

"I have sworn upon the altar of God eternal hostility against every form of tyranny over the mind of man..."--Thomas Jefferson.

# Utility Reporter

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1st SECTION

AUGUST, 1958

## Local 1245 Acts on Major Convention Issues

### Labor News Highlights

PENN. STATE CIO SECRETARY-TREASURER HARRY BLOCK, in a speech commenting on the nation's current economic plight, observed that "The only recession-proof job these days is held by the little man who runs around stores marking up prices."

PRESIDENT EISENHOWER nominated Philip Ray Rodgers for a full five-year term on the National Labor Relations Board. Rodgers has been the target of criticism by organized labor for taking the pro-management side in NLRB decisions.

THE ASSOCIATED INDUSTRIES OF ARKANSAS, INC., the state branch of NAM, is seeking a constitutional amendment to outlaw work forces or maximum work loads. Arkansas already has a "right-to-work" law.

A NOTED EMPLOYMENT EXPERT has recommended that if you're a new job-hunter or a veteran one you ought to act nervous during an interview. According to Norma Kennerdell, "A bit of nervousness always tends to persuade an employer that you're not a show-off or the blase type who thinks that any job is a pushover."

### A VITAL WARNING

A recent survey revealed that too many union members are not registered to vote. If you're not registered, you can't vote.

The deadline for registering in California is Sept. 11th, in Nevada it's October 4th.

If you or your spouse or your fellow worker is not registered to vote, see to it that it's done today.



Bus. Mgr. Ronald T. Weakley, analyzes a proposed Constitutional Amendment and offers arguments in support of adoption.



Local 1245 President Chas. T. Massie, outlining our proposed program for the IBEW Convention in September.

### 2-Yr. Conventions, Elections, Ethical Code, Utility Progress Meet, Among Key Topics

At a specially-called Policy Committee and Executive Board meeting at Union Headquarters in Oakland on July 26 and 27 Local 1245's Convention program for 1958 was adopted.

Prior to the 2-day meeting a thorough review of a number of Constitutional Amendments and Resolutions was made by a screening committee, composed of Business Manager R. T. Weakley, President Chas. T. Massie, Past President Joe Kreins, and Asst. Bus. Mgr. L. L. Mitchell. Some of the proposed changes and Resolutions had their origin in other IBEW Local Unions with a request for our adoption and support; others were proposed by our own Local Union 1245. From these a number were deemed to be meritorious and were submitted to the Policy Committee for their consideration and recommendation.

After a complete analysis of each proposal was made by the attending Policy Committeemen and discussions held on the substantive arguments, an unanimous recommendation for adoption was made to the Executive Board.

These Constitutional Amendments and Resolutions dealt with the frequency of IBEW Conventions, the manner of electing Executive Council members and Vice Presidents, the

filling of vacancies in International Offices, the 2-year Local Union membership requirement as a prerequisite for Local Union Office in Locals affiliated with Joint Boards or System Councils, the publicizing of the activities and background of candidates for Local Union Office, the compensation and pension benefits of International Officers, Representatives and Assistants, the AFL-CIO Codes of Ethical Practices, civil rights, and the establishing of an annual National Utility Progress Meeting.

In executive session after the joint meeting, the Executive Board concurred in the Policy Committee's recommendations and adopted these suggested Constitutional Amendments and Resolutions.

Other matters brought before the Policy Committee during the 2-day session included the cur-

rent battle in which we are involved in California over the compulsory open shop law—Proposition 18. It was pointed out by Bus. Mgr. Weakley, that there is a crying need for greater responsibility by our membership in meeting attendance. He illustrated how we must show our solidarity to those who are open shop advocates and stated that meeting attendance was the best clue to this solidarity.

The necessity for 100 per cent voter registration received attention with emphasis on getting the vote out on Election Day. The voluntary contributions to COPE was urgently requested as time grows short and many thousands of dollars are to be poured into the California elections by our avowed enemies, Bus. Mgr. Weakley warned.

He also reviewed the climate in which wage and conditions proposals will be adopted for our 1959 negotiations. He asked for consideration and cooperation by the Policy Committee in the matter of establishing an over-all policy by Local 1245 on these issues. The individual groups covered in our jurisdiction can then work within the framework of such adopted policy, he stated.

The training program on PG&E Co. properties was reviewed and explained by Asst. Bus. Mgr. L. L. Mitchell so that a broader understanding of the whole program would result.

President Chas. Massie outlined the Policy Committee functions for the benefit of the newly elected Committeemen as well as to refresh the memories of those who had served during previous terms. He also explained the methods used in approving expenditures as well as the Local Union election.




The Policy Committee deliberates a Local 1245 proposed Resolution to be submitted to the IBEW 26th Convention.




Local 1245's delegates and alternates who will "carry our program" at the IBEW 26th Convention at Cleveland. Front row (L. to R.): M. A. Walters, R. T. Weakley, C. T. Massie, P. F. McEvoy, B. I. Dolan, L. R. Andrews, A. M. Hansen, L. L. Mitchell. Back row (L. to R.): J. E. Gibbs, A. R. Kaznowski, W. R. Glasgow, M. R. Cook, H. B. Lucas, J. S. Kriens, M. C. Brooks, E. B. Bushby, W. H. Yochem.





## The UTILITY REPORTER



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# YOUR ONE VOTE DOES COUNT

# AGAIN WE SAY—STOP THOSE CAVE INS!

(Permission to reprint courtesy of California Safety News)

Those who adopt the attitude that their one vote makes no difference should remember the old saying:

“One million times zero equals zero. One million times one equals one million.”

Here are a few examples of where just one vote made or could have made a vast difference:

- California, Idaho, Oregon, Texas and Washington were made states by just one vote in Congress.

- Andrew Johnson, the only U.S. President ever to be impeached would have been removed—but for just one vote in the U.S. Senate.

- The late Robert A. Taft, co-author of the Taft-Hartley Act, won his seat in the Senate in 1944 by less than one vote in each of the state's 8800 precincts.

- Rutherford B. Hayes, 19th U.S. President, was elected by a majority of just one electoral vote in 1876.

- In 1800, Thomas Jefferson and Aaron Burr received equal electoral votes for U.S. President, because of the tie vote, the decision was turned over to the House of Representatives which elected Jefferson.

- In 1953, Ken Jones was elected mayor of Newark, Ohio, by just one vote. He got 4401 votes, his opponent 4400 votes.

Your one vote can count, but only if you're REGISTERED TO VOTE. The deadline for registering in California is Sept. 11th, in Nevada, it's Oct. 4th. These dates are closer than you think. Don't put it off—REGISTER NOW, TODAY.

