has a collective bargaining agreement with the company for which he works. Whether he joins a union or not is entirely up to him.

On the face of it, this seems like a good idea. Why should someone be forced to join an organization he does not want to join? Why should he have to pay dues to an organization that did not get his job for him in the first place?

Unions are based upon collective security. They exist on the principle "All for one and one for all," without which there could not be security. Now, one defective girder might not cause a structure to collapse, but enough of them will. A pertinent question at this point would be, "Does an employee have the right to exist in his employment outside of the society of employees?"

The Civil War decided that no state may of itself secede from the Union. Theoretically, no nation may exist that works to the detriment of the United Nations. No man may claim the privileges under the Constitution of the United States unless he be a citizen of this country. In fact, no man can exist without being a citizen of some country, except as the result of wars, territorial changes and similar violent causes.

Man must exist in his society. He may rise to a higher society,

or sink to a lower one, but exist in some society he must. When a man is a tradesman, he must exist in the society of his fellow tradesmen. He cannot go it alone. Man is a social animal. He can move vertically on his own initiative, but he cannot move horizontally without disrupting the society within which he is living.

Unions have been a far greater force for good than evil. Much of the high standard of living enjoyed by the laboring man must be attributed to the fact that unions existed to insure and to protect that standard.

There is little doubt as to the ultimate goal that advocates of "right to work" laws seek. That is, the eventual breakdown of American labor unions. Those who want to see the return of labor wars of the past should by all means support "right to work" laws. The laboring man who has enjoyed the benefits of collective security will not calmly sit back and watch that very collective security drop from underneath him.

If it is true that labor unions are too powerful and are becoming a destructive factor in the American economy, then by all means we should provide curbs. But one does not stop the destructiveness of a rampaging river by removing it or separating it into individual droplets. Instead, one channels it into the right course; one builds dams to control the force, providing at the same time more usefulness in the form of electrical energy and irrigation water.

"Right to work" laws are, in fact, "right to destroy unions" laws. Let us not be fooled by tricky labels. Recognize right-to-work laws for what they are, and act accordingly.

Compulsory Open Shop Laws

57% of the total population was in California.

In 1955 had this average.

In 34% of the total population in California.

In 1955 had this average.

Firemen in the U. S. in October, 1957.

In California, only two exceeded this average.

In other compulsory open shop states averaged

California spent \$328.40.

Why Is This So?

The indisputable economic facts are that wage earners in compulsory open shop states can't afford to patronize the businessman, so he fails. They can't afford to go to the Doctor or Dentist so there are fewer Doctors and Dentists. They can't afford to purchase prepaid Health Insurance and without strong unions, employers are not apt to "pick up the tab" on Health and Welfare Plans. They have low incomes, pay proportionately lower taxes so there are fewer public servants such as Policemen and firemen and they can't afford to spend any more on education for their children.

Proof!	1956	5-Year Gain
	Per Capita Income	1952-56
United States Average.....	\$1940	\$213
Compulsory Open Shop States.....	\$1509	\$121
California	\$2419	\$275

Don't let these frightful conditions happen in California!



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And This...

This Law Would be Against You If You Are A . . .

- DOCTOR
- LAWYER
- TEACHER
- DENTIST
- BUSINESSMAN
- HOUSEWIFE
- PENSIONER
- MERCHANT
- STUDENT
- WAGE EARNER

or Anyone who Must

- Balance a Budget
- Pay the Bills
- Buy the Groceries
- Earn Take-Home Pay
- Make a Living
- Go to School



control over your laws

FRONT MAN PLAYS COY

The San Francisco News writer Ernest Rapley says Howard B. Wyatt, executive secretary for the Citizens Committee for Democracy in Trade Unions "appears to be the front man for a front man in pushing right-to-work legislation. And there may be some more front men in the hierarchy."

Wyatt's name was on the initiative petition. His publicity has made much of the fact that he is a member of Meat and Provision Drivers 626 in Los Angeles, because his committee is supposed to consist of "grass roots union members." But Wyatt is in business for himself as a meat "peddler" or jobber. Rapley said a 1957 Cadillac was parked in front of Wyatt's nice two-story Pasadena home.

Wyatt said he was not ready to tell who the president or

other officers of his committee are. He claimed he did not know where he would get the money for the initiative campaign, but did not doubt that he would have enough. The News writer notes that already publicity releases in Wyatt's name have a deft professional touch, and that the S.F. law firm which prepared the initiative — Brobeck, Phleger and Harrison—is a high priced firm which for many years has represented management in labor relations.

Told that the Los Angeles Chamber of Commerce and Merchants and Manufacturers Assn. has disavowed him, Wyatt replied "Maybe the chamber does not want to tip its hand."

An M&M spokesman who said he did not know Wyatt, blurted out: "We're walking backwards, in fact, to keep hands off."

LET THEM KNOW WHERE THEIR BREAD IS BUTTERED

A new gimmick which has been growing by leaps and bounds where Organized Labor is actively countering the "Compulsory Open Shop" loudmouths, is simple but very effective.

