



BUS. MGR. CALLS SPECIAL MEETING

Programs, Policies, Problems and Annual Audit Are Reviewed

On Saturday and Sunday, March 8 and 9, 1958, the Policy Committee of Local 1245 met in special session with the Executive Board at the Union's Oakland Headquarters.

After a short Board meeting, the morning of March 8th, the Policy Committee meeting was convened at 1:05 p.m. by President Frank D. Gilleran.

President Gilleran, who had submitted his resignation, addressed the group, stated his reasons, and general discussion followed. At the conclusion of the discussion, Business Manager Weakley outlined the special agenda for the joint meetings.



Bus. Mgr. Weakley reporting on implementation of Union's programs.



Treasurer Kerin addressing the assembled group.

Assistant Business Manager L. L. Mitchell reported on the programs outlined in the Berkeley Unit Executive Conference which was followed by the dues increase voted by the membership. He pointed up the progress and actions in connection with the program to date, including expanded field service.



Asst. Bus. Mgr. Mitchell reporting on progress and expanded field service.

Business Manager Ronald T. Weakley reported on further implementation of the program, particularly with respect to the Union's stepped up educational program in connection with the compulsory open shop initiative. The expansion of coverage by UTILITY REPORTER, distribution of pamphlets, registration drives, public speaking engagements, appearances before governing bodies and other public relations activities were covered in detail by the Business Manager.

Assistant Business Manager M. A. Walters reviewed the election procedures concerning the 1958 election of Local Union Officers and International Convention delegates.



Asst. Bus. Mgr. Walters explaining our annual audit.

The final special point was a review and detailed explanation of the 1957 annual audit which is now available at all Unit meetings.

Subsequent to the special reports of the Business Manager's Office, the Policy Committee unanimously adopted a series of resolutions with recommendations of adoption by the Executive Board. Among them was a resolution which follows:

(Continued on Page 3)

Local 1245 Urges State Labor Merger . . .

. . . See Page 6



Executive Unit Conference Is Set . . .

. . . See Page 8



S. F. Member Wins IBEW Film Contest . . .

. . . See Page 3



Registration Deadline Near—Check Today!

. . . See Page 3

EXECUTIVE BOARD APPOINTS JOE KREINS UNION PRESIDENT

Joseph S. Kreins is Local 1245's new president. He was appointed on March 10 by the Executive Board to fill the unexpired term of Frank Gilleran, who resigned.

Brother Joe, a Senior Service Operator in the Oakland Gas Dept., has worked for the PG&E Co. for 21 years and has been a member of the I.B.E.W. since April, 1952. His union activities include shop steward, Unit Executive Committee Member, Chairman of Hayward Unit, Union's

Chairman of East Bay Division Grievance Committee and Central Area Executive Board Member.

Prior to his employment with the PG&E, he owned and operated a variety store in Oakland and worked for a period as a



Joe Kreins

private detective.

Brother Kreins sailed as a Chief Officer and Master in the Merchant Marine during World War II and still holds a Chief Officer's license. He was a former member of the Master Mates & Pilots, AFL.

Joe lives in Hayward, has a lovely wife Margaret and three sons, Stephen, Edward and William.

When he finds time, he indulges in bowling, golf and gardening.

Cal. Open Shop Fight Grows . . . See Center Pages

The UTILITY REPORTER

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L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor
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The Mail Bag

March 7, 1958
 International Brotherhood of Electrical Workers
 1918 Grove Street
 Oakland, California
 Dear Sirs:

I have read your literature as it is sent to me on right-to-work laws and Knowland's role in the act, and I agree heartily with you on all you say, and intend to do what I can in my small way to line up votes to help defeat the bill and Knowland. But I wonder why our union is not just as loud in bringing pressure on our government representatives to stop confiscating our wages with the outlandish income tax and the four billion dollar give-away.

This year out of my \$5500 yearly wage I paid out \$1520 in taxes, income and property. How can a wage earner spark a buying spree to keep industry going and jobs open. I had planned on a new car this year, but I will keep my old 1947 car going. The government gets the new car.

The wage earner cannot afford many more raises. The government takes from 30 to 52% of each raise, and the merchants raise their prices to try to keep their places running, with taxes what they are they have to keep passing them on. I have got four raises in the past two years and am worse off now; about two or three more raises and I'll just quit working.

I have written my Congressman about taxes, and get courteous replies agreeing that it is terrible, but I wonder what the reaction would be if a petition with several hundred thousand union men's signatures on them hit them. I don't think Knowland would have time to think up right-to-work laws and other tricky innovations.

Sincerely yours,
DAVID I. LeROY,
 Arcata, Calif.

Scab Law Sets Guatemala Back

"The adoption of right to work laws, sometimes called voluntary unionism or "Employer-Employee Relations" in Guatemala, has turned back the clock a hundred years, and brought about a system of peonage, starvation wages and suffering there. By comparison, Mexico looks like a prosperous twentieth century country."

This was the report brought back to the Highland Park Optimist Club by Attorney James M. Sinclair who recently visited Guatemala on a business and pleasure trip.

"After the overthrow of the dictator, Ubico, in 1944, labor unions developed pretty much the same as they are in the United States," Sinclair said. "Wages were raised to the highest point in Guatemala history."

"In 1954 there was a revolution and the new administration passed a right to work law patterned on the ones now being urged for some of our states."

"The resultant damage to the labor unions resulted in a drop in wages of approximately 35 per cent although the cost of living continued to rise."

"Today unskilled labor receives 50 cents a day in spite of the fact that living costs are just as high as they are in the United States."

In three days guests, like fish, begin to stink.

UNION OFFICERS TO BE NOMINATED IN APRIL

In accordance with the provisions of Article IV of the Local Union By-Laws, Local Union Officers, Policy Committee members and delegates to the International Convention (12 delegates) will be elected this June.

As excerpted from Article IV the following is the procedure to be followed for nominating candidates. Reference should be made to the by-laws for additional information

ARTICLE IV

Section 1. Provides that nominations of Local Union Officers, Policy Committee members and delegates to the International Convention should be made a special order of business at 8:30 p.m. at your April meeting.

Section 6. Provides that nominees shall have been members in continuous good standing for two years prior to April 1, 1958. A nominee should not have his name recorded in the minutes as a candidate if he knows he will not qualify.

Section 7. Provides that a member must be present at the

local unit meeting to be nominated as a candidate. The only exception to this is if the member notified the Recording Secretary in writing on or before April 1, 1958, that said member will be a candidate for a specific office if nominated.

Section 8. Provides that a member shall not accept nomination for more than one local union office. However, candidates for the Policy Committee or other local union office may also be nominated as delegates to the International Convention.

It is the duty of everyone to encourage able members to be candidates for local union offices, keeping in mind that the officers you elect will guide the union for the next two years. Attend your April meeting and participate in this important function of your union.

Thinner Billfolds In Reno. Want Same? Pass 'Scab Law'

According to Local 648 Retail Clerks, the grocery clerks in Nevada have been hit right where it hurts—in the pocketbook—since passage of the "scab law" in that state. And they have the facts to prove it.

Back in 1943, after due consideration for cost of living, manpower, community conditions, etc., the War Labor Board fixed a wage of \$35 a week for grocery clerks in Reno, Nevada, and Chico and Redding, California.

In 1952 the Nevada "scab law" went into effect. Where all grocery clerks in Reno in 1943 were represented by the Retail Clerks, today — as a result of the "compulsory open shop" — only part of them belong to the Union. The Chico and Redding clerks are still protected by a union shop contract. The \$ and cent results:

	Chico & Redding	Reno
	1943 1958	1943 1958
Weekly Wage	\$35.00 \$90.00	\$35.00 \$79.86
Weekly Hours	48 40	48 44
Hourly Wage	.73 2.25	.73 1.81
Welfare Plan	No. Yes	No No
Paid Sick Leave	No. Yes	No No
Pension Plan	No. Yes	No No
Night Premium	No .15 per hr	No No

Measuring the differences still another way, the Reno clerks in 1943 were just \$5 a week behind the San Francisco grocery clerks. Today the Reno clerk has fallen \$13.14 a week behind the San Francisco clerk.

There's an even more striking contrast in what has happened since 1951. In 1951, the Reno clerks received \$69.30 a week, San Francisco clerks \$70.00 — a mere 70 cent a week difference.

In 1952, Nevada passed its "scab law," the axe fell and the decline set in. San Francisco clerks have since won increases totalling \$23 a week. — the Reno clerk \$10.54 — less than one-half as much. In addition the clerks in San Francisco, Chico and Redding have won substantial fringe benefits—the Reno clerks, nothing.

To top it all off, the Reno clerk puts in at least 25 days more work a year to earn \$650

less than the San Francisco clerk.
 Still think we need a "scab law" in California?

ELECTROMANCE

If she wants a date—meter.
 If she's hungry—feeder.
 If she eats too much—reducer.
 If she's too fat—condenser.
 If she likes money—diverter.
 If she's cold—insulator.
 If she talks too much—reducer amplifier.
 If she's bored—exciter.
 If she's an angel—transformer.
 If she's a devil—converter.
 If you have two girls—alternator.
 If she wants to marry you—resistor.
 When she's tired—take her ohm.

We're For You, Barbara

In compliance with Local 1245's policy of attempting to get every member registered to vote, Dan McPeak, Business Representative in San Francisco Division, obtained a list of every S. F. member who was not registered.

He mailed out a letter to all such non-registered members reminding them of their status and advising that registrars would be available at any Local Union office in San Francisco.