## Who Hasn't Got a Job?

According to the July 5th issue of Business Week the number of persons out of work rose from 2.7 million in May, 1957 to 4.9 million in May, 1958—an increase of 2.2 million. By industries, durable goods unemployment rose the fastest and in May accounted for one-fourth of the nation's total.

Figures reveal that 13 of every 100 workers in durable goods plants were jobless, 14 of every 100 in primary metals—mostly steel—were idle and 16 in every 100 in transportation equipment—mostly autos and aircraft—were off the job.

In terms of people, unemployment increased faster among men than women but where men and women hold factory jobs women are more likely to be out of work.

Most jobless persons haven't any family ties, but 4 out of 10 are married men.

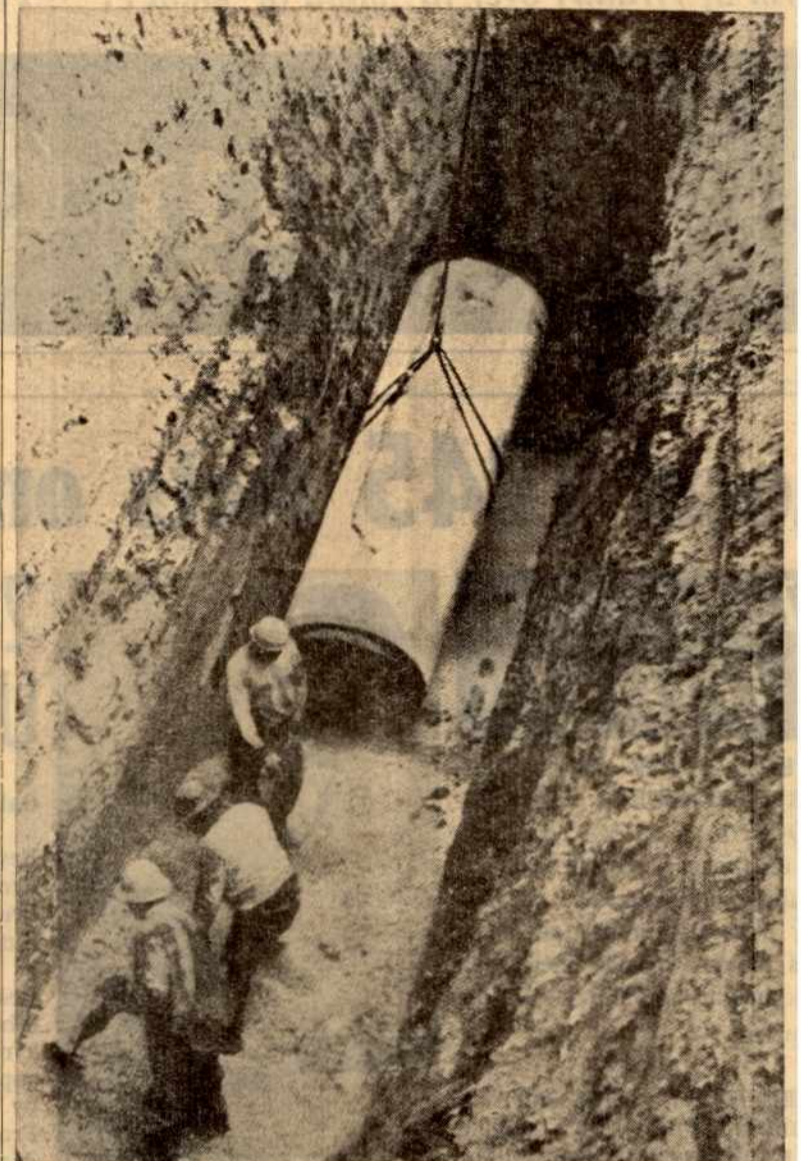
In May, 2 out of every 5 unemployed had worked in April or were new to the labor force and 2 out of 5 who were drawing unemployment benefits in April were off the list in May.

## Last Minute Info.

At press time it was reported that Union had signed an agreement with PG&E Company on entrance requirements for Apprentice Gas Servicemen in line with Title 109 of the working conditions agreement.

The decision on Arbitration Case No. 7 was also received by Union at press time.

These two items will be reported in detail next month.



Moments after this picture was taken, one side caved in and killed two of the three workers you see.

In the last eight years, 84 California workers have been killed from cave-ins of ditches, trenches, and excavations.

Almost 1500 workers were injured from the same cause.

Those who were killed from cave-ins were buried under dirt or debris, and were either suffocated or crushed by the weight.

Many of those who suffered severe injury, but were fortunately not killed, were also completely or partially buried. Others were struck by falling rocks, or were hurled against sharp objects in the trench when the sides collapsed.

In almost all cases, those killed or injured were working in trenches that were either not shored or not properly shored. It is ironic that many were injured from cave-ins while they were attempting to install shoring.

Almost all the injuries would have been prevented if the

Year	Injuries	Deaths
1950	194	11
1951	184	5
1952	190	12
1953	180	11
1954	198	9
1955	165	9
1956	212	17
1957	167	10
<b>Totals</b>	<b>1490</b>	<b>84</b>

there is no way of knowing when. Deaths do occur from cave-in from hard rocks.

Construction Safety Order 1527 requires that, in hard compact soil, trenches 5 feet or more in depth must be adequately braced at intervals of not more than 8 feet.

In some soils the distance between braces must be much less—in fact, sheathing may be necessary every foot of the way, as the Order makes abundantly clear.

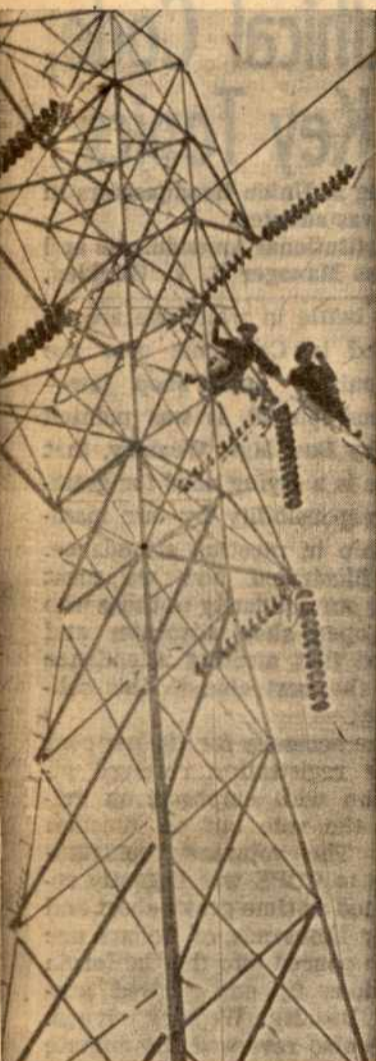
It is especially important for a foreman or superintendent on excavation jobs to look for changing soil conditions—when, for example, encountering old river beds, previous excavations, or drainage lines. The Division of Industrial Safety's Bulletin 105, "Shoring of Trenches," which is available without charge, gives safety measures that would prevent cave-in accidents and injuries, and includes sketches of shoring and bracing required for different types of ground.