First, the worker and his wife patronize Union Shop merchants, buy Union Label clothing and goods and let all concerned know about it.

Second, and here is the gimmick, every check that is written in payment for any bill has stamped or written on the face of it, "THIS IS UNION MONEY."

Sounds good—let's see our thousands of members and their wives plaster California with visible evidence of worker purchasing power developed thru union wages.

GOVERNOR'S SAFETY MEET URGES JOINT COOPERATION

Labor-management cooperation in the field of safety was the theme of the Governor's Industrial Safety Conference held at the Fairmont Hotel in San Francisco on February 6th and 7th.

Sid W. Grimes, managing director of the Pacific Coast Association of Pulp and Paper Manufacturers, told the assembled group that the Association had greatly reduced the frequency rate of accidents, with a resultant reduction in costs to its several employer members, as well as the lessening of heartache and suffering for the workmen. These reductions were a result of a program undertaken in 1946 with the two Unions in the industry. In outlining the program he emphasized that joint labor-management cooperation was the underlying reason for the success in making this industry a comparatively safe one in which to work, when it had been one of the most hazardous prior to putting the program into effect.

P. L. Siemiller, vice president of the International Association of Machinists, speaking for labor, emphasized the need for cooperation and stressed the

need for safety clauses in agreements.

Assistant Business Manager M. A. Walters and Safety Committee member Walter Morris, attended the conference representing Local Union 1245 and participated in the transportation, communications and utilities section meeting.

Brother Walters participated in a panel discussion on safety accomplishments in the T.C.U. industries. The question of how to get first line supervision to accept their responsibility with respect to safety was of major concern to both management and labor representatives. Study of this problem and recommendations for improvements will be a project of the T.C.U. section for the forthcoming year.

R. J. Owen, health physicist for the Pacific Gas and Electric Company, was the luncheon speaker on the opening day. He discussed atomic energy and its

Officers Meet to Decide Policy

(Continued from Page 1)
ion shop clause, even though the union did not represent the employees involved."

"But in the Garmon case, this rule was reversed," he pointed out. "In that case, a union picketed the employer to obtain a union shop agreement, but the trial court found that none of the employees involved desired to join or be represented by the union. The Supreme Court held that this picketing was unlawful and found to be contrary to public policy as declared in the California Labor Code."

"While this case dealt solely with picketing by a non-representative union for a union shop contract," Mr. Tobriner stated, "the decision contains language which casts some doubt on other types of union activities as well."

"Among those questions raised by the decision are such

industrial uses. Of particular interest to Local Union 1245's delegates was his discussion of the safety program developed at the PG&E's Vallecitos Atomic Power Plant.

pertinent ones as whether a majority union may picket for a union shop and whether organizational and recognition picketing are affected," he said.

"Carried to the extreme," he analytically pointed out, "this decision would prohibit recognition picketing by a minority union, or even by a majority union, so long as one single employee chooses to bargain separately."

"The full effects of the Garmon decision are not yet known," he stated and warned that "unions must be on their guard and should confine their picketing to objectives which are clearly lawful."

He stated that his law firm has joined with the attorney for the California State Federation of Labor and others to obtain a rehearing of the case before the California State Supreme Court. "If this fails," he concluded, "it is planned to appeal the decision to the U.S. Supreme Court."

Brooks Payne, I.O. representative, spoke on the part the I.B.E.W. is playing in the field of atomic radiation. He stated

that he had been assigned to the International Office to assist Local Unions in setting up programs to meet this vital problem.

He pointed out that the I.P.E.W. already has a Local Union No. 1958, whose membership is composed entirely of workers at the Hanford Reactor in Richland, Washington.

He explained in detailed layman's language the role of the health physicist and the "radiation monitor"—a must where radiation can constitute a hazard.

Bus. Mgr. Weakley spoke on his appearance in Washington, D.C., before the House Committee on Interior and Insular Affairs, in support of the joint development of the Trinity River Project (see lead story, page 1).

He also outlined the Union's position before the California Public Utilities Commission in the matter of their considering discontinuance of employee discounts on their utility bills.

Among other topics of general interest were the jurisdictional disputes cropping up on PG&E properties, the forthcoming International Convention next September and the need for contract interpretations due to the backlog of unsettled grievances.

He further reported on the Union's Hospitalization Committee's recent meeting with the PG&E Co. (See story elsewhere in this issue). In connection with this subject, the Policy Committee recommended and the Executive Board concurred, that an advisory group, composed of one member from each area, be selected to assist the committee.

An item receiving considerable interest of the assembled group was the next Joint Unit Executive Conference, tentatively scheduled for April 12th. The details of the conference are to be worked out by the Business Office and preliminaries have already been started to make this conference the best yet.

Assistant Business Manager L. L. Mitchell reported on the rearrangement of Staff assignments, the Apprenticeship program in PG&E and the need for contract interpretations to alleviate the backlog of unsettled grievances and avoidance of future unfounded grievances.