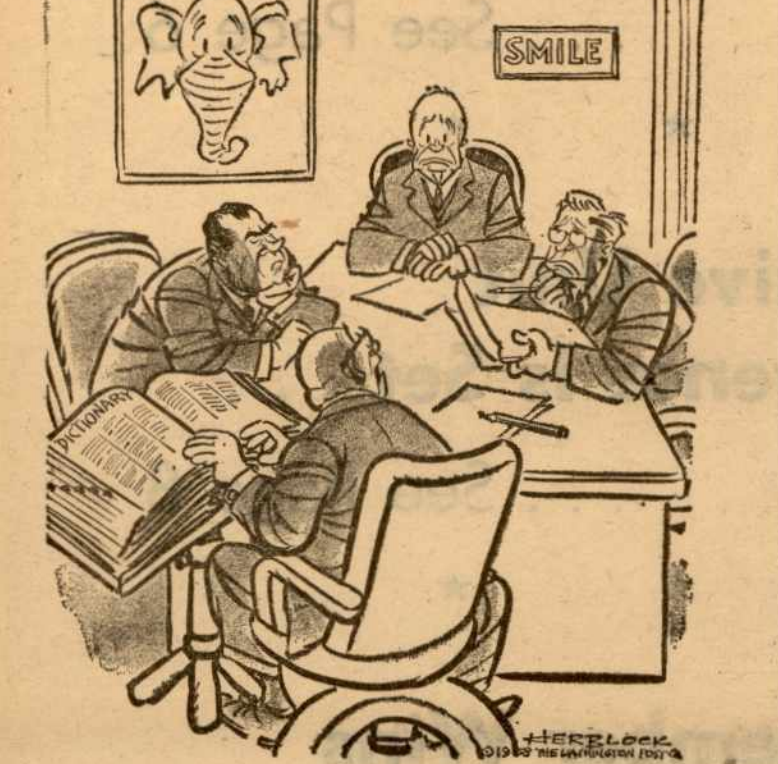
Miss Barbara Hansen, a clerical member in San Francisco promptly returned her letter with the following note written on the bottom.

"I'd be more than happy to vote if they would change the law to allow me to do so. I turned twenty on February 16th of this year.
 Barbara Hansen"

SIGN UP THOSE NON-MEMBERS
 HELP BUILD YOUR UNION

Activate the Inactive!

"How Many Are Now-Uh-Temporarily Inactive In The-Uh-Economic Readjustment?"



5,200,000! That's how many last month were—uh—temporarily inactive in the—uh—economic readjustment.

5,200,000! That's the largest number of unemployed in this country since 1941.

Of course, we are all smiling, keeping our chins up and all that—even those who are lined up in front of the unemployment offices each week. Some 1,000,000 have already exhausted their unemployment insurance benefits.

With the average of U.S. unemployment pay at only \$30 a week for a maximum duration of 26 weeks—those 5,200,000 people are particularly "happy" about this economic readjustment.

We are supposed to be consoled by a set of statistics which show that the percentage of the civilian labor force which is now out of work is about 7.6%. It is pointed out that back in 1933, at the depth of the depression, about 28.6% of the labor force was unemployed.

These figures show that the present proportion of the labor force that is out of work is rather small by comparison. But there's one fly in the ointment. The purchasing power of the dollar today is only one-third of what it was in 1933. And somehow we just can't forget that figure of 5,200,000. Thirty bucks becomes zero quickly.

With all due respect, Mr. President, we urge that you give serious consideration and take immediate action on George Meany's request for measures to stop this "economic readjustment."

HISTORY REPEATS ITSELF



Herbert Hoover, in an address at Valley Forge, Pa. in 1931: "No one who reviews the past and realizes the vast strength of our people can doubt that this, like a score of similar experiences in our history, is a passing trial."

Herbert Hoover, in an address at Valley Forge, Pa. in 1958: "No one who reviews the past and realizes the vast strength of our people can doubt that this, like a score of similar experiences in our history, is a passing trial."

The worst thing about history is that every time it repeats itself, the price goes up!

CONCORD ATTORNEY OPPOSES OPEN SHOP ORDINANCE FOR THAT CITY

Maurice "Yank" Marcus, attorney in Concord and candidate for city council, urged city opposition to a proposed right-to-work ordinance for that city.

He stated, "Passage of any legislation which would reduce the income of Concord wage earners vitally affects the interests of each and every business and of the city itself."

He pointed to the results in Palm Springs where, after enactment of the "scab law," many people did their buying outside of the community because of the strife that developed.

"Right to work legislation would be used by unscrupulous individuals to force the unemployed to fight each other for the jobs available" and "the results would be particularly disastrous in a time of economic recession," Marcus said.

APRIL 10TH, LAST DAY!

Register Deadline Nears Be Sure You Can Vote!

YOU MUST REGISTER:

1. If you have not registered before in your county of residence.
2. If you have changed your address.
3. If you have changed your name since last registering.
4. If you failed to vote in either the Primary or General Election in 1956.
5. If you wish to change your party affiliation.
6. If you became of age and have never registered.

WHERE TO REGISTER

You may register to vote with any deputy registrar or at the County Clerk's office in your County Court House.

To facilitate registering, the following are additional places where you can register.

SAN FRANCISCO — Any local union office in S. F.

ALAMEDA COUNTY—Any fire house, any city clerk's office and deputy registrars are making a door-to-door registration drive throughout the county.

SACRAMENTO COUNTY—Any Local 1245 unit meeting or see Bus. Rep. Al Kaznowski, ph. Sacto. IV 7-0108.

SANTA CLARA COUNTY

SAN MATEO COUNTY

SANTA CRUZ COUNTY

Your business office is advising by mail where non-registered members can register.

PLACER COUNTY — Contact Stanley Justis, chairman of Auburn unit.

REDDING—Redding Labor Temple.

SANTA ROSA—Santa Rosa Labor Temple.

NAPA—Napa Labor Temple.

UKIAH—Ukiah Labor Temple.

SAN RAFAEL—Local 1245 unit meeting.

FRESNO—Local 1245 unit meeting.

MERCED — Central Fire House, 18th and M Streets.

MADERA—Hunter's Drug Store, Polletti Dept. Store.

TAFT, WASCO, BAKERSFIELD Local 1245 unit meetings. Bob Bevers, deputy registrar, will be in attendance.

HINKLEY, BARSTOW — Local 1245 unit meeting. Wally Kreusch, deputy registrar, will be in attendance.

NEEDLES—City Hall.

AVENAL—Fire House.

CHICO—City Hall.

NAM Squirms At Regulation of Welfare Plans

Do you know what the word "one-sided" means?

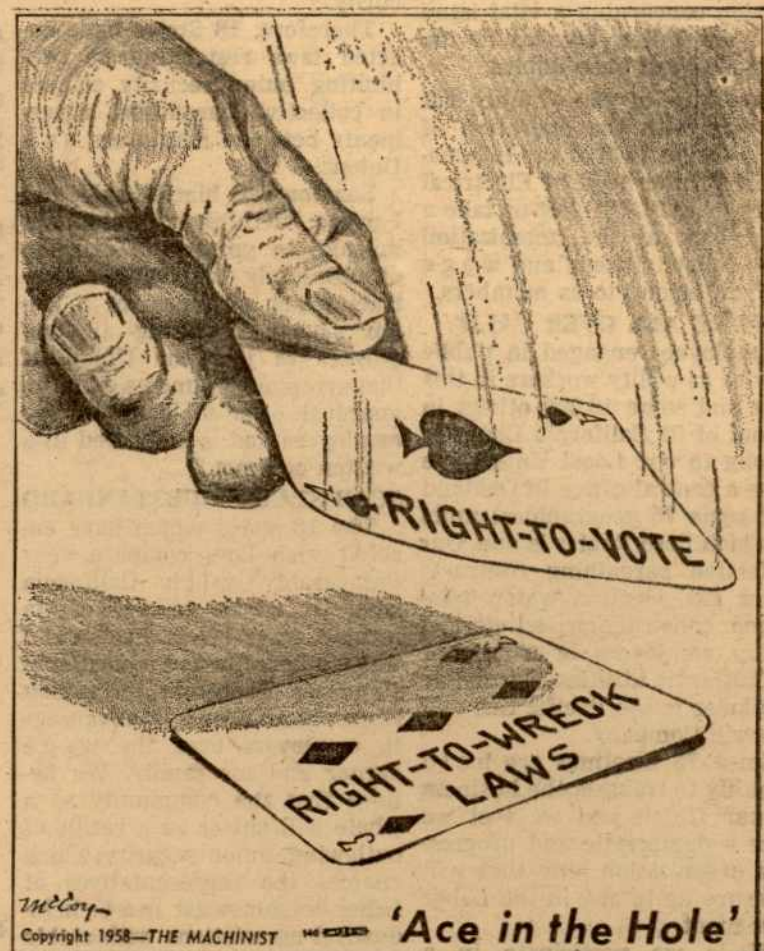
The dictionary defines the word as "relating to, consider or dealing with only one side."

Now the National Association of Manufacturers has come forward with the puzzling contention that the Douglas Bill calling for full disclosures of employee health and welfare funds is "one-sided" although both unions and employers would have to open their books.

The Douglas bill is one-sided, says the NAM News, because it is an anti-business measure, nothing more than a "blind to harass employers and block corrective legislation."