Cave-in injuries and deaths will be prevented if we stop those cave-ins!

**THE LADIES GARMENT WORKERS** union doesn't look at the new fashions for women as any laughing matter, even though you men may growl, sneer or even smile at the new "chemise" and the "sack."

Dr. Lazare Teper, ILGWU research director, reports that with the recession hitting most industries, "the dramatic shifts in fashions . . . to the chemise and its variants" have kept jobs and production up.

## Hey, Down There!



### I Gave to COPE How about you Earth people?

Sure, I'm interested in politics. TAXES withheld from my paycheck and taxes assessed against my home are set by . . . politics. SOCIAL SECURITY payments which I will draw when I get old, or which my wife will draw if something happens to me, are fixed by . . . politics. POLICE and FIRE protection to keep my town and my neighborhood a safe and fit place to live in depends on . . . politics. OUR UNION can be destroyed or its contract can be made meaningless if we working people lose out in . . . politics. MY FAMILY'S WELFARE, in a hundred ways I cannot fully control, is affected by things which happen in . . . politics.

That \$1 a year which I donate to C.O.P.E. through Local 1245, helps to represent MY SIDE in politics.

IF YOU THINK YOUR \$1 IS NOT NEEDED JUST CHECK THIS!

A report of the U.S. Senate Elections Sub-committee reveals that among persons contributing \$500 or more each in the 1956 political campaign. . .

These persons contributed	Amount
Officials of 222 large corporations	\$1,919,000
Radio & TV station officers & directors	38,800
Airline officers & directors	163,759
Advertising agency officers & directors	51,600
Bond underwriting house officials	239,800
Oil company officials	359,647
Members of Advisory Council to Commerce Dept.	272,499
Officials of firms holding prime Defense Dept. contracts	1,174,857
Officials of corporations taking part in Atomic energy program	422,042
Nat'l Assn. of Manufacturers officers & directors	\$1,475
U.S. Chamber of Commerce officers & directors	10,700
Assn. of American Railroad Officials	3,500
Nat'l Coal Assn. officers & directors	28,500
<b>Total</b>	<b>\$4,766,179</b>

"With respect to corporations, the testimony presented to the Sub-committee discloses that corporations have been advised in broadly disseminated publications of the United States Chamber of Commerce and legal opinions that they may engage in the following political activities:

1. Pay salaries and wages of officers and regular employees while engaged in political activities;
2. Publish opinions and arguments of a political nature, expressed as the views of the corporation, in any house organ or other printed document circulated at the expense of the corporation;
3. Purchase radio and television time or newspaper space for the presentation of the corporation's political views;
4. Use any other means of expressing the political views of the corporate management, publicly or privately;
5. Encourage people to register and vote, and disseminate information and opinions concerning public issues without regard to parties and candidates."

This is the employers' program. What's yours?

**Time Is Wasting!  
This Is All That  
It Takes . . . . .**





# L.U. 1245—We Urge Their Adoption!

## Ethical Practices

"The Committee on Ethical Practices shall be vested with the duty and responsibility to assist the Executive Council in carrying out the constitutional determination of the Federation to keep the Federation free from any taint of corruption or communism. . . ."

AFL-CIO Constitution—Article XIII, Sect. 1 (d)

and principles. They were then adopted by the Executive Council itself and are now called the AFL-CIO Ethical Practices Codes.

- IV. Conflicts between personal financial interests and union duties.
- V. Financial practices of unions.
- VI. Union democratic processes.

## With Recommended Make Each Code Effective

### V. INVESTMENTS AND BUSINESS INTERESTS OF UNION OFFICIALS—

Should a union officer have a financial interest in the company he negotiates with?

This code deals with the private business or financial interests of union officials, and points out that these must not conflict with their duty to represent the best interest of the membership. No union official should have a large investment in any company he bargains with.

### V. FINANCIAL PRACTICES & PROPRIETARY ACTIVITIES OF UNIONS—

What is the purpose of a union treasury and how should it be administered?

This code states a simple principle: A union is not a profit-making institution. It voices objections to investments by a union in a business enterprise with which it bargains, condemns the use of union funds to bring personal profit or advantage to any union leader, and contains a detailed set of minimum accounting and financial controls and procedures which was drawn up by a committee of Secretary-Treasurers of AFL-CIO affiliates.

### VI. UNION DEMOCRATIC PROCESSES—

How do we preserve real union democracy?

This last code spells out the rights of members and procedures to insure that unions remain democratic, and corruption and unfairness can be rooted out wherever they penetrate the union movement.

It also declares that members have the responsibility to exercise their rights of union citizenship and to loyally support the union.

A summary of the basic democratic rights and procedures in Code VI includes:

1. Members have the right to full and free participation in the union; the right to vote periodically for local and national officers in honest elections and to run for and hold office subject only to fair and uniformly imposed qualifications; the right to fair treatment under union rules, laws, and disciplinary actions; and the right to criticize policies and officers so long as this does not undermine the union itself.

2. Local union elections should be democratic. The term of office should be spelled out in the Constitution and should be no longer than 4 years.

3. Membership meetings should be regular. Members

should be given proper notice of time and place.

4. Regular conventions should be held at stated intervals, at least every four years, with proceedings or an accurate summary available to the membership.

5. Officers of AFL-CIO and affiliated internationals should be elected in free, fair and honest elections with adequate safeguards to insure this. They shall abide by and enforce the constitution and carry out convention decisions.

6. Discipline of locals and subordinate bodies by internationals and the AFL-CIO to ensure democratic, responsible and honest administration should be used sparingly. Trusteeships should be lifted as soon as specific abuses are corrected.

7. Where constitutional amendments or changes in internal administrative procedures are necessary to comply with the standards herein set forth such amendments and changes should be undertaken at the earliest practicable time.