Membership status was reported by Assistant Business Manager M. A. Walters, as well as progress in PG&E Departmental negotiations, clerical lines of progression, General Construction expenses, negotiations with Sacramento Transit Authority, City of Berkeley and the Telephone group in Citizens Utilities Co.

Interwoven throughout the discussions during the two-day session was the topical subject of "right-to-work." Keen interest was displayed in the positive program adopted by Local 1245 in combatting this vicious, anti-labor initiative petition. From the reports of those in attendance, the membership in the field are thirsting for combative information and your Union will, by every means possible, arm the membership with the necessary weapons.

The next Russian satellite will contain cattle. It will be the first herd shot around the world.

Divisions Lose 625 Jobs to Automation

(Continued from Page 1)
the equivalent of 60,000 punched cards.

The customer's name, address, prior meter readings, rate schedule, information from the most recent bill and any other needed information, is "read" onto the tapes in the form of magnetized spots at a rate of 15,000 characters per second from punched cards.

Other tapes hold the current meter reading and amount of money currently paid on the account. This information has also been "read" onto the tapes from punched cards.

All of this information is fed, at electronic speed, into the central processing unit — the heart of the system — which controls all units directly connected in the system. The unit contains 40,000 digits of magnetic core memory, as well as a complicated series of circuits that permit the computer to perform a logical sequence of operations almost instantaneously. A decision can be made and action taken in one-thirty four millionths of a second.

After the answer has been arrived at, the answers are "read" onto a tape for future use, the customer's bill is printed and register sheets printed. As a unit in the system, a new high speed printer will print bills, register sheets and other documents at 1,000 lines a minute.

A PG&E innovation is the specially made Die Cutter Unit which cuts and perforates the bills from continuous forms produced by the high speed printer.

In connection with the two-year transition period for transferring the billing and accounting functions from the various Divisions, the Company has kept the Union advised of any change in schedule or developments as they occur.

The Company has stated that there will be sufficient job vacancies in the EDP Center to provide for all employees in the various Customer's Records and Accounting Depts. affected. Those desiring to transfer to the EDP Center will be transferred "in grade" with no reduction in wage and the Company will reimburse the employees for any expense incurred in moving their household goods.

The following understanding

has been reached between Company and Union in the matter of transfers, promotions, etc., occurring within the Divisions prior to the actual transfer of the Division's work to the EDP Center. This procedure also provides the manner in which those employees choosing to remain in the Division will be placed.

INTERIM POLICY ON PROMOTIONS AND TRANSFERS AS A RESULT OF THE ESTABLISHMENT OF CENTRALIZED UNITS IN SAN FRANCISCO

1. In order to provide for the orderly promotion and transfer of employees affected by the centralization of the Company's accounting and billing functions with minimum disruption and to facilitate uniformity among the Divisions of the Company in the handling of such matters, the following interim policy will be effective from August 1, 1957, until further notice.

2. The policy outlined herein shall apply to employees in job classifications within the clerical bargaining unit represented by Local 1245 of the IBEW.

3. In filling vacancies which occur subsequent to August 1, 1957, the provisions of the clerical Agreement shall be followed without application of Section 19.14 unless special circumstances warrant the use of that Section.

PROMOTIONS

4. All promotions made under Title 18 of the clerical Agreement subsequent to August 1, 1957, shall be considered as conditional.

5. When an employee is promoted on a conditional basis he shall be given notice in writing that the promotion is conditional and may be rescinded at a later date as a result of the removal of certain clerical functions to the centralized units in San Francisco.

6. An employee who is promoted into a vacancy on a conditional basis shall accrue classification seniority for wage rate purposes and further conditional promotions in the classification which he holds conditionally. If it is necessary for such employee to return to the classification which he held on Aug. 1, 1957, the time spent in any classification on a conditional basis shall accrue as time worked in the employee's Au-

gust 1, 1957, classification.

TRANSFERS

7. Transfers under Section 18.6 and Subsection 18.8(b) of the clerical Agreement shall be made in accordance with the provisions of Title 18.

8. Transfers under Section 19.14 will be made only when there are no qualified employees for the vacancy who are entitled to consideration under Subsections 18.8(a) and (b) and Section 19.7 of the clerical Agreement or when the Company seniority of the employee considered for transfer exceeds the Company seniority of the employee considered for promotion by a disproportionate amount. No transfer will be made under Section 19.14 unless it can be determined with reasonable certainty that the move will not be disturbed at a later date.

9. An employee need not file a formal application for transfer in order to be considered for transfer under Section 19.14.

10. Any employee who accepts a transfer under Section 19.14 shall be informed in writing that any promotional, transfer and reassignment rights in the Accounting or Customers Records units will no longer be available to him.