The paper says that "industry experts who have studied the measure say that it has been perverted into a bill designed to greatly strengthen the monopoly power of big unions under the guise of meeting a public need."

According to pretty widely accepted statistics, about 92 per cent of all employee health and welfare funds are administered by employers. These, however,



BOB PATERSON IS WINNER IN IBEW FILM CONTEST

Robert C. Paterson, Helper in San Francisco Gas Department, is the proud winner of the IBEW "Name Our Film" contest and is \$100 richer for his efforts.

Out of more than 1,000 entries, Brother Bob's suggested "Operation Brotherhood" was judged best.

The film, a professional job, encompasses a brief history of our Brotherhood, with a particular emphasis on the reasons for, and the circumstances surrounding its founding. It covers the accomplishments of the IBEW through the years, its growth, and has scenes showing each phase of our work — the members which we have in every segment of the electrical industry.

Brother Paterson, 24 years old, lives in San Jose with his wife Carol and 2 children, Jimmy and Diane. He has worked for P. G. & E. for about 5½ years and has been a member of Local 1245 since May 1, 1956.

The idea of "Operation Brotherhood," according to Bob, came to him while he and his wife were listening to a religious program on the radio and only upon Carol's insistence did he submit the suggested titled.

On Valentine's Day, he presented Carol with a frilly Valentine and in return she gave him a very plain, unimpressive envelope. Expecting to find just another "bill," he admits to a real pleasant surprise in finding the \$100 award.

Our congratulations to Brother Robert Paterson and his wife Carol who encouraged him.



Bob and Carol Paterson

Heart Attack Takes Bro. "Ike" Jackson

Brother Isaac "Ike" Jackson, Gas Light Foreman in Oakland died of a heart attack on February 27. Ike, aged 55, had worked for the PG&E Co. since 1924, and had been a member of Local 1245 since May, 1952. He is survived by a wife, Lillian and two sons.

The following note was received from Mrs. Jackson and family:

March 5, 1958

Mr. Ronald T. Weakley
L.U. 1245, I.B.E.W.
1918 Grove St.
Oakland, Calif.

Dear Mr. Weakley:

We wish to thank all of those in Local Union 1245 for their contribution to the "Heart Fund" in Ike's memory.

Most sincerely,
Mrs. Lillian Jackson
and Family.



"Our most important problem today is: How can we whitewash our lousy voting records?"

PLANS FOR PICNIC

Plans are being made for the Annual East Bay Picnic, which will be held Sunday, July 20th at Robert's area, East Bay Regional Park.

The Picnic Committee which will be headed by Art Perryman, is planning to duplicate last year's successful picnic by providing twice as much of everything, including picnickers.

Who Says Depression? —Not Wall Street!

Owners of common stocks listed on the New York Stock Exchange pocketed \$8.8 billion in cash dividends in 1957, the Exchange has disclosed.

The 1957 total was 5.1 per cent more than the same companies paid the year before and set a new dividend record for the 11th straight year.

Meeting Called: EXECUTIVE BOARD, POLICY COMMITTEE

(Continued from Page 1)

"WHEREAS, questions of a serious nature have been raised in the field regarding the program of the Local Union and its implementation and,

WHEREAS, this special Policy Committee meeting was called for the purpose of reviewing the programs, policies and problems of the Local Union and a review of the Annual Audit and,

WHEREAS, upon review it is found that the Business Manager in carrying out the duties of his office called a special meeting of the Executive Board to discuss the question of finances and the adoption of a program of expansion of public relations, political action, education and communication, and service and,

WHEREAS, the Executive Board and the Policy Committee endorsed the program as outlined, and,

WHEREAS, as a part of this program a joint Executive Conference was held in Berkeley which further endorsed this program and,

WHEREAS, the membership by democratic process acted to adopt and finance this program and,

WHEREAS, further evidence supports that a preponderance of the membership is in support of the program and that the questions raised have been confined to a relatively few persons and,

WHEREAS, the record indicates the implementation of this

the NAM feels should not be regulated.

program is progressing as rapidly as possible, therefore,

BE IT RESOLVED, the Policy Committee reaffirms its endorsement and support of the program and that we hereby commend the Business Manager and each member of his staff on the excellence of his implementation of this program and the administration of the duties of his office."

Following the adjournment of the Policy Committee meeting on Sunday, March 9th, the Executive Board reconvened on Monday, March 10th. First order of unfinished business was the acceptance of President Gileran's written resignation. Following acceptance, the Executive Board appointed Central Area Board Member Joseph S. Kreins to fill the unexpired term as President of Local 1245 in accordance with the International Constitution.

Vice President Marvin C. Brooks administered the oath of office to Brother Kreins who took over the chairmanship of the Executive Board as President of Local 1245.

The resolutions and recommendations as submitted by the Policy Committee were adopted by the Executive Board which then adjourned at 4:00 p.m., March 10th, 1958.

Further information on the special meetings is available at all regular Unit Meetings.

ATTEND your union meetings REGULARLY!

Keefeer Says Law Prohibits Le

Weakley Tells Paso Robles Unit Evils of Open Shop Laws

Business Manager Ronald T. Weakley, at the request of Unit 1217 in Paso Robles, spoke before a group in an open meeting on February 11th, on compulsory open shop laws and their effect on the economy. His remarks were as follows:

"It gives me great pleasure to be able to participate in a discussion concerning a vital issue with our fellow citizens in the community of Paso Robles.

For those of you who are not familiar with the operation of Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, let us take a brief look at the organization your fellow citizens and wage earners belong to as members.

WE'RE ALL OVER CALIF.
Employees engaged in public service as utility workers in this area and some 10,000 others in 48 out of 58 California Counties belong to our Local Union. We have a central office in Oakland and some 75 geographical units of which Paso Robles is one. Our collective bargaining contracts cover gas, electric, water, telephone, construction and clerical utility employees in a number of California utilities. Our major employer is the Pacific Gas and Electric Company.

Some 75 meetings are held monthly to transact the business of our Union and we feel we have a democratic and progressive organization, one that will measure up to any in the Labor Movement.

While we participate in a great many community activities, we are not in the headlines and therefore are not too well known as an institution devoted to the welfare of our members and their families.

WE MUST DEFEND UNION
Due to an issue which is now before the people of the State of California, that is, the initiative petition entitled "Employer-Employee Relations Initiative Constitutional Amendment," we are forced to defend our Union from what we consider an unwarranted attack supported by certain big business and big farm industrial associations.

The attack is not new. It dates back to the beginning of the century. The "Open Shop" plan of 1900, the "American Plan" of the 1920s, the "Right-to-Work" movement of 1944, and it is the same attack on collective bargaining under the 1958 banner of "Democracy in Labor Unions."

Millions of dollars have been and will be spent by the initiative's proponents in California during the next few months. There must be a reason other than concern for Union democracy and there is.

The Congress, in 1947 passed, over the President's veto, the "Labor Management Relations Act of 1947," better known as the Taft-Hartley Act. It is notable that Congress did not outlaw Union security; i.e., the union shop.

STATE LAW PRE-EMPTS
Congress did, however, enact Section 14-B of this same law which was unique in American history. Federal Labor Legislation and its pre-emption is based upon activities affecting interstate commerce. Where this principle is applied, the several States are precluded from making law which supersedes the Federal statutes. Section 14-B, however, specifically allows the States to enact more restrictive Labor Laws but prohibits them from enacting more favorable

Labor Laws affecting Union security.

Therefore, 18 States have enacted laws restricting or prohibiting union security clauses in collective bargaining agreements between employers and Unions.

Senator Taft himself said, and I quote: "I think it would be a mistake to go to the extreme of absolutely outlawing a contract which provides for a Union shop, requiring all employees to join the Union, if that arrangement meets with the approval of a majority of the employees and is embodied in a written contract."

SCAB STATES SUBSTANDARD
The 18 states which have enacted such laws compare very unfavorably with California when it comes to per capita income, wage levels, health and welfare benefits and educational standards. Therefore, the reason is simply an economic advantage to employers over the wage earner and his family. We believe that the community as a whole will suffer as a result of outlawing Union security which enables the representatives of Labor to somewhat match industrial associations with stable collective numbers of workers participating in collective bargaining.

The members of our Union voted in heavy majority under Federal procedures for our Union to represent them in collective bargaining. They have voted, by secret ballot, again in heavy majority, to ratify our collective bargaining agreements with our employers.

Our contracts, signed by Union and management, contain various forms of Union security. This proposed law would invade the right of contract and outlaw the arrangements which our members and our employers have freely and democratically executed.

Why do this to just Labor? Why not outlaw the requirement that dues-paying membership in the California State Bar is a legal requirement to work, i.e., to practice law in the State of California. Why not extend this principle to all service organizations whose services enhance business and professional peoples' ability to make a living?

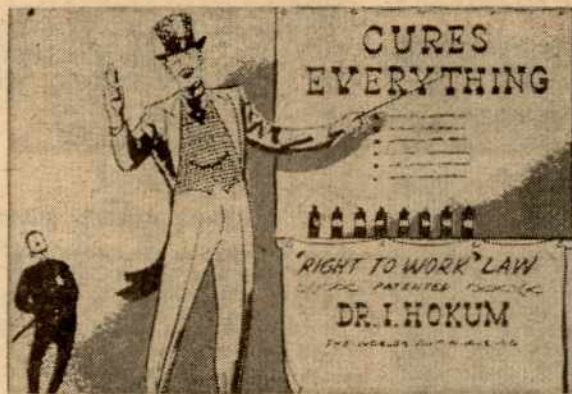
FREE RIDE UNDEMOCRATIC
Indeed, the extension of the principle would go to the citizenry in that they could receive the services of government such as free public education, police and fire protection, national defense, etc., without paying taxes to the various levels of government. Democracy, in its true form, is not a rabble of individuals whose rights extend to actions detrimental to the majority. In fact, our Democracy is based upon representative government and supported by universal taxation of the recipients of governmental services.