### PROPOSED RESOLUTION

WHEREAS, the Labor Movement has been the outstanding champion of human rights and the protection of those rights thru the safeguards of democracy; and

WHEREAS, the AFL-CIO found it necessary to ensure that Labor afford its members proper safeguards against the denial of democratic rights and against any corrupt influences, and

WHEREAS, the AFL-CIO adopted a set of policies embodied in what is known as the "Six Ethical Practices Codes" in order to assume the responsibilities which are properly those of the trade unions rather than governmental functions, and

WHEREAS, the AFL-CIO called upon its affiliates to take whatever steps necessary within their organizations to affect the policies and ethical standards set forth in the constitution of the AFL-CIO, Therefore Be It

RESOLVED, that this convention of the IBEW adopt the policies as set forth in the AFL-CIO Ethical Practices Codes, and Be It Further

RESOLVED, that the incoming officers of the IBEW be directed to see that any constitutional amendments or changes in internal administrative procedures that are necessary in order to implement the policies in the Codes be undertaken at the earliest practicable time.

## Civil Rights



### PROPOSED RESOLUTION

WHEREAS, we as a nation have declared ourselves to be dedicated to the principle that "all men are created equal", and

WHEREAS, the AFL-CIO, of which we are members, has given important leadership to this principle by advocating full civil rights and "equality before the law", and

WHEREAS, the denial of full equality to some of our citizens because of their race or religion has been a weak link in the armor of American Democracy by providing propaganda for totalitarian forces without and weakening our defense against reactionary anti-labor forces within, and

WHEREAS, we as a Labor organization must provide a proper example of civil liberties within our own organization if we are to develop the support of such a program without, therefore be it

RESOLVED, that the I. B. E. W. go on record as being in support of full civil rights for all Americans and be it further

RESOLVED, that it be the enduring goal of our Brotherhood to assure to all workers their full share in the benefits of Union organization without regard to race, creed, color or national origin.

### Arguments in Support of Resolution

1. Discrimination is morally wrong.

2. Discrimination breeds injustice and leads to strife.

3. Discrimination hurts not only those discriminated against but hurts the whole community, e.g.

- (a) wage differentials begin to apply to all workers in an area,

- (b) increase in wage competition,

- (c) opportunities for exploitation of all workers is provided,
- (d) develops reduced purchasing power in a community, thus, reducing opportunities for investors, producers, distributors and workers alike.

4. Discrimination threatens our whole economic progress and our potential for national defense.

5. Discrimination provides propaganda weapons for our foes at home and abroad.

## I.O. Vacancies



### PROPOSED AMENDMENT ARTICLE IV

WHEREAS, the International Executive Council is composed of members elected by the convention delegates, and

WHEREAS, this body is a representative group each having been elected from his particular District, and

WHEREAS, such Council is empowered among other things with authority to hear all ap-

peals from decisions of the International President, and

WHEREAS, it places the International President in an unreasonable position to fill vacancies that occur on the Council since that body sits in judgment on the manner in which the President conducts his office, and

WHEREAS, in order to provide for a greater exercise of democracy within our organization, the authority to fill all vacancies in International offices should be vested in the International Executive Council. Therefore be it

RESOLVED, that Article IV, Section 2, be amended by deletion of the following words:

"He shall fill all vacancies, including those on the I.E.C. by appointment. Such appointments must be approved by the I.E.C."

### PROPOSED AMENDMENT ARTICLE IX

WHEREAS, the International Executive Council is composed of members elected from each of the I.E.C. Districts and one member at large, and

WHEREAS, the Council is empowered to supervise the manner in which each International officer conducts his office, and

WHEREAS, the Council is empowered to supervise the entire operation of our Brotherhood, and

WHEREAS, such Council is the most democratic body in the Brotherhood outside of convention, the members having been elected to represent the membership in various geographical locations throughout the vast jurisdiction of our Brotherhood, and

WHEREAS, our International President should be relieved of the unreasonable responsibility of filling vacancies in the group that sits in judgment on the manner in which he conducts his office. THEREFORE BE IT RESOLVED that Article IX, Section 9, be amended to read as follows:

"In case of a vacancy in any of the International offices, the I. E. C. shall immediately convene and elect a successor to fill the office for the unexpired term."

### Arguments in Support of Amendments

1. In developing checks and balances in governmental structure, one fundamental principle is that those persons or bodies who can be overruled by another on appeal, should never have the duty to appoint those persons on the appeals body. This can destroy the needed balance.

2. Regardless of the integrity and honesty of all Officers and the job which they do, principles should be followed which remove the possibility of question.

3. Our objective should be to see that selection of any Officer is made on the broadest membership base possible.

4. With time as a handicap in these matters, membership determination is impractical. The broadest representative base within a practical time application is the International Executive Council.

5. This procedure is more fair to all the Officers including the President and does provide a workable procedure.

## 2-Yr. Convention

### PROPOSED AMENDMENT ARTICLE II

WHEREAS, the Electrical Industry is in a fast changing stage thereby creating the need

for more frequent conventions in order to plan for needed changes, and

WHEREAS, our laws should provide for more prompt adjustments of appeals by members within our Brotherhood, and

WHEREAS, a large majority of International Unions comprising the AFL-CIO hold International Conventions at intervals of either one or two years.

RESOLVED that Section 1 of Article II be amended by changing the words "every four years" to read "every two years."

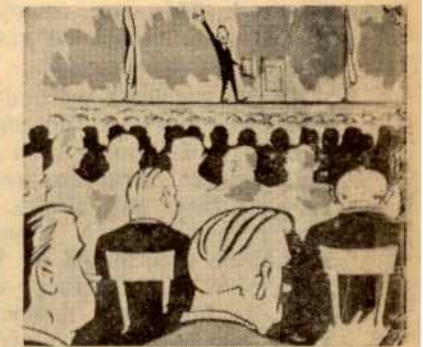
### Arguments in support of Amendment:

Out of 175 National and International Unions in the United States, 105 have Conventions every 2 years or less.

A breakdown of these 175 Unions reveals: Out of 135 Unions affiliated with the AFL-CIO, 78 have Conventions every 2 years or less.

Out of 40 Independent Unions, 27 have Conventions every 2 years or less.

## Utility Meeting



### PROPOSED RESOLUTION

WHEREAS, the employers in the Utility Industry are organized and development of national policies are coordinated through regional and national conference, and

WHEREAS, the Utility Industry has always been a field in which automated processes are easily adopted, and

WHEREAS, Atomic fuels are being utilized to develop new processes for generating electric power, and

WHEREAS, these developments have created problems which can not be met by individual locals entirely, and

WHEREAS, programs for bargaining, and development of statistics and techniques to counteract the adverse effects of these changes must be developed, therefore be it

RESOLVED that an annual utility progress meeting be established on a national basis to provide a means of developing a coordinated program for all IBEW Utility Workers.