11. When a transfer under Section 19.14 is contemplated, the Division Personnel Manager or Supervisor should furnish Mr. I. W. Bonbright of the General Office Personnel Department with a list of employees in the Accounting and Customers Records Departments who are in the same or higher classifications and who have greater Company seniority than the employee considered for transfer as well as a list of employees entitled to be considered for the vacancy under Subsections 18.8(a) and (b) and Section 19.7 of the clerical Agreement.

12. Following receipt of such list, the office of the Director of Industrial Relations will consider the proposed transfer and, if necessary, discuss it with the Union. The Division will then be notified as to whether or not the transfer is feasible.

13. If the transfer is feasible the Division Personnel Manager or Supervisor will interview qualified employees in the Accounting and Customer's Records Departments who are in the same or higher classifica-

tions and who have greater Company seniority than the employee considered for transfer for the purpose of offering them such vacancy.

14. Employees entitled to preferential consideration under Subsections 18.8(a) and (b) and Section 19.7 of the clerical Agreement must also be interviewed and the circumstances of the proposed transfer explained to them.

15. Following the interviews described above the Division Personnel Manager or Supervisor should prepare a memorandum showing the names of employees interviewed who were offered the vacant job and the understanding reached with these employees.

16. Copies of the interview memorandum are to be forwarded to:

Each employee interviewed.
Mr. I. W. Bonbright, General Office Personnel Department (three copies).

17. After receipt of the interview memorandum described above and further discussions with the Union, the office of the Director of Industrial Relations will notify the Division whether or not the transfer may be completed.

18. When a vacancy is filled under Section 19.14 the award notice provided for in Section 18.12 shall be posted in the Accounting and Customers Records Departments as well as in the promotion and transfer unit in which the vacancy occurred.

FINAL PLACEMENT

19. When the Accounting and Customer's Records Departments are moved from the Divisions into the centralized units in San Francisco, it may be necessary for certain employees in such Departments to displace employees in other promotion and transfer units within their Division. Such displacements will be handled under the provisions of the Agreement and will generally affect employees in jobs which have been filled conditionally since August 1, 1957.

PROMOTION OF EMPLOYEES IN THE CENTRALIZED UNITS IN SAN FRANCISCO

20. Promotions of employees in the centralized units in San Francisco will also be made on a conditional basis until the centralization is completed.

 **SIGN UP THOSE
NON-MEMBERS**
HELP BUILD YOUR UNION

Weakley Reports Union Position

(Continued from Page 1)
the generating plants, transmit and market the power developed on the Trinity, the members of our Local Union will be adversely affected.

Public agencies engaged in the power business, particularly in the distribution and customer service phase, generally do not allow and in fact usually prohibit the right of free organization, collective bargaining and the right of contract.

California, for instance, does not, in its laws, make provision for legal collective bargaining contracts between labor organizations chosen by such employees and the State and political subdivisions thereof, including Municipal Utility Districts. In fact, a bill, proposed by our Local Union designed to provide for legal collective bargaining in Municipal Utility Districts failed to get out of committee during the 1957 session of the California Legislature. The opponents of the Bill were the representatives of public agencies engaged in the power business.

A large block of power, made available through Government development of generation and transmission facilities from Trinity, would provide a means for expansion of service areas operated by public agencies.

The right to contractual coverage in such matters as effective organization, grievance procedure, safety provisions, wages, working conditions and other employment benefits would be lost to utility workers providing service under public agency operation.

In addition to our contracts with private power employers, we represent certain employees in public agencies. We have managed to elevate and to maintain decent wages and conditions where progressive management policies exist although we are denied the protection of a legal collective bargaining agreement.

However, a great many public power agencies are unorganized and have comparatively poor wages and working conditions due to anti-labor employment practices in many such California agencies.

Private development of the power facilities of the Trinity Project will provide additional employment for our members and will serve to maintain adequate wages and conditions through collective bargaining.

Federal development and power marketing, will, our experience shows, lead to expansion of the unfair treatment of utility workers through loss of rights enjoyed by the rest of labor.

The policy of our Local Union in the Trinity development controversy is set forth in the preamble of our Agreements with the Pacific Gas and Electric Company, and I quote:

Title I. PREAMBLE

"1.1 The parties recognize that the free enterprise system in the United States has produced the highest standard of living anywhere in the world, and they hereby confirm their adherence to, and belief in, that system. In acceptance with such belief the parties support the principle of private ownership of public utilities under enlightened regulation by public authority. Further, the parties support the principles of collective bargaining and self-organization."

Our parent body, the International Brotherhood of Electrical Workers, AFL-CIO, at its 1950 Convention issued a policy statement on the matter of pub-

lic vs. private power and I quote:

"The IBEW does not raise its voice on the subject of public power in behalf of private companies or their management. We have met the abuses of power by these companies in the past and have achieved substantial correction. Today 90 per cent of the workers in the privately-owned electric light and power industry are covered by Union contracts and the IBEW itself represents more than 75 per cent of the organized employees in this industry.