The Revolutionary War was fought over taxation without representation. Our fight is now against representation without taxation — the principle of the open shop.

Many do not know that our certification by the National Labor Relations Board requires

Editor's Note: Business Manager R. T. Weakley delivered this same speech in an appearance before the Calaveras County Jr. Chamber of Commerce at San Andreas on Jan. 20th.

Copies of this address, with annotated references will be furnished to the delegates to our Joint Unit Executive Conference at Asilomar on April 12, 13 for use in their respective areas.



Professional agitators are trying to sell you a quack remedy for a non-existent ailment.



It's a road block to economic progress and industrial peace with no detours allowed. Employers and unions both agree that this is so.

that we provide representation and costly services to all employees in the collective bargaining unit, including those who may not be dues paying members of our Union.

MANY CONDEMN LAW

Leading members of all religious faiths have condemned these "Right-to-Work" laws as a fraud against the people and as immoral in their concept. We concur with their views.

A few elements in the great American Free Labor Movement have disgraced their offices and have been dealt with by our parent body, the AFL-CIO and the law enforcement agencies of government. We concur in these actions against a handful of termites in the house of Labor.

We are gathered here tonight in the American tradition of the town forum to discuss both sides of an issue in order to bring to light truth rather than hysteria.

I shall be happy to participate in the ensuing discussion as an elected officer of a Union whose only reason for existence is the welfare of its members, their families and the community as a whole."

LABOR'S ARCH FOE CONFESSES NO SUCH THING AS "RIGHT-TO-WORK"

Senator Barry Goldwater (R., Ariz.), the Senate's most vociferous advocate of a national compulsory open shop law, made a startling statement on the floor of the U.S. Senate recently.

In his speech before the Senate in defense of his proposal calling for a national "right-to-work" law, he admitted, perhaps unintentionally, but nevertheless correctly, "Actually there is no right to a job in this country or any other country that follows our concepts of freedom. The right to a job, if such a job does exist, exists only in a man's determination to get a job and keep it."

U.S. SURVEY SHOWS THE II

The U.S. Dept. of Labor has recently released the results of a series of studies showing the average earnings in April, 1957, of a selected group of non-supervisory workers in several cities throughout the United States.

Once again, the inevitable is revealed? Wages in "scab law" states are sub-standard.

Compare them with your own wages and decide for yourself whether you need a compulsory open shop law in California.

Meridian, Mississippi
"Scab Law" State—Pop. 42,000
Male Office Worker\$1.45 hr.

Auto. Maint. Mechanic	\$1.75
Truckdriver	\$1.18 h
Janitor	.....\$1.03 h
Typist	.....\$1.03 h
Stenographer	.....\$1.14 h
Secretary	.....\$1.31
Laborer	.....\$1.10 h
Dalton, Georgia	
"Scab Law" State—Pop. 16,00	
Male Office Worker	....\$1.45 h
Maint. Carpenter	.....\$1.45
Maint. Electrician	.....\$1.55 h
Truckdriver	.....\$1.15 h
Secretary	.....\$1.69 h
Stenographer	.....\$1.39 h
Laborer	.....\$1.11
Janitor	.....\$1.03 h

Slick Poison Pen Pamphlet

The Citizens Committee for Voluntary Unionism is circulating a four-page pamphlet throughout California praising "scab laws" and begging for support of such a law in this state.

In true patriotic fashion, it is star spangled, Red, White and Blue and has the Statue of Liberty on the front page — a very impressive appearing document.

Certain statements contained in it, however, are somewhat less than accurate. These same inaccuracies are being mouthed by the Committee's Executive Secretary, Leonard D. Keefeer, in speeches up and down the state. (See Keefeer story elsewhere on this page.)

We believe the record should be put straight and we do so here and now.

On page 3 of this piece of poison pen artistry appears the following:

"Since 1947, eighteen states have enacted laws which provide for voluntary unionism. A number of these laws were adopted by initiatives of the people; others by legislative statutes and amendments to state constitutions.

Increase in Per Capita Income 1947-53	
Arizona	.....\$461.
Arkansas	.....\$269.
Georgia	.....\$362.
Iowa	.....\$356.
Nebraska	.....\$335.
No. Carolina	.....\$271.
No. Dakota	.....\$218. (loss)
So. Dakota	.....\$ 99.
Tennessee	.....\$343.
Texas	.....\$422.
Virginia	.....\$479.

The average per capita in six-year period was \$472. On national average.

Local 1245-PG&E Agreements!

to Be "Outlawed"

"not certain of all the legal ramifications of the law," as he was "not a lawyer." But he was certain that the law would allow a "scab" to sue an employer who refused him a job, even though the employer would lose his right to use the Union Label on his product.

During his explanation of the proposed amendment, he stated that it would make illegal any closed shop and union shop agreement.

Business Manager Weakley asked him if the law would prohibit Local 1245's maintenance of membership agreements with the PG&E Co. and if so, why.

He answered emphatically that our MAINTENANCE OF MEMBERSHIP PROVISIONS WOULD EXPIRE ON THE ANNIVERSARY DATES OF THE AGREEMENTS, but in answer to "Why?", he hedged and reverted back to his mumbo-jumbo of "compulsion," "restoration of freedom," "individual liberties," etc.

Throughout his speech he made several misstatements which apparently were deliberately calculated to deceive his audience. They could not have been accidental slips of the tongue as they were direct quotes from his organization's pamphlet on the subject matter.

Elsewhere in this paper are the exposures of these misstatements and the true facts of the matter.

California Electrical Workers' No. 1 Problem Is Scab Law

Although jurisdiction and unemployment held the attention of the delegates to the State Association of Electrical Workers' meeting in Los Angeles on February 14th and 15th, the coming fight on the proposed open-shop law was the paramount issue.

Education of the public on the facts of the law is a must, all delegates agreed.

HAGGERTY POINTS FINGER

There were several speakers who urged a greater effort on the part of all in our fight against the open shop law. C. J. Haggerty, Secretary-Treasurer of the California State Federation of Labor, gave an outstanding talk to the group.

He said that the sponsors of the "open-shop" bill were stooges who didn't even know what the law was about. He

recalled that some twenty-five years ago, Los Angeles was an open-shop town with low wages and poor working conditions. Today, it is well organized and has good wages and working conditions. The Secretary pointed out that California has benefited from this harmonious relationship and it is only a handful of men like Chandler and Knowland who want to destroy the unions and these self-seeking economic royalists are sponsoring the "Right-to-Work" law.

Brother Haggerty pointed out that despite Knowland's claim that he is concerned about the workers, he has never in his legislative career ever sponsored a bill to improve social security, unemployment, disability, or any law that would help the working people. Haggerty reminded the delegates of the ruthless manner in which Governor Knight was forced to abdicate by the power-mad labor haters. He said our only hope is to register our members and their families and to carry an educational program to them.

MULKEY ASSIGNED FULL TIME IN FIGHT

International Vice President Harbak reported to the delegates on conditions up and down the Coast. While the electrical industry is not suffering as badly as some, there is serious unemployment in many areas. Washington, Oregon, and Alaska are particularly hard-hit with some locals having half their members on the bench. Brother Harbak announced that he was assigning Representative Mulkey to work full-time on the job of coordinating efforts of the IBEW and the State Federation on the legislative battle. He reminded the delegates that unless we win

this fight, they'd stand to lose the gains of years of union activity.

TAX REVISION URGED

The delegates were asked to sign a petition that is being circulated that would give tax relief to low-income groups. This would put more money in circulation and would also shift the tax burden to the higher-income group. The tax initiative would reduce the sales tax from three to two percent. Also, it would reduce income tax on people earning less than \$15,500 and increase the tax on those earning more than \$15,500 to make up revenue lost by the tax reform.

BRUNDAGE CAUTIONS UNION OFFICERS

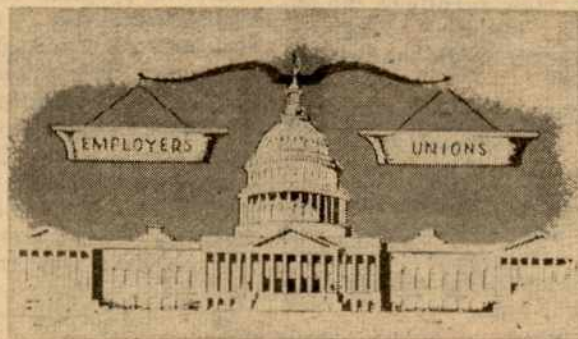
Mr. Al Brundage, from the law firm of Tobriner, Lazarus, Brundage and Neyhart, spoke to the group on the ever-increasing legal entanglements that are developing. He cautioned the Union officers to check any action that might get them in a dispute with the courts. By taking a little time before taking action, a great deal of time and trouble might be saved later.

NOONAN OBLIGATES NEW OFFICERS

Brother Robert Noonan, Assistant to President Freeman, was at the State Association meeting and he brought the greetings of the President to the group. He spoke on the general conditions of the Brotherhood and some of the programs being undertaken. Brother Noonan obligated the newly-elected officers, Brother George Quinn of Local 892, President; Brother David Milne, Vice President and Brother Jack Bell, Local 11, again as Secretary-Treasurer.