### Arguments in Support of Resolution

1. Certain groups within the IBEW now have national or regional meetings and have benefited thereby.

2. The utility field is feeling and will continue to feel the effects of concerted employer activity.

3. Progress meetings in a branch of the industry have not affected the other branches adversely and have no legislative powers.

4. Local unions in the same branch do affect other locals and various solutions which have been developed for a problem should be available for use by those others similarly affected.

5. The comparison of utility companies, one to the other, cannot be made on a regional basis due to the dominance of certain ones within a region.

(More on next page)



# THE DEMOCRATIC WAY IS THE I.B.E.W. WAY

On July 4, 1776 a new concept of government was born. This government was a government of people's rule and stated that:

"We hold these truths to be self evident, that all men are created equal; that they are endowed by their Creator with certain unalienable rights; that among these, are Life, Liberty and the pursuit of Happiness."

Out of this concept, stated in the Declaration of Independence, our Constitution was born. It specifically stated the limits of government and methods of changing rules and procedure by action of the people. To guarantee these rights to individuals it was immediately amended by 10 specific provisions commonly known as the "Bill of Rights".

Under this form of government a nation developed and became the beacon of all freedom loving people. Within this structure were developed many parallel forms of government for organizations dedicated to these same principles.

Unfortunately, neither the record of American democracy or these voluntary democracies has been perfect. While the overwhelming majority believe and preach democracy, too many times they forget the principles involved. This can sometimes cause an unintentional restriction on democratic rights.

Unions are dedicated to democratic principles and they should be free to determine their own governmental structure and to regulate their own affairs. The development of this structure should be determined on basic principles of democracy, whatever its form, and democratic rights should be guaranteed.

It is valuable, therefore, to restate certain principles which should govern all free and democratic organizations and to rededicate ourselves to these principles.

In a democracy where governmental structure already exists and laws are established it is generally accepted that it is better to obey a bad law, using at the same time every argument to show its error and procure its repeal, than to forcibly violate it; because to do so, the precedent of breaking it might weaken the force of law, and lead to a discretionary violation of those which are good.

If a law be bad, it is one thing to violate it, but is quite another to show cause why it should be repealed or why another should be substituted in its place.

Most of us would agree that it would be an abuse of power for any group to pass a law which would prohibit investigating the principles, good or bad, on which such a law or any other law is based.

This case we feel is true with respect to principles and forms of government — commonly called Constitutions—in any organization which believes in democratic principles.

It is for the good of all of its members, and not for the personal aggrandizement of an individual or small group of individuals, that organizations are formed. The defects of its form—or Constitution—must then, by equal reasoning, be as open to discussion as are the defects of a law. Every person who is a member is duty-bound to the organization to point out these defects.

Regardless of prejudices which men have from education and habit, they must stand the test of reason and open debate. No one is for something knowing it to be wrong; he is attached to it believing it is right. When he sees it is wrong, prejudice



## This is Our Heritage

will be gone. Opinion can only be the result of reason and reflection, otherwise, thinking does not occur and judgments are on the basis of prejudice.

Most prejudice is based on precedent and the aversion to change—the idea of "What was good enough for father is good enough for me." The generality of those precedents are founded on principles and opinions other than what they should be—the older the precedent the less valuable and more suspect it should become. Government by precedent, without recognition of the principles involved, is the most despicable of all. Science has proven that precedence means nothing in this field where principle is violated, and the same is true of government. If precedence had been allowed to govern all of our acts, we would not have progressed beyond the Dark Ages. If everything that can happen has already happened and is in precedent, legislation would be at an end.

Precedent could be used to determine every case arising and there would be no need for Conventions or representative government. Nothing but judges would be needed. Further, to recognize the doctrine of precedence would be to deny the need of labor unions as an institution.

Our Constitution itself refutes this doctrine by spelling out the ways for amending and provides a Convention to assist and encourage the process.

In forming a Constitution, it is necessary to determine the aims for which the organization is instituted and next, to determine the best and least expensive means of accomplishing the desired end. When aims change or are expanded they necessitate changes in structure and procedure. These must be done within the concepts of other desired goals such as Liberty, Freedom and Democracy.

The philosophy of democracy is based on freedom of the group and the individual, on equality of opportunity, responsibilities for all and the right of the majority to decide. The power of the organization rests with the majority of its members.

With this majority rule, however, must go the protection of minority rights, and these are always protected when each member is allowed the freedom

to be heard, to oppose, to protest, to seek to convince, and to understand fully the question to be decided. The members of a group have the freedom to disagree, to protest and oppose, and even replace their leaders by orderly process whenever they fail to carry out the wishes of the majority. Each member, in the exercising of these group rights, has the same rights individually to oppose, to discuss, to persuade, to protest and most important of all—The Right to Vote.

Officers, Conventions, and committees are constituted to carry out delegated responsibilities. These are limited to the desires of the membership. They act as representatives of all the members and have the duties of making decisions in all cases where they have been empowered to do so. The members, however, retain the right to withdraw this delegated authority and make the decisions for themselves.

These democratic philosophies and principles must remain the guiding force behind the application of rules whether in the body politic or voluntary organizations. Whenever they are forgotten or pushed aside, discord and difficulty inevitably follow.

Out of this concept of the people's functions, we have developed a structure of government, operated by the people by means of representatives, through which the people themselves speak and act. To deny representatives at a Convention the rights equal to those the members themselves would have if we were able to hold a membership meeting instead of a Convention, is to modify the principles previously stated.