"The IBEW raises its voice on the subject of public power at this time in the interest of organized labor in the electric light and power industry. The subtle transformation of the Government program from the proper purposes of providing power as a by-product of the initial program and of furnishing a 'yard-stick' for private utilities has reached the state where it threatens free enterprise in this industry. We support free enterprise not only in our capacity as citizens of the United States but also in our capacity as representatives of organized labor. The increase in the area of Government and quasi-Government ownership operation in utilities necessarily carries with it a decrease in the area of freedom for labor as well as other groups.

"Labor cherishes its right to bargain collectively for wages, hours and working conditions. It fights the abrogation of such rights whether in the form of anti-Labor laws or in the more complicated form of transferring their status to employees of the Government without any rights to bargain collectively or otherwise exercise their economic strength."

The foregoing policy statement has not been revised or rescinded since 1950.

The members of our Local Union are also citizens and taxpayers. We are just as concerned as other citizens regarding proper and beneficial utilization of our natural resources. We want adequate flood control, wild life protection, irrigation water, reasonable power rates and reasonable taxation.

Tax free, high denomination bond interest made available to big investors comes in part, out of the family budget of employees in public power agencies in the form of lesser employee benefits. This tax free bonanza also comes out of the pocket of Mr. Average Taxpayer, including the utility worker where this invasion of private tax-paying industry spreads.

Most basic American industries are not subject to many of the Federal and State regulations covering the private electric light and power industry. Beyond mere regulation, our industry is subjected to local, regional and, if some could have their way, national operation by the invasion of public power.

Should this principle of public ownership be applied to oil, steel, coal, automobiles, and other important basic American industries, loud protests would be heard from over the land from both employers and Labor.

Very few people seem to care about what happens to utility workers who serve the public under public ownership. This gradual denial of rights enjoyed by other workers is highly resented by our skilled workers who render important public service no matter how great the discomfort or personal danger.

On the matter before this

Committee, it is up to the Congress to work out this type of development for the general good and we respectfully urge that serious consideration be given to the fact that a regulated private power industry exists where thousands of utility workers enjoy the rights afforded other American workers.

Therefore, on behalf of the members of our Local Union, I offer the foregoing remarks in support of these bills designed to provide for the joint development of the Trinity River Project."

In the course of questioning Business Manager Weakley, Rep. John Saylor asked, in effect, what experience we'd had with respect to dealing with government power. Weakley read into the record the following:

"The policy of the Bureau of Reclamation with respect to labor provisions in government contracts has not, to date, matched the private power construction contract policies. An example was the construction of the Folsom-Elverta 20 mile long 230 KV line for the Central Valley Project in 1953.

In a letter to Congressman John E. Moss of Sacramento, Assistant Secretary of the Interior, Fred G. Aandahl, wrote on August 25, 1953, with respect to the Folsom-Elverta line contract which had been sought by fair electrical contractors under Local 1245's agreement at that time, the following:

"Bids under specifications DC-3983 were opened on July 23, 1953 with the Malcolm W. Larsen Contracting Company of Denver, submitting the low bid in the amount of \$56,218. In his letter to you (Congressman Moss) of July 23, 1953, which you forwarded, Mr. Weakley objected to the low bidder primarily on the grounds that it usually operates on a non-union basis. Under existing statutes and regulation, a bid may not be rejected on the grounds that the bidder chooses to operate on a non-union basis. See Comptroller General's decision No. B-109270 dated May 2, 1952. Government agencies must award contracts to the lowest responsible bidder and may not show preference to a contractor because he will perform the work with union labor. There is no statute or regulation which requires contractors on government work to pay the union scale of wages."

While the Davis-Bacon Act requires the government to pay not less than those wages paid at the prevailing rate, this is a poor excuse for guaranteed decent wages and conditions. Larsen built the Folsom-Elverta line with men and equipment from out of State on a non-union basis right in the heart of the Central Valley and with mostly unskilled labor and with no fringes or proper distribution of journeymen."

The hearings have been recessed and any further action by the Committee will not occur until Chairman Clair Engle's return to Washington after his trip to California where he is campaigning for the Democratic nomination to the U.S. Senate. His main issue is Government ownership and operation of the power generation and distribution facilities on the Trinity.

Interesting to note, is the fact that his bid for the Senate seeks Labor support. He does not propose to provide that any power developed and distributed on the Trinity would carry with it into public agencies the right of collective bargaining through

REARRANGE STAFF; ADD 2 NEW REPS

In the recent explanation of why your union needed a dues increase one of the reasons pointed to was the desire to improve field service to the membership. This, it was stated, would require additional field representatives.

The dues were increased by \$1 a month, by membership vote and promptly the Field Staff was augmented by two new Representatives, Frank A. Quadros and John J. Wilder.

Frank Quadros, a Gas Serviceman in San Francisco Division, has been an active Union member for many years. He has served as Shop Steward, Chairman of Grievance Committee, Unit Chairman and a hard worker on the PG&E System Negotiating Committee since 1954.