It doesn't create one single job nor one single right—except the right to work for less pay...



Unions want freedom for labor and management to agree or disagree on union security without any government interference. . . . Justice and Equity is what we want. . . .



"I hear our union is against some sort of 'ride-to-work' law. What's wrong with riding to work?"

Scab Law's Pusher Mixed Up

Howard B. Wyatt, front man for the "Citizens Committee for Democracy in Labor Unions," has exposed his total and complete ignorance of what a union shop is and is equally mixed up on how collective bargaining works.

Anyone who is a Union member, as Wyatt professes to be, should know that a union shop contract provides that after a specified period of time has elapsed, all employees in the bargaining unit of the company involved shall become union members.

When asked by Harry Bernstein, Labor Editor of the L. A. Examiner, to define the union shop, which would be outlawed under the proposed constitutional amendment, Wyatt said, "It is where union representatives have a contract with an employer on wages, times and all that."

Displaying his ignorance further, he stated that his "right to work" law would actually encourage Union membership, adding, "For example, if you get say \$60 a week as a union man and I get only \$50 in the company, as a non-union man, there's no doubt the non-union man would want to join the union anyway."

Told of the legal requirements that a union must bargain for all employees in a bargaining unit, not just union members, Wyatt guessed he is "not familiar with that."

His lack of knowledge regarding union conditions is understandable. A recent San Francisco News story revealed that Wyatt is "no average union member." He holds a card in Local 626 of the Teamsters in Los Angeles, but actually "is in business for himself — a meat 'peddler' or jobber who works out of a truck instead of an office." His business is known as the Ace High Meat Company, and "His No. 1 account is the Sterling and Keefer Market in Los Angeles."

Is it just coincidence that the Executive Secretary of the Citizens Committee for Voluntary Unionism — the companion group to Wyatt's phony outfit — is Leonard D. Keefer, Wyatt's No. 1 customer?

EVITABLE

Hickory, North Carolina
"Scab Law" State—Pop. 15,000

Male Office Worker	.....\$1.72 hr.
Auto. Maint. Mechanic	.....\$1.56 hr.
Truckdriver	.....\$1.21 hr.
Typist	.....\$1.22 hr.
Secretary	.....\$1.43 hr.
Laborer	.....\$1.10 hr.

Dothan, Alabama
"Scab Law" State—Pop. 29,000

Male Office Worker	.....\$1.41 hr.
Auto. Maint. Mechanic	.....\$1.51 hr.
Truckdriver	.....\$1.03 hr.
Secretary	.....\$1.34 hr.
Laborer	.....\$.99 hr.
Janitor	.....\$.88 hr.

Let Is Full of Inaccuracies

Rank in Increase Per Capita Income in U.S. / Union Sec. States with Greater Increase in Per Capita Income

18	15
43	34
31	27
32	27
37	30
42	34
49	38
48	38
35	29
22	19
15	14

Increase in the United States for this one state, Virginia, exceeded the

"In all of these states, economic progress and prosperity has been accelerated. Official United States government figures for the years 1947 to 1953 show that the states which adopted voluntary unionism legislation in 1947 surpassed all other states in economic gains during the six-year period."

We say: "The states which adopted voluntary unionism legislation in 1947 HAVE NOT surpassed ALL OTHER states in economic gains during the six-year period."

We don't know where Mr. Keefer's organization is obtaining its information but we obtained ours from: "Personal Income by States since 1929," by U.S. Dept. of Commerce, Office of Business Economics.

The 11 states shown at left adopted open shop laws in 1947. Including Washington, D. C., this leaves 38 union security states.

Using the best possible index of a state's economic gains — per capita income (i.e., the state's total personal income divided among every man, woman and child in that state) — see for yourself whether these 11 "scab law" states have surpassed ALL OTHER STATES in economic gains.

Can You, Your Wife and Child Afford A 31% Cut In Income?

In 1947, eleven states — Arizona, Arkansas, Georgia, Iowa, Nebraska, North Carolina, North Dakota, South Dakota, Tennessee, Texas and Virginia — adopted compulsory open shop laws.

The following shows the increase between 1947 and 1956 of per capita income — a good index to the general wealth of a state and its citizens for these eleven states as compared with the average of the United States during this same period.

	Per Capita Income 1947	Per Capita Income 1956	Per Capita Increase 1947-56	% of U.S. Increase
Average of U.S.	\$1316.	\$1940.	\$624.	—
Average of the 11 "scab law" states	\$1069.	\$1463.	\$394.	63%

The above shows that since passage in 1947 of a "scab law," per capita increases have not kept pace with the U.S.

In rebuttal to the usual, hackneyed argument that these 11 states have always lagged behind, let's take another look at what happened during the 10 year period immediately prior to passage of these "scab laws."

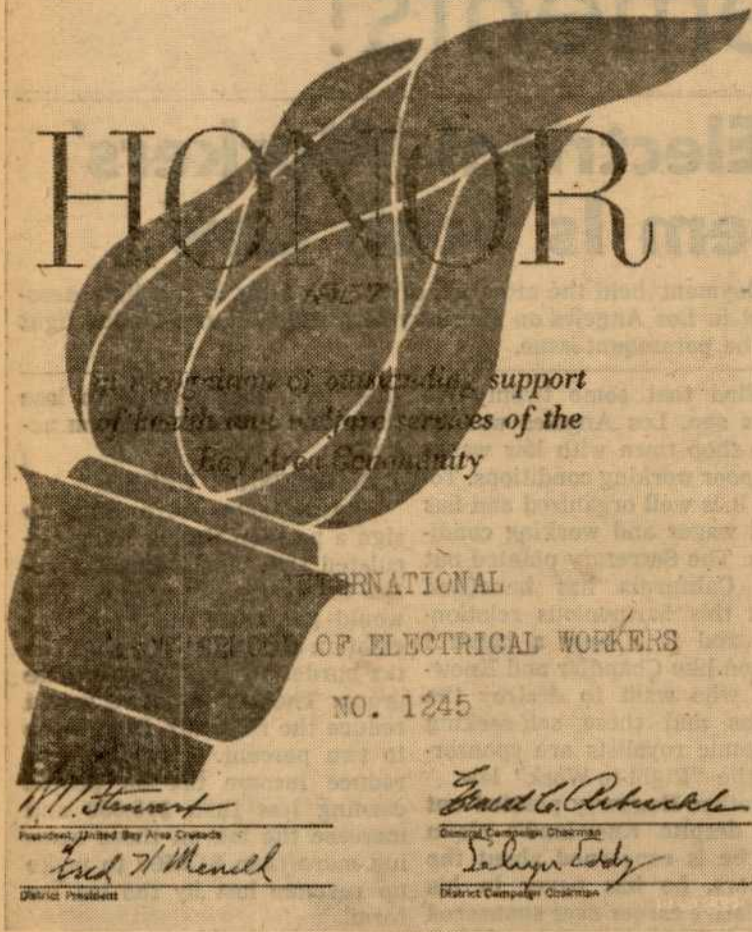
	Per Capita Income 1937	Per Capita Income 1947	Per Capita Increase 1937-47	% of U.S. Increase
Average of U.S.	\$ 573.	\$1316.	\$743.	—
Average of the 11 "scab law" states	\$ 370.	\$1069.	\$699.	94%

This clearly shows that for 10 years prior to adopting "scab laws" these states increased their average per capita income 94% of the average U.S. increase.

But concurrent with enactment of these vicious compulsory open shop laws, their per capita income increases started declining — from 94% to 63% — a difference of 31%.

Don't forget that these laws were foisted on the citizens of these 11 states under high-sounding banners, calculated to "deceive the people into putting a noose around their own necks."

UNITED BAY AREA CRUSADE



Local 1245 Sparks Call For Calif. Labor Merger

At the California State Association of Electrical Workers' meeting on February 15, 1958, the following motion, introduced by Business Manager R. T. Weakley through the State Executive Board, was passed unanimously without debate:

"That the California State Association of Electrical Workers request President George Meany of the AFL-CIO to take immediate steps to effect a merger of the CIO and AFL in California, due to the need for complete unity in the face of the compulsory open shop fight in California."

AFL-CIO President George Meany has been advised of the foregoing action.

Further, at the Executive Board meeting of Local 1245 on March 1, 1958, the following resolution was adopted and submitted to the San Francisco and Alameda Central Labor Councils for adoption and implementation:

"WHEREAS Organized Labor is being attacked nationally through judicial rulings, the legislatures, initiative measures, public press, radio and television and,

WHEREAS open shop legislation is in effect or is being considered in all states and,

WHEREAS an initiative petition establishing an open shop law in the State of California is currently being qualified for the ballot and,

WHEREAS it is incumbent upon all labor leaders, regardless of personal interests or sacrifices, to effectively counter this assault upon their organizations with all moral courage and physical strength at their command and,

WHEREAS this necessary strength can only develop from complete unity, common purpose and direction,

THEREFORE BE IT RESOLVED that this Council call upon President Meany to utilize all the authority of his good office to effect an immediate merger of the AFL and CIO in the State of California."

Business Manager Weakley appeared at the Executive Committee meeting of the Alameda Central Labor Council in support of the foregoing resolution of March 14, 1958, where a recommendation to adopt was passed and the resolution will be introduced at the next regular Council meeting.