In summary, the best analysis of majority vote is contained in a letter by Thomas Jefferson to Baron vonHumboldt in 1817, which reads:

"The first principle of Republicanism is that the "lex-majoris partis" is the fundamental law of every society of equal rights; to consider the will of the society enounced by the majority of a single vote, as sacred as if unanimous is the first of all lessons in importance, yet the last which is thoroughly learnt. This law once disregarded, there is no other but that of force, which

### More Convention Proposals . . .

#### The 2-Yr. Rule PROPOSED AMENDMENT ARTICLE XVIII

WHEREAS, in Local Unions which have formed Joint Boards or System Councils for bargaining purposes and the members within such Boards or Councils are constantly transferring their membership from one Local Union to another (this happens when a member changes jobs from one jurisdiction to another,) and

WHEREAS, in many cases one of the most experienced Officers or Committeemen may transfer to a different Local Union and be subjected to the two-year rule, and

WHEREAS, in many cases one of the most experienced Officers or Committeemen may transfer to a different Local Union and be subjected to the two-year rule, and

WHEREAS, in the utility branch of the I.B.E.W. there is a great need to encourage these Representatives and not handicap them. Therefore, be it

RESOLVED that the following sentence be added to Section 10 of Article XVIII:

"The two years' requirement shall not be applicable to members of Local Unions affiliated with Joint Boards or System Councils, who are employed by a single employer and who transfer between sister Local Unions within a Joint Board or System Council, provided, however, any such member must have been a member in continuous good standing for two years in at least one of the Local Unions affiliated with the Joint Board or System Council involved."

#### Arguments in Support of Amendment

1. The 2-year membership requirement for Local Union Officers in the Constitution is a good provision. It provides a safeguard against lack of knowledge, and a protection from Company-planted stooges. We feel, however, that the intent of this Section was not to restrict the use of persons in an organization such as our System Councils or Joint Boards.

2. The requirement of 2 years in one Local in a Council seems adequate to provide the protection mentioned previously.

3. The recognition of job rights universally within the System Council and the job conditions being covered by one Agreement give credence to the need for relaxation of this rule for these groups.

4. Experience increases knowledge and experienced leadership is invaluable to any organization. It seems wasteful to reduce the potential of a Local in a System Council and thus the Council itself by eliminating leaders, through sub-jurisdictional boundaries.

#### ends necessarily in military despotism."

The I. B. E. W. has always been a democratic institution. Our Conventions have endeavored to draft our laws to conform to these principles. Our Constitution shows this to be generally true. Like all forms of government it needs review and change as our times and our needs change. Our efforts should be to provide maximum democracy consistent with proper operation. Today more than ever our law is the subject of persons desiring to chain us with outside controls.

If we are to remain strong and free in the labor movement, it requires the wishes of all deliberative bodies to be ascertained with justice and equality shown each of its members. Such

#### L.U. Candidates PROPOSED AMENDMENT ARTICLE XXVII

WHEREAS, the problem of adequately acquainting the membership of Local Unions with the qualifications of candidates for Local Union office is now in surmountable in many Local Unions which have vast jurisdictions, and

WHEREAS, in those Local Unions which operate under the Unit System, it is impractical for any significant portion of the membership to attend the regular Local Union meeting for the purpose of examining candidates for Local Union office, and

WHEREAS, in the interests of providing factual information regarding the experience and qualifications of candidates to the membership of a Local Union so they may have the opportunity to select candidates who they believe will best serve their Local Union; now, therefore, be it

RESOLVED, that Article XXVII, Section 2 (16) of the International Constitution be amended by adding the following, which shall be designated Article XXVII, Section 2 (16) (A):

"Notwithstanding the above and in addition to the sample ballot, a L.U. may distribute an official publication which shall list all candidates for L.U. office together with a factual record of activities within the L.U. committee assignments performed offices held and experience gained for and in behalf of the L.U. This publication shall be prepared under the supervision of the duly designated L.U. Election Committee." And, be it further

RESOLVED, that an additional amendment to the above named Section, which shall be designated Article XXVII, Section 2 (16) (B) shall read as follows: "The distribution of this official L.U. publication, properly prepared as set forth above, shall not be in violation of Article XVIII, Section 20."

#### Arguments in Support of Amendment

1. The dangers of lack of membership participation in union affairs are well known. One of the greatest dangers is lack of interest in election of Local Union Officers.

2. The interest of members of Local Unions with a Unit System of operation in these elections is greatly reduced through lack of knowledge of individual candidates.

3. The development of factual information prepared by an unbiased group using the stated criteria does not provide undue advantage for any one candidate.

4. Only persons who have been active in the affairs of a Local Union can hope to fulfill the obligations of Officers with the conditions faced by Labor today.

5. Such information would tend to protect the Local Union from electing inexperienced and non-active members and would increase membership participation.

procedure enables free people to take united action and yet retain the greatest individual freedom consistent with the best interest of all.

It is our belief that the strength of democratic organizations lies with the people; the people working together can do the best job in creating, controlling and conducting that organization.

Our belief in these principles and a desire to achieve these ends is the basis of our proposals to the 26th Convention of the I. B. E. W.





## Local 1245 Presents Extensive Proposals to 26th Convention

*This Is the Place*



The air-conditioned Public Auditorium on The Mall in downtown Cleveland, where our 26th Convention will be held.

### Convention Time Again

Since 1954, our Brotherhood has faced the loss of some fine officers, attacks of anti-labor forces, and the industrial convulsions of automation and mechanization. In spite of the problems, we have grown both in numbers and in stature in the American and Canadian community.

It's time to review progress of the last four years. Policies and practices must be aired. Changes must be made. In reviewing, we shall observe how well we as workers and Unionists have carried out our prime objectives—the improvement of wages, hours and working conditions. In light of the events which have occurred, we must also consider other factors. Our deliberations must consider improving Labor's position in the community.

We must re-state and re-dedicate ourselves to the cause of human values. Our belief in a strong and free democratic society must be stated so clearly that none will doubt. It must be shown that our practice of championed principles is carried out and not merely stated.

Unfortunately, we as members of Organized Labor are judged not on our many good deeds but by the acts of a small segment of dishonest and unscrupulous individuals. These acts and these few individuals have caused an attack upon the body as a whole. Such atmosphere calls for actions beyond our normal procedures in order to show that, like Caesar's wife, we are above reproach.

It must be proven that not only is our organization presently controlled by those it was set up to serve, that we are a Union that will not be diverted by internal political dictatorship, external political control, employer domination, or underworld control, but that our law and structures are such that this can never happen. It must be shown that individuals are allowed the freedom and right of opposition without fear of retaliation or disfavor and that the law unequivocally protects such rights.

Fortunately, we have been blessed with leaders who have upheld these principles. Instances of abuse of control and authority have been negligible in the IBEW. If the law can be construed, however, to allow a deviation from these principles, the NAM, the Knowlands, and the Hartleys will use it to seek governmental control of our internal processes and eventually, our free movement itself. The controlled press, the enemies of Labor and the forces of reaction are formidable opponents. We are engaged in a battle, the stake in which is our rightful place in our free society.

This Convention will not be dominated by defeatist or alarmist attitudes. As believers in freedom and democracy and with pride in the IBEW—an organization of people second to none in importance in this industrial society—its intention is to see that everything possible is done to protect and strengthen the honor of the IBEW.