He is married and an ex-Serviceman, having served in the U.S. Marines during World War II and recalled to duty in the Korean War.

Frank's new assignment on the Staff will be servicing the membership in North Bay Division.

John J. Wilder, an Auxiliary Operator from Hunter's Point Power Plant in San Francisco, will be the new Representative in San Jose Division and the Steam Dept. in San Francisco Division.

John received his Union indoctrination while sailing in the Merchant Marine. His Union training was put to good use in Local 1245 where he has been active as a Steward for eight years, a Unit Officer, member of various Unit Committees and was a "wheel horse" on the PG&E Steam Dept. Negotiating Committee.

He is a veteran of World War II, with nine years in the U.S. Navy, married and father of four children.

In conjunction with Frank and John coming on the Staff, the field assignments of the other Business Representatives have been rearranged to provide better field service.

The new assignments are:
Scott Wadsworth: Business Office as Administrative Assistant.

Ray "Spike" Ensley: Coast Valleys Div., Pipe Line Operations (Hollister).

Frank E. Goss: Northern Portion of San Joaquin Division.

Eugene F. Hastings: De Sabla



New Reps. on Staff; at left, F. Quadros; at right, J. Wilder

Div., Citizens Utilities Co. (Susanville).

Edward A. James: Stockton Div., Diablo Dist. of East Bay Div., Pipe Line Operations (Antioch), Stan Pac Gas Line.

Alfred R. Kaznowski: Sacramento Div., S.M.U.D., Sacramento Transit Authority, Citizens Utilities Co. (Elk Grove & North Sacramento).

Fred M. K. Lucas: Humboldt and Shasta Divisions, Citizens Utilities Co.

Daniel J. McPeak: San Francisco Div., General Office in San Francisco.

Roy D. Murray: Colgate and Drum Divisions, Sierra Pacific Power Co., Sierra-Plumas R.E.A.

Frank A. Quadros: North Bay Div., Citizens Utilities Co. (Guerneville).

John J. Wilder: San Jose Div., Steam Dept. in S.F. Div., Pipe Line Operations (Milpitas), Citizens Utilities Co. (Boulder Creek).

Jack E. Wilson: Southern portion of San Joaquin Division, Pipe Line Operations, California Pacific Utilities Co.

Paul W. "Cy" Yochem: East Bay and Stores Divisions, Key System, East Bay Municipalities, Citizens Utilities Co. (Niles).

We wish all of the Representatives the best of luck in their new assignments and feel confident that the membership will be better served as a result.

Stay Safe Off-the-Job, too



Madame, Henry has already found the broom. Or, rather, it has found him.

Looks as if he'll be on his way to the hospital in a few minutes. That is if he's lucky.

If luck's against him, he'll be going someplace else—the place more than 25,000 Americans go each year who are killed by falls. To the undertakers.

Where do these falls occur? The National Safety Council says that over half the victims are killed in their own homes. These falls don't just happen, they're caused—a good many by sloppy housekeeping.

Falls in the home can and must be prevented. The procedure is simple: Remove the hazards. Take stair falls, for example.

Poor lighting, loose or rotten steps or lack of handrail cause many stair falls. Rugs at the head of stairs or stair carpets, which are not securely fastened down often throw people to injury or death. Failure to identify the bottom step as the last causes other falls. (Painting the bottom step white would help here.)

Union representatives of the employees who would work under compulsory open shop or "Right-to-work" laws. Present laws on the California statute books covering California political subdivisions such as Municipal Utility Districts deny these fundamental rights to utility workers. Further, his vote for the Taft-Hartley Act set up Section 14 (B) which allows States to pass Compulsory Open Shop laws such as the present proposed initiative aimed at breaking labor's back in California.

PG&E Dept. Negotiations

Past issues of the UTILITY REPORTER have kept you informed on developments in negotiations of job definitions and lines of progressions for the various departments. In this issue we would like to briefly review the past and bring you up to date.

In 1951, following certification of the IBEW as the system-wide bargaining agent for PG&E physical employees, the task of revising the job definitions for the various classifications and establishing lines of progression was undertaken by the Union. The need for such revisions was due to the following:

1. Job Definitions.

A. The fact that there were two sets of definitions existing (one set previously negotiated by the UWUA applying to the four Bay Area Divisions, and the other applying to the rest of the system, negotiated by Local Union 1245). While these definitions were the same in many instances and similar in most others, there were some with major differences.

B. Need for revision of many definitions, due to changes in methods of operation and technical advancements. In addition, this latter situation pointed out the need for additional classifications and the elimination of some existing ones.

2. Lines of Progression.

A. The provisions of the Agreement relating to promotions and demotions referred to normal lines of progression. Lacking any agreement between the parties, past practice was the controlling factor. Different conditions existed in the various Divisions and, in many cases, there was a complete lack of uniformity.

B. Of prime concern was the fact that many classifications were deadened.

Recognizing the foregoing, committees were established for the various departments and after many hours of study and preparation, proposals were submitted to the company for the separate groups in the latter part of 1951.