It is hoped that George Meany will act without delay in effecting a state merger in order to unite California labor in the fight against the compulsory open shop initiative.

At press time we have been advised that the Alameda Central Labor Council did adopt our proposed resolution unanimously.

Another resolution proposed by Local 1245 was to forward the above resolution to all Central bodies in the state and to the State Fed. of Labor. This was also adopted unanimously.

graduated about 11,400 students. Since 1951 our technical institutes have been graduating annually about 830 students trained for technical jobs in industry.

This contrasts sharply with the average yearly number of 67,400 engineering technicians graduated in Russian technicians.

The Labor Department also notes that the Russian work force includes substantial numbers with advanced technical training who are "built in" sources of industrial progress. Their education level is such that their ideas and innovations will supplement the professionals, to the benefit of industrial development.

Governor's Proclamation Tells Story Of Easter Seal Aid to Handicapped

PROCLAMATION

Through the efforts of California's Easter Seal Societies more than 16,000 Californians of all ages were aided during 1957 in battles against the disabling effects of accidents and disease.

Designed to help people acquire or regain the ability to walk and talk, learn and earn, services of the Easter Seal Societies are the products of the country's most comprehensive non-governmental, single-agency health and rehabilitation program.

In dollars, as in services, the California program continues to be the pacemaker in the Easter Seal network that spans the Nation. Gross income received from all sources in California in 1957 totaled \$2,244,928. For the second successive year, California's generous public gave more than one million dollars to the annual Easter Seal fund campaign; another million was received in memorials, bequests and gifts.

This total income represented California's response to the needs of a growing population of handicapped persons, themselves faced with spiraling service costs. Sixty-six per cent of the funds obtained remains in the individual counties and is used for direct services to local crippled children and adults; 23.7 per cent helps to finance the statewide education and service programs of the California Society for Crippled Children and Adults and pays for all campaign materials; 8.3 per cent helps support the nationwide services of the National Society for Crippled Children and Adults; and 2 per cent goes to the National Easter Seal Research Foundation for study of causes and treatment of crippling.

There is a continuing need to help the estimated 420,000 physically handicapped persons in California. This year's goal is \$1,349,773 in California, and in view of the fine humanitarian service rendered by this organization, I, Goodwin J. Knight, Governor of California, do hereby proclaim the period of March 6 to April 6 as EASTER SEAL MONTH in California and urge all who are able to do so to support generously this campaign.

/s/ Goodwin J. Knight
Governor

NY Times Asks McClellan Stop 'Political' Probe

The highly influential New York Times, in an editorial has called for an end to the present investigation of the United Automobile Workers and the union's strike against the Kohler Company.

"It is long past time for the McClellan Committee to return to the business for which it was set up: an impartial investigation of 'improper activities in the labor or management field,'" The Times declared.

Many trade union leaders as well as some Democratic Senators say that the hearings have now degenerated into a move on the part of three Republican Senators to "get something" on UAW President Walter P. Reuther as well as the union.

In recognition of this charge, the Times said that there "can be no denial of the urgent need for the committee to conduct its future hearings so as to avoid even the impression of a premeditated attack on any union or any union official."

"Such an aim would compromise any proposals for legislation the committee may make. And, after all, the formulation of such proposals is the avowed reason for the committee's existence."

The editorial said that the committee "seemed dedicated" to exposing crooks in labor and management until the present probe started, adding:

"But, ever since the committee took up the four-year-old strike of the United Auto Workers against the Kohler Company, the whole operation has seemed to change—and for the worse, from every point of view. Personalities and politics have taken over and seriously threaten the committee's usefulness."

Local 1245 Honored By United Crusade

Mr. Ronald T. Weakley, Secty. Electrical Workers No. 1245
1918 Grove Street
Oakland, California

Dear Brother Weakley:
Organized Labor played an important role in the success of the 1957 UNITED BAY AREA CRUSADE fund-raising campaign. The Crusade's 259 affiliated agencies are grateful to your Union and its members for their generous participation in this annual appeal.

As an expression of their appreciation it is my privilege to present, on their behalf, the enclosed HONOR AWARD.

This recognition of outstanding support is exclusively reserved for employee groups in those places of employment where 90% or more of the workers contributed to the drive. The members of your Union helped

bring this distinction to the San Francisco operation of the Pacific Gas and Electric Company.

Your membership may well be proud in the knowledge that "They Helped" to keep these necessary health, recreational and welfare services on the job another year for the use of their families, fellow workers, friends, neighbors and the entire community.

Please accept my personal admiration and thanks for the members' outstanding generosity and the assistance extended by your fellow officers and your good self.

Fraternally,
(Signed)
Edwin B. Love
Liaison Representative
San Francisco Labor Council.

Labor Dept. Says Russians Surpass U.S. in Training of Technicians

The Soviet Union has a well organized system to train technicians for its industrial labor force, while the United States still depends on the Armed Forces and a small number of schools for this vitally important type of manpower.

A provocative article in the U.S. Labor Department's January "Monthly Labor Review" suggests that the best way to solve our technical training problem may be in establishing technical institutes, junior colleges, scholarships for semi-professional trainees and improved vocation guidance.

The technician is a relative newcomer to the American scene. He is the man just below the level of the chemist, the engineer and the scientist, and he is equipped to apply both technical knowledge and manual skills to industrial problems.

The Labor Department article emphasizes that traditional concepts of the skills of the labor force must be broadened beyond manual skills to include this technical knowledge. The know-how and disciplines to be learned for technician jobs cannot be successfully "passed along" from one worker to another, or acquired by observation.

In Russia, semi-professionals are trained in about 3800 schools called "technicums." These are

financed by various industry ministries which are vitally interested in assuring a trained supply of technicians to maintain output in their fields. During 1946-50 an average of 67,400 engineering technicians were graduated each year.

In 1954, additional vocational-technical schools were set up in Russia to train technicians for manufacturing, transportation and agriculture. In that year alone more than 60,000 students were receiving tuition-free education in such schools in more than 152 cities. The educational accent is on mathematics and science.

The U.S. has no formal recruiting or training program comparable to the Soviet Union's. Our technicians are trained at junior colleges, in some technical institutes and vocational schools, in the Armed Forces, or on the job in private industry. Many of our technical institutes do not require a high-school diploma as an entrance requirement. In 1955 in this country, 71 technical institutes

Be Sure You Are Properly Registered to Vote

Here's Solution For Jobless

One ironic consequence on the growing lists of unemployed workers is that it has resulted in more jobs for workers in State Unemployment Insurance Offices.

The Department of Labor reports that at least 6,000 persons have been hired throughout the country to help with the heavy load of caring for jobless benefit applicants.

Labor Hails Ohio SUB Decision

A court decision that will mean millions of dollars for Ohio's jobless covered by Supplemental Unemployment Benefits has brought high praise from organized labor.

The decision, handed down by Judge Erskine Maiden Jr., permits the payment of SUB benefits in addition to full state unemployment compensation. It overruled a decision by the Ohio State Bureau of Unemployment Compensation under which the amount of SUB payments would have been subtracted from the state payment. The Bureau is planning to appeal, holding up payments to thousands of jobless.

Family Features

LIVE A LITTLE LONGER

DON'T DELAY POLIO SHOTS

By DR. WILLIAM A. SAWYER
IAM Medical Consultant

This column is copyrighted by The Machinist and is reprinted through the courtesy of the International Association of Machinists. Dr. Sawyer cannot answer individual correspondence.

It must be a tremendous relief to parents of young children to know that there is now protection against polio by vaccination. Soon vaccination for polio should become as routine as for diphtheria and whooping cough.

I can remember only a few years back when parents looked upon the summer vacation time with dread. Now with a vaccine that has shown a protection of 80 to 90 per cent against paralytic polio, most of the fear of the dread disease has gone. But, of course, the fact that such a vaccine for polio is available isn't the whole answer. Parents have to see to it that their children get the three shots required. There isn't any good reason why any child should go without this protection. Either your doctor or your local community health department will help you.

If the question of cost keeps you from getting it done, ask your local health department how you can get the shots. Polio will not be wiped out unless every child is vaccinated. Vaccination should be done not only for your own child but as a protection for your community. This is a question of one for all and all for one.

As nearly as can be estimated, there are 15 million children who have not received the vaccinations. Those responsible for the welfare of these children should take steps immediately to provide this protection. If unvaccinated children will start

now, they can still get the full schedule of three shots just in time before the next polio season begins. Enough vaccine is now available to take care of all children. As Secretary Folsom of the Health, Education, and Welfare Department says, "It will be a tragedy, if simply because of public apathy, vaccine which might prevent paralysis or even death, lies on the shelf unused."

And don't forget that adults get paralytic polio also. All adults under forty years of age should be vaccinated, and particularly all pregnant women. Don't put it off because you think it won't hit you. It's too late to do anything after the virus enters your body. What a difference it would have made to Franklin Roosevelt if he had had vaccination.

Many doctors are sending a card prepared by the American Medical Association to their patients under forty, which says:

"As your doctor, vitally concerned with your health, I feel it my duty to encourage you to become immunized against poliomyelitis. If you haven't started or completed your vaccination series yet, please don't delay. Get your first shot now. Your second shot—two weeks from now. Your third shot—eight months from now."

Polio can be prevented, but only if you do your part, and act now. The U. S. Public Health Service reports polio cases reduced almost two-thirds. In 1957, there were 5,894 cases, as compared with 15,400 in 1956, and 27,270 in 1955. The number can be reduced to less than 2,000 in 1958 if everyone will see that all under forty years of age are vaccinated now. This is your responsibility.