There will be many proposals submitted. Some Locals will agree, others will not. In our tradition they will be debated and voted upon. Differences will be reconciled. Changes will be made. There is no doubt that this Convention, through its delegates, representing the hopes and desires of its 750,000 members and their families, will meet the challenges we face and discharge the responsibilities to the workers it is privileged to represent.

**What It Is:** Webster's Dictionary defines a convention as "a body or assembly of persons met for some common purpose."

That's exactly what our IBEW's 26th Convention will be—an assembly of representative persons from every phase of the electrical and allied fields meeting for a common purpose.

But our Convention will not be just a Union meeting on a grand scale. There are important differences. Union meetings are attended by members—conventions by representatives of members. Meetings transact Local business while conventions deal with matters on the International level.

It will have cohesion and solidarity because the major interests of its delegates are identical, and because these interests represent the lifework, or skills, or vital concerns of every IBEW member—representative democracy at its best.

**Why It Is:** The purpose which is common to the assembled delegates will be to further, in the cause of human justice, human rights and human security, the objects of the IBEW, which are:

"To organize all workers in the entire electrical industry, including all those in public utilities and electrical manufacturing, into local unions, to promote reasonable methods of work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure adequate pay for our work, to seek a higher and higher standard of living, to seek security for the individual, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship."

**Who It Is:** It's you! It's each and every IBEW member—whether as a delegate or a worker on the job back home.

In Convention, your Local Union delegates are part of the highest authority in the Brotherhood. Supreme power? Yes, but this authority is delegated authority only—authority exercised only by chosen representatives who are delegated this right by you, the member. They are obligated to strive for adoption of your wishes. Then by majority vote of all the delegates from all the Local Unions the policies of the IBEW are determined.

Thus, it's you, whether as a delegate or not, practicing democracy in its purest sense.

**When It Is:** The 26th Convention will be from Sept. 30 through Oct. 4, 1958.

**Where It Is:** Cleveland, Ohio—one of the strongest labor towns in the country. It's a diversified and well rounded city. It's a steel, electrical and machine tool center and fast becoming a focal point in the auto industry. It has two large oil refineries and situated on Lake Erie, it's a big port. Cleveland has been referred to as "the best location in the nation," since one-half of the United States' population is within a 500-mile radius of the city. It is truly a giant among the industrial cities of the world.

But Cleveland is also a city with spiritual and cultural values. Its Symphony is renowned; the beautiful Museum of Art, a leader in the art world; its Cultural Gardens—a tribute to the people of many lands who helped build Cleveland—a thing of beauty; the parks and entertainment facilities among the finest in the world. And it is home for the Cleveland Indians and the Cleveland Browns.

We're happy that Cleveland was the chosen city for our 26th IBEW Convention.

### HOW IT ALL STARTED

Electricity was still pretty much of a novelty when the last century was drawing to its close and the pioneering of Edison and Steinmetz was as much a puzzle then as space travel is to us today. But electrical work was exciting—it lured men with imagination who were eager to accept the challenge of the only partly known—men, in other words, of spirit.

But being men of spirit, they were not quite so eager to accept without question the pitiful wages and harsh working conditions imposed by the mighty power, telephone and telegraph corporations which were callous to the ever-present dangers of work with a force as powerful as electrical energy.

So, when wiremen and linemen from all parts of the country went to St. Louis in 1890 to prepare a "glorious display of electrical wonders" in connection with the World's Fair, it was indeed natural that they got together and talked about something better than 20 cents an hour for a 12-hour day, and a 7-day week—especially when the electricity they sought to harness might burn them to a crisp at any minute.

Spirited men, yes! But they were also determined men. So they called in an AFL organizer and were chartered as Federal Labor Union No. 5221 on Sept. 20, 1890.

Those who attended the meeting realized that it was but a starting point. What they really

needed, they knew, was a national organization of electrical workers that could meet powerful employers on equal terms.

Before long there was a call to convention. It opened on Nov. 21, 1891, in an upper floor of

Stolley's Dance Hall in St. Louis. There were only 10 delegates representing slightly less than 300 workers.

On Nov. 28th they formally organized the National Brotherhood of Electrical Workers.

### 1st Convention Delegates



The men who organized the Brotherhood—the delegates to the 1st Convention of the National Brotherhood of Electrical Workers in Nov., 1891.



# Here are '58 Convention Proposals by

## Intl. V-P and I.E.C. Election

### PROPOSED AMENDMENT ARTICLE III

WHEREAS, a number of resolutions have been submitted to the law committee of the 1958 convention which would increase the number of members and change the method of representation on the International Executive Council, and

WHEREAS, Local Union 1245 is in support of the foregoing principles, and

WHEREAS, the convention is a body of delegates selected on the basis of representation, and entitled to voting rights based on membership as specified in Article II Section 8 of the I. B. E. W. Constitution, and

WHEREAS, the International Vice-Presidents and the members of the International Executive Council should properly represent the majority of the members of each district rather than Local Unions of each district, and

WHEREAS, in order to provide the right of each member of the I. B. E. W. to vote for his international officers through per capita or delegated representative vote, the method of voting for International Vice-President and members of the International Executive Council should conform to these principles, and

WHEREAS, the present method of voting on these officers precludes a per capita vote in the district involved except when the district is unable to determine its choice, and

WHEREAS, in order to implement the democratic principles of representative delegated vote in our conventions, now therefore be it,

RESOLVED, that Article III Section 3, second paragraph be amended to read as follows:

"However, the choice for I. V. P.'s shall be recommended to the convention by each district and the choice for I. E. C. shall be recommended to the convention by each district—and each of the five branches. The convention shall adopt the district's and branch's recommendation as its own action by the I. S. casting one ballot for the district's and for the branch's choice. The choice of each district shall be decided by the majority of the L. U.'s of the district represented at the convention—and present at the time the choice is made—and the choice of each branch shall be decided by a majority of the L. U.'s of the branch represented at the convention—and present at the time of the choice is made—on the basis of each L. U. having a vote equal to the number of its delegates seated at the convention. If the district or branch is unable to determine its choice, then the Convention shall decide any contest by a roll call per capita tax vote."

**Arguments in Support of Amendment**

1. Conventions are based on representation and held to determine membership wishes.

(A) Article II, Section 8 of the IBEW Constitution states in part: "Each Local Union shall be entitled to a per capita tax vote on 'A' and 'BA' members; that is, one vote for each member in good standing."