While there were some discussions between the parties, such as Steam during late 1951 and early 1952, it wasn't until 1954 that actual negotiations were undertaken resulting in the First Supplementary Agreement being entered into on July 15, 1954, covering the Gas Department. Subsequent agreement has been reached for the following groups:

Stores Division, March 1, 1956; Steam Department, Jan. 1, 1957; Garage Department, May 1, 1957; Dept. of Pipe Line Operations, May 1, 1957; Steam Heat Maintenance, Sept. 1, 1957; Division Commercial Departments, Feb. 1, 1958, and Water Department, Feb. 1, 1958.

Electric Department — Following portions completed:

Meter Shop, Dec. 1, 1956; Underground (Lines of Progression only), April 1, 1957; Overhead, July 1, 1957, and Maintenance, Oct. 1, 1957.

Currently in progress are discussions of the Electric Underground and Office groups. In the Underground, the only unresolved issues are the definitions for Cablesplicer and Electrician and concern the limitations and differences between these two classifications. In the Electric Office, the primary bar to agreement is the Senior Service Operator classification and the initiation of switching orders and responsibility for restoration of service. During the course of System negotiations in 1957, it was agreed to

transfer the Foreman's Clerks in the Electric Department from the Clerical bargaining unit to the Physical unit. This matter was referred to the committee handling the Electric Department Office and negotiations have resulted in the establishment of two classifications — Foreman's Clerk and Assistant Foreman's Clerk — together with definitions therefor and a line of progression. This agreement will be effective March 1, 1958, at which time the actual transfer of the employees involved will occur.

On January 30th, we received Company's proposals covering the Warehouse Department and on February 12th, the first negotiation sessions were held with the company. This meeting was primarily exploratory in nature, but Union presented some objections to Company's proposals and suggested several changes. Company is studying these and will submit an amended proposal for Union's consideration.

On February 7th, Company's proposals for Electric Department Operations were received in the Local Union office. These proposals, in addition to covering job definitions and lines of progression, raised questions on dual classifications, hours of work and the Emergency Relief classifications. They are now being studied and a representative group of substation and hydro plant employees will be called into the Local Union office for discussion and development of Union's position on these matters prior to arranging for a meeting with the Company.

Still to be concluded is the Building Department and we are hopeful that discussions for this group will be undertaken in the near future.

PG&E INTERIM NEGOTIATIONS

As a part of the conclusion to negotiations with the PG&E in 1957, those subjects deferred for action following discussion between representatives of Company and Union were:

1. Unresolved subjects referred to subcommittees in the negotiations of 1956:

A. Transfer of employees from Physical unit into Clerical unit and vice versa.

On January 13th we received a proposed interpretation of the two agreements from the company which would set up the procedures to permit this. However, there were some features of this proposal which were objectionable and also a lack of clear understanding relative to others. On the 23rd a meeting was held between Union and Company, at which time these were discussed. On the 27th we received a redrafted proposal from the company which took our previous discussions into consideration. This latest proposal is now being studied and another meeting will be sought in the near future.

B. Job Definitions for Davis Yard and Warehouse.

Union's Committee submitted its proposal to Company on January 18, 1957, and Company countered on August 29, 1957. Subsequently, two negotiating sessions have occurred, the latest on January 9th. Definitions for about a half-dozen classifications remain unsettled and Company now has Union's arguments under consideration for preparation of further counter-proposals on these classifications.

C. Lines of progression for clerical employees in the promotion and transfer units.

Following meetings in which

Sometimes it is good to broaden one's vision beyond the immediate personal and local community problems of the day. With this in mind, a look at the world we live in may be in order.

The struggle between the two great powers, the United States and the Soviet Union is the major issue before the peoples of the world. Some may say that an officer of a local labor organization has enough to do with grievances, contracts, membership service and jurisdiction without offering philosophical comment on the world situation.

This writer does not agree. Perhaps some labor union officers should have recognized the importance and responsibility of labor in community, government and foreign affairs long before the present attack on labor as part of an American institution.

The nuclear arms race, space warfare and the economic weapons used in the battle for political adherence are stark realities facing every man, woman and child on the earth.

Millions of people are watching what America does and what the Soviet Union does and conclusions are being formed which affect the balance of power.

It is a tremendously difficult and important task for those responsible for foreign policy and the stake of the game is the survival of the human race.

This calls for understanding and participation by all groups

a representative group of clerical members developed proposals, Union submitted its proposal to the Company on April 2, 1957. On January 6 of this year, Company replied that they were ready to hold a meeting for preliminary discussions. Such a meeting was held on January 23, at which time Union's basic thoughts were clarified and Company agreed to survey one or two Divisions with respect to the Commercial Units in order to determine what could be done. At the same time, Company pointed out that with the contemplated moves in the Accounting and Customers' Records Departments, they felt any action within these units should be held up pending completion of the changes.