HERE ARE INCOME TAX HINTS

Mr. Sidney Margolius, Labor Consumer Advisor for AFL-CIO News, states that:

While business owners and top executives get away with tax-deductible vacation lodges, country club membership and yachts, the Government puts up a big fight to keep wage-earners from deducting such job expenses as work clothes. Twice last year the mighty U.S. Treasury Department won court rulings, in cases against a painter and a carpenter, that work clothes are not deductible.

According to the J. K. Lasser Tax Institute, the carpenter had deducted \$42 for buying overalls, and \$20 for laundering them. But the court ruled he had failed to show his employer required him to wear overalls, or that they were uniforms. Anyway, the court said, work clothes used merely to protect ordinary clothing are not deductible. Maybe the Treasury can't collect full taxes on oil and mining companies. They have special depletion allowances. But certainly it can nab carpenters and mechanics for an additional eleven bucks.

Not only are the tax laws obviously rigged against them, but working people themselves tend to give in to the squeeze play. A wage-earner's tax is deducted weekly. It is calculated on the basis of a ten per cent allowance for deductions. He is then given a punch-card form which makes it easy to file his return, but doesn't allow him all potential deductions. This year, before you sign that simple but sometimes self-fooling Form 1040A, make sure you aren't entitled to more deductions than it allows.

You cannot claim the valuable sick-pay exclusion on the punch-card form. If you're single but head of a household, you can't get that potential tax-saver from Form 1040A. Nor, if you have a few mutual-fund or stock shares, can you get the four per cent dividend credit, nor the retirement-income credit for people retired from full-time work.

You can take these tax-savers on Form 1040. This can be used either as a short or long form. If your potential deductions don't add up to ten per cent, use 1040 as a short form by taking the optional ten per cent allowance. If your deductions total more than ten per cent, itemize them.

Mr. Margolius gives this checklist of potential tax-savers wage-earners sometimes overlook:

GROSS INCOME DEDUCTIONS
Sick Pay: Whether or not you itemize deductions, you can subtract from gross income (on page 1 of Form 1040) up to \$100 a week of sick pay received after the first week of an illness. You can subtract the first week's pay too, if you were hospitalized at least one day, or your illness was due to an injury whether on the job or not.

Sideline Losses: You can de-

duce degrees, or close to a third of the total granted. The report states that the number of women elected to State and Territorial legislatures reached an all-time high of 321 in 1957. This was an increase of 23 over 1956 and a 1,000 per cent increase over 1920, when 29 women were elected.



Man's Meat, Woman's Poison

The family unit is a structure composed of men, women and children who usually love each other, although each suspects the others of having a few marbles missing.

That this suspicion exists is not surprising. What is surprising is that men, women and children manage to co-exist at all in the same households—or the same world, for that matter. There is a lack of communication among them that no amount of "togetherness" can dispel.

Although they speak the same language, its words do not mean the same thing to one as another. And the images that exist in a man's mind are quite different from those that rattle around in the heads of his wife and children.

A man's poison, for instance, is apt to be his wife's most cherished recipe—that deliciously different tuna fish casserole that all the girls were so crazy about when she served it at the baby shower for Madge. Why, practically everyone called her the next day to ask for the recipe!

Or take hair. There is not, and never will be, any meeting of minds between men and women on the subject of hair. Hair, to a man, is something that he goes to the barbershop to have cut every couple of weeks. Except for occasional worries about whether it is falling out or turning gray, he does not give it a second thought. What would there be to think about?

To his wife and daughters, hair is a way of life and a source of unending preoccupation. It is an expression of one's personality, and a constant challenge to "do something different."

As for colors, men and women simply do not operate on the same wave lengths. To a man, blue is blue, and green is green. And the fact that his wife can lie awake nights, trying to decide between an olive or an apple green something-or-other, strikes him as sure proof of lunacy.

Contrarywise, when a woman asks her husband, "What was Helen wearing when you saw her downtown?" and he an-

swers "Oh, something blue, I think," he is lucky if he doesn't get a hard object thrown at him.

Even when a husband and wife agree, their reasons for doing so are probably quite different. She simply adores their new car because of its Capri blue exterior, its darling tweedy upholstery and the cute way the windows open and shut. His enthusiasm is based upon gas mileage, horsepower and maneuverability.

If a mother and her teen-age daughter agree (which is very, very unlikely) on the suitability of a certain young man, they won't do so for the same reasons. Her mother's appreciation is based upon his nice manners and his nice family. His charm for her daughter rests on his being a complete doll, left end on the football team and vice-president of Phi Gee.

What's sauce for the goose, is usually regarded by the gander as a lot of foolishness and an awful fuss about nothing. The serious business of shopping is, to him, "running around from store to store." Planning the club rummage sale becomes "gabbling with a lot of silly women." And, to her, his basement workshop is "all those silly tools that he wasted so much money on."

Men, women and children are obviously incompatible creatures, and the family unit is a highly unworkable arrangement. There is no reason in the world why it should work. Except that it usually does.

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Open Shop Hurts Needy Children, Aged and Blind

Undisputed evidence is piling up, at an ever-increasing rate, which proves that wage earners in compulsory open shop states receive sub-standard wages. Further, we have shown that these wages start to decline concurrently with passage of "scab laws."

There is another group of persons, however, who are not fortunate enough to be wage earners—even at sub-standard and declining wages. We refer to those who, by necessity, must depend on some form of assistance for their livelihood. They too, are seriously affected by compulsory open shop laws—even though not employed.

Proof:
In 1956—For each \$100 paid in U.S. for unemployment benefits, the average in "scab law" states was \$82.79; California paid \$104.85.

In December, 1956—For each \$100 paid in U.S. for Aid to Needy Children, the average in "scab law" states was \$82.40; California paid \$149.44.

In December, 1956—For each \$100 paid in U.S. for Old Age Assistance, the average in "scab law" states was \$81.76; California paid \$129.85.

In December, 1956—For each \$100 paid in U.S. for Aid to the Blind, the average in "scab law" states was \$84.00; California paid \$145.58.

SOURCE: Statistical Abstract of the United States, 1957.

Women--A Factor to Be Reckoned With

American women have chalked up spectacular achievements in the last two years. Mrs. Alice K. Leopold, Assistant to the Secretary of Labor and Director of the Women's Bureau, declared.

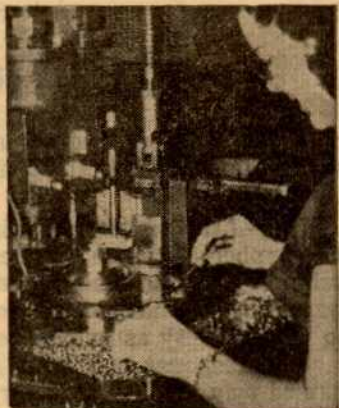
Mrs. Leopold said that a new publication, Spotlight on Women in the United States, prepared by the Women's Bureau, shows that women hold nearly a third of the Nation's jobs, constitute nearly a fifth of all labor union members and about a third of the college students. They also cast about half the votes in the last presidential election. "In the course of 10 presidential elections," the report noted, "women have achieved a power at the polls equal to that of men, whose voting history covers 43 presidential elections." Their potential vote is estimated to outnumber men by 4.6 million.

"The newsworthy achievements of women, and their accomplishments in many fields of endeavor, mark their long-run progress in winning recognition," said Mrs. Leopold. "They also reflect the improved education and training of women and the willingness and ability of women to meet the growing responsibilities which have come to them in the midtwentieth century."

An estimated 3.4 million of the women workers are members of national and international labor unions, with their membership greatest in the unions

of the needle trades, service trades, electrical goods manufacture, textile manufacture, and communications—where, in fact, women are a sizable proportion of the workers. However, their numbers are also great in other large industries, for example, in the steel and auto industries, although here they are a small proportion of all workers and of union members.

Six million women are employed as secretaries, stenographers, typists, and other cler-



ical workers. Some 3 million, the next largest group, are mostly factory workers. Over 2 million women are in professional occupations. The group of women managers, officials, and proprietors now totals about a million, or more than double the number in 1940.

In the 1955-56 school year, women earned over 132,000 col-

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

(Editor's Note: Because the subject matter of Business Manager Weakley's column in the Utility Reporter, January 1957, is particularly timely today, we are reprinting it in this issue.)

In an organization such as Local 1245, we are faced with constant conflict between the necessity for leadership to make responsible decisions and the desire to broaden participation in the making of decisions as widely as possible.



R. T. Weakley

Everyone knows that for a leader to have responsibility he must also have commensurate authority or his situation is untenable.

The International Constitution and the Local Union By-Laws cover certain authorities and generalize on others. Beyond that, thousands of decisions of various magnitude must be made by Stewards, Grievance Committeemen, Executive Board members, the Business Manager and his staff, and even the International Office on matters directly involving the membership of Local 1245.

On any set of laws, there is potential conflict in that they must be interpreted to fit each case. The making of these decisions is the responsibility of each chosen leader at each level of responsibility.

The question of authority is where the potential conflict usually arises when decisions are made which may be unpopular to one, a few or many members.

In the making of a decision, a leader must evaluate certain factors. He must look at the instant case, refer to contract, Constitution, By-Law or a similar decision in a similar case not covered by the guidance of formal documented law. Some of these decisions are delegated to others similar to government or business practice. Conflicts are reviewed by higher authorities.