2. Examination of General Construction Department expense provisions and requirements.

A representative group of General Construction Department members met in the Local Union office on November 9, 1957, to go over the subject matter in preparation for future discussions with Company. Company has advised us that they, too, have been making preparations for such discussions and that they have recently completed a survey of the Department which will provide them with factual information pertinent to the subject matter. They are presently in the process of compiling this data on IBM and as soon as this is completed, should be in a position to sit down for discussion with the Union.

3. Consideration of Hospital and Medical Coverage for Employees.

(This subject covered else-

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY



R. T. Weakley

in our society, including organized labor.

Many do not know, for instance, that labor is playing a very important role in selling to millions of foreign workers the value of free labor in our modern industrial society.

What, then, should be done to strengthen America's hand through keeping an invaluable internal ally — Labor — in position to prove to the working people of the world that ours is a superior system to that of the totalitarian state?

First, the AFL-CIO should continue to cleanse the minute instances of corruption from its own ranks, not back down in the face of splinter labor group pressures from outside its ranks, and assist proper law enforcement agencies in their duty to prosecute those few who break the law while serving as representatives of working people.

Next, industry should recognize the imperative need for free collective bargaining, recognize that organized labor is a permanent American institution and desist from attacks through support of punitive federal and state union-busting laws.

Further, the Administration and the legislative branches of Federal and State government must not play with fire by transforming passing hysteria into actions resulting in economic warfare between American industry and labor.

Government, industry and labor must work together to improve the civil rights of our racial minorities or we lose the

battle for the respect of the majority of the world's peoples who are not of our majority race.

These things add up to unity in America which can be transformed into a symbol of freedom unmatched in the world today.

Growing unemployment, economic imbalance, retreat from social progress on the health and education fronts, are danger signs which could prove disastrous.

The impasse now present in the nuclear arms race has produced a new contest. The economic and social examples placed before the world by the United States and her allies and the Soviet Union and her supporters are now the means by which one or the other will win the battle for the minds of the peoples of the world.

How the members of our Union, the citizens of our country, and the leaders of government, industry, and labor conduct themselves will be closely watched.

Remember, our people must understand, participate in and believe in a program of domestic and foreign policy and conduct which is superior to that of our chief opponent.

With leadership in all walks of life goes the responsibility of understanding and action designed to unite our people and to advance our free democratic institutions as the best way of life in the world. I believe this responsibility extends to and includes those chosen by working people to lead both local and national labor organizations.

Weakley's Column Is Praised in San Diego

Vernon Hughes, Business Manager, Local 465, I.B.E.W. in San Diego recently wrote in his column SHORT CIRCUITS, a feature in the LABOR LEADER, official publication of the San Diego County Central Labor Council, the following:

"Those stewards on the mailing list of Local 1245's the Utility Reporter, are urged to make sure their crew mates have a chance to read this excellent paper. We direct your attention especially to Business Manager Weakley's column (January, 1958), in which he says, among other vital observations, 'we have many times pointed out that no matter what we gain in collective bargaining, we stand to lose all or part by the passage of detrimental legislation.' Also, 'your leaders are fighting this action and will continue to do so. Nevertheless, without you, your spouse, your neighbor and your friends registering, educating and voting on this issue in 1958, no leadership can beat your enemies.'"

where in this issue.)

4. Labor Agreement Interpretations with respect to:

A. Dual classifications, and
B. Procedural matters relating to the grievance procedure titles of the Physical and Clerical agreements.

Nothing concrete has been accomplished as yet, although Company has been surveying the use of dual classifications with the hope that such duals may be reduced in number.

5. Establishing of emergency relief classifications for substation and hydro plants.

This matter has been referred to discussions during Electric Department Operations negotiations.

'Joint Pole' Dance Set For Eureka

Our Local 1245 IBEW members in Eureka, in conjunction with the Telephone Workers in Local 9405, CWA, in Eureka, have got together and are sponsoring a "JOINT POLE" DANCE.

PLACE: Eureka Veterans' Memorial Bldg.

DATE: Saturday, March 1st.
TIME: Social hour, 8 to 9.
Dancing, 9 to 2.

ADMISSION: \$1 per person.
FREE MIDNIGHT LUNCH.

All members who can possibly attend are urged to do so. What better opportunity to meet and live-it-up with our good friends — the Phone Workers?

AFL-CIO Opposes Pay Television

The AFL-CIO called on Congress to oppose all pay television schemes on the grounds that these plans would deprive the American people of their right to "unrestricted and free use of the public broadcasting privileges."

AFL-CIO Legislative Director Andrew J. Biemiller urged the House Commerce Committee to recommend to the FCC that licenses for paid TV systems be denied as contrary to the public interest.

These plans, he said, would work a special hardship on the low income groups and would violate the government's pledge when TV channels were first assigned that there would be no charge for viewing programs.

He pointed out that pay TV would destroy the present system of competitive programs by creating an industry that would inevitably become a monopoly that could determine what Americans can view — plus the unrestricted power to set prices as it pleases.