To attempt to make everyone happy is the intent of all, but as a practical matter, impossible. Therefore, the guide rule is to base a decision on law (i.e., Constitution, Contract, etc.) or logical reason based upon factual information and the effect upon an individual, a group or the whole, depending upon the magnitude of the problem.

A Union is and should be a democratic institution. It is a collective effort sharing the good and the bad. It is a forum of expression, opinion and debate. It is the instrument through which the individual voluntarily subordinates some of his individual opinions and natural rights of isolation in order to contribute in a collective fashion to advancement of the whole. Through this advancement, he makes individual gains which would be impossible through individual pressure.

The individual also assumes duties to the rest of the whole when he obligates himself as a member of his Union. One of these duties is to respect and abide by the laws of the Union. Another is to respect and support his elected leaders in order that they may carry out their duties to the best of their abilities.

When a problem exists in our Union and a leader is faced with making a decision or is in the process of negotiating one, there must be an assumption that the leader is honest, competent and is making a sincere effort to resolve the matter speedily and satisfactorily. This is very important.

When a problem arises and misinformation, pre-determined conclusions, rumor mongering, inferences of dishonesty and incompetence are indulged in, this is bad. It reduces the effect of united support which is so important to leadership. It limits the leader's effectiveness in

dealing with the opposition and it eats away the leader's self-confidence.

Constructive criticism of the procedure, method or result is good. The question of how and when it is offered is the issue. This takes individual responsibility, understanding and recognition of how it affects the common good as well as the instant strategy.

All too often baseless criticisms are levelled even before the problem arises or corrective steps are put in motion. Snide inferences are sometimes made which impugn the honesty, motive or even the intelligence of the one or more who must handle a problem.

A good leader must also take calculated risks after exercising the soundest possible judgment. This is particularly true in a Union which is democratic in concept as distinguished from a business enterprise which is primarily a dictatorial machine.

We strive for the maximum democracy consistent with the necessity for efficiency. The balance between the two is the responsibility of the top officers of your Local Union.

Flagrant abuse of authority, violation of Union law and overt neglect of duty cannot be condoned and legal procedures are present for legal action toward correction.

Another means of handling inept, unsatisfactory or unpopular leadership rests in the secret referendum ballot wherein your officers must stand the test of the records should they seek reelection.

As we continue to grow in numbers, stature and maturity, I think it well to review some of the preceding remarks. Review them objectively and let us see if we can improve our understanding and unity as we face the problems of defending and improving the rights and benefits of our members and their families.

Executive Unit Meeting At Asilomar April 12-13

Unit Officers from 75 units comprising Local 1245's jurisdiction will meet jointly on April 12 and 13 at Asilomar, California, to discuss "Employer - Employee Relations"—California's proposed open shop law—economic and legislative problems and their effects on collective bargaining, and to study Local 1245's operation and structure.

The importance and responsibilities of your unit officers and

WHO IS AN EMPLOYEE?

The following item appeared in the November issue of "The Pacific Northwest Public Power Bulletin," voice of the Northwest Public Power Association, and we quote:

WORK BREAK Notice to Employees

Due to increased competition and a keen desire to remain in business, we find it necessary to institute a new policy.

Effective immediately, we are asking that somewhere between starting time and quitting time, and without infringing too much on the time usually devoted to lunch period, coffee breaks, rest periods, story telling, ticket selling, sports, auto racing, vacation planning, and the rehashing of yesterday's TV programs, that each employee endeavor to find some time that can be set aside and known as the "WORK BREAK." To some this may seem a radical

innovation, but we honestly believe the idea has great possibilities. It can conceivably be an aid to steady employment and it might also be a means of assuring regular pay checks.

While the adoption of the "WORK BREAK" plan is not compulsory, it is hoped that each employee will find enough time to give the plan a fair trial. It is also hoped that those employees not in favor of adopting the "WORK BREAK" plan will have fully completed their vacation plans.

Editor's Note:

It seems to us that this snide reflection on the productivity of public power employees might raise a question on the actual productivity of some professional bureaucrats in the public ownership "profession" who are also supposed to be "employees."

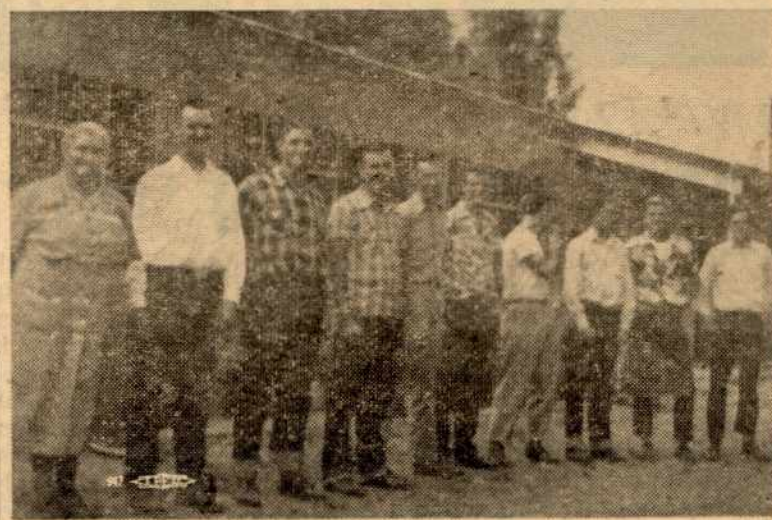
the subsequent responsible functioning of your unit as it relates to our entire operation is to be reviewed, current major issues involving Local 1245 members are to be discussed and appropriate program developed.

This is a first in Local 1245 history. For quite a period of time Business Manager Weakley has considered the establishment of such conferences. It is hoped that this procedure will prove of value in furthering the understanding of programs and principles of your union. Such conferences were supported by the membership, recommended by the Policy Committee and directed by the Executive Board as part of the needs of Local 1245 in our recent financial and operational review.

We have been advised by the International Office that the I.B.E.W.'s new film "Operation Brotherhood" will be available for our showing at the conference.

Few of us can stand prosperity. Another man's, I mean.

HOW'S THIS FOR A RECORD?



Leland Thomas, chairman of San Jose Unit No. 1511, sent us the above picture with the following letter:

Dear Ron:

I am not one to "blow my horn" as the saying goes, but enclosed is a picture I am proud of and also a story of which I am equally proud.

The photo is of my mother, my eight brothers, and myself. Four of us are PG&E employees, three of whom are active union stewards. We are, left to right: Mother, William, Edward (gas dept. heavy foreman), Larson, George, Leland (lineman, steward and chairman of San Jose Unit), Kenneth, Jim, LeeRoy (lineman and chief steward, San

Jose District), and Dale (apprentice lineman and steward, San Jose elect. dept.).

I am 6 ft. 1½ in. tall, so you can judge the height of the rest. There are also five girls in our family and we all are living in California.

Our mother, Mrs. Meta Thomas, holds several "decisions" over each one of us and is still the "champ".

Could you find room in the Utility Reporter for this little bit of "horn blowing"?

Sincerely,

Leland Thomas, Jr.

Editor's Note: We certainly can find room, Lee, and agree that you should be proud. We would welcome similar contributions from all of our members.

CITIZENS PHONE PACT CONCLUDED

Negotiations between Local 1245 and Citizens Utilities Co., for the Company's telephone employees, were concluded during the morning of Wednesday, February 26th, having commenced on Monday, February 24th.

The relationship between the Union and Company was excellent throughout the bargaining sessions.

At special meetings held on Wednesday evening, February 26th, the membership voted to accept the results of this year's negotiations as follows:

- Voting in favor of acceptance 76.
- Voting against acceptance 2.
- Present but not voting 1.
- Terms of the new Agreement provide for the following:
 - 1.) A \$4.00 per day allowance for employees returning home from temporary headquarters on non-work days.
 - 2.) Rotation of one (1) shift in three (3) for operators during heavy periods of traffic between May 16th and December 1st.
 - 3.) Wages:
 - Traffic 2 cents to 5 cents per hour.
 - Commercial 2 cents to 7 cents per hour.
 - Plant 3 cents to 10 cents per

hour. The average increase amounts to approximately 5½ cents per hour and amounts to just under 4%.

4.) Term is for one (1) year from 3-1-58 until 2-18-59.

Seminars Planned For Stewards in Gen'l. Construction

At the direction of Business Manager Weakley, questionnaires have been mailed to all G. C. stewards as a first step in developing a training program aimed at improving communications and service to our G. C. members. Upon return of the questionnaires, it is planned to develop and commence these periodic seminars at an early date. G. C. stewards are urged to return these questionnaires as soon as possible.

Need We Ask More?

Local 11 in Los Angeles is to be commended for the recent essay contest it pulled off within the framework of their 9,000 membership.

Gist of the contest was this: The union asked the wives of Local 11 members to write, in their own words, what they think "the value of the trade movement is; its contribution not only to the wages, hours and working conditions of their husbands, but also to their dignity as human beings."

The response was very good and three prize-winners were named by a distinguished jury representing clerics, educators and a labor leader. Mrs. Mary Hurley's prize winning essay read:

"My parents were immigrants. Father's labor was exploited by the Pennsylvania coal barons, who, with the assistance of the state police, suppressed union organizing.

"Our lives were managed by the company store.

"I married a union man who had employment security, good pay and conditions. We raised our daughters, we enjoyed the blessings and comforts of the American standard of living.

"My husband's labor has never been exploited and, thank God, never shall be as a union member.

"Need I say more?"

"Need I ask more?"