(B) Article II, Section 8, further states that each Local Union shall be entitled to representation by delegates on a formula based on membership.

(C) Article II, Section 6, establishes delegates as a basis for determining a quorum.

(D) All contested elections for offices except the International Vice President and the I.E.C. member are decided by per capita tax vote. Where no decision can be reached by a district, the contest is decided by per capita tax vote.

(E) Most conventions of organizations with which we are affiliated use per capita as a basis for determining delegates and voting.

(F) These facts would seem to indicate that the use of per capita is generally accepted as a democratic principle.

2. The question is often raised, "Is it more fair and more democratic for one or two large locals to name the I.V.P. and I.E.C. member or for all locals in the district to have a say?"

(A) The government of the U. S. is one example where every qualified member is allowed to determine the choice regardless of the size of the body.

(B) Thus, it would seem the most democratic election is one involving each member but this is a costly and complicated procedure for organizations like ours. Thus, to apply democracy within economic limits the least costly method which would most nearly represent this membership vote would be more fair and democratic.

(C) Equal voting rights was the basis for elimination of the old "B" type membership and the equalizing of per capita taxes. The principle would seem to be the same on all voting.

(D) Each member is equally subject to the powers and decisions of these officers; each member shares the expense equally in supporting the organization; each member should have equal vote or he is partly disenfranchised.

(E) In our union each local does have a say in the selection, every one who votes has his say regardless of whether or not he votes with the majority.

(F) Districts are allowed to determine a choice for office and these officers represent the members in the district. Representative government should be based on majority decision of all people affected.

3. The argument has sometimes been advanced that to use a membership vote in a district puts these officers under obligation to the large locals.

(A) Democracy is based on the right to withhold votes unless the candidate or officer fulfills the wishes of the voters.

(B) The whole political program of labor is based on the concept of "Reward your friends and punish your enemies." To deny this right is to deny that democracy can survive.

(C) To follow this argument to its logical conclusion would mean that to remove all pressure it would be necessary to allow a candidate to determine his own election.

(D) No officer, carrying out his duties under the constitution and advancing the welfare of a majority of our members, should ever fear a vote of the membership.

(E) Large or small, locals are composed of people and regardless of local designation are members of the Brotherhood. Our officers should represent a

majority of these regardless of local union affiliation.

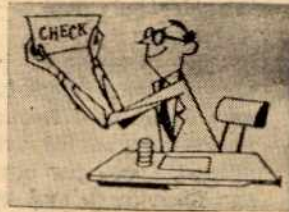
4. It has been said by some that our principal officers, International President, International Secretary, International Treasurer and Chairman of the I.E.C. are elected by per capita vote by all at the convention, and this is good. Some do not feel, however, that this same method should be used when determining a district choice.

(A) The principle, if good in one election, must be good in any other. If it's not proper to use in all elections it should not be used in any election.

(B) The size of a group or its being part of another does not nullify the application of principle.

(C) The voting procedure, to be proper, must be applicable to any election. If not, the principle must be wrong.

## A Pay Raise



### PROPOSED RESOLUTION

WHEREAS, various proposals have been submitted to the 1958 Convention of the IBEW calling for improvements in the compensation, grading and pension benefits of International Officers, Representatives and Assistants, and

WHEREAS, proposals have been submitted to establish age 65 as the normal retirement date for certain Brotherhood Officers and employees, and

WHEREAS, the work of the Law Committee may be reduced by its drafting specific constitutional amendments in consultation with the International Officers as provided in Article XXIX, Section 2 of the Constitution, therefore be it

RESOLVED, that the subject matters concerning compensation, grading, pension benefits and retirement age of International Officers, Representatives and Assistants be submitted to the 1958 Convention as constitutional amendments based upon recommendations submitted to the Law Committee by the International Officers as provided in Article XXIX, Section 2, of the IBEW Constitution.

### Arguments in Support of Resolution

1. Employees of a Union have the same basic needs as any working man.

2. These employees are called upon to forego many of the liberties of other workers in respect to regular hours of work, established headquarters, and many others.

3. As employers, the membership must provide the best conditions possible for their employees, if they are to justify their own demands.

4. Retirement benefits are no longer a privilege but a right and they must be made adequate to meet the needs of the time. Every man should be entitled to retirement income equal to the cost of maintaining the average standard of living.

5. Compensation for the services rendered and sacrifices made should be adjusted more frequently than they have in the past. The last change was made in 1952 and our members have had several increases during this period.

## AFL-CIO Code of Ethics

"The objects and principles of this federation are: . . . To protect the labor movement from any and all corrupt influences and from the undermining efforts of communist agencies and all others who are opposed to the basic principles of our democracy and free and democratic unionism."

AFL-CIO Constitution—Article II, Sect. 10

To implement these sections of the AFL-CIO Constitution, the AFL-CIO Committee on Ethical Practices developed a set of guidelines.

—The Codes deal with six general subjects:

- I. Issuance of local union charters.
- II. Protection of health and welfare funds.
- III. Rooting out racketeers, crooks, communists and fascists.

## Summary of Each Code of Ethics Policies for Adoption to

### I. LOCAL UNION CHARTERS

How do we insure that the purpose of a local charter is not perverted?

There have been cases where a local union charter was issued to so-called "officers" of locals with no members—in other words, "paper locals." Using this charter, a dishonest person would get money from employers (by promising them "easy" contracts), keep workers from getting a legitimate union (by signing back-door agreements with employers), raid other unions, etc.

This code defines the standards under which local union charters should be issued, and the kind of "bona fide employees" they should be issued to.

### II. HEALTH AND WELFARE FUNDS—

How do we prevent kickbacks from insurance brokers?

Today, many union officials are involved in negotiating, purchasing, or administering health, welfare or pension funds gained through collective bargaining. The Douglas Committee in 1955 uncovered a handful of officers who have used their union position to make money from these funds for themselves or their friends. Such practices as receiving two salaries, one from the union and one as an officer of the welfare fund, getting kickbacks from insurance brokers, paying out exorbitant administration fees, placing insurance with more expensive companies than necessary, etc., came to light.

Under Ethical Practices Code No. 2, the AFL-CIO says: "It is imperative that the AFL-CIO and each of its national and international unions affiliated with it rigorously adhere to the highest ethical standards in dealing with the subject of H&W funds."

Eleven points of the code are spelled out. Here is a summary of them:

1. No full-time paid union official should receive additional fees or salaries from a welfare fund.

2. No union official responsible for fund matters should have compromising ties with insurance companies, brokers, or consultants doing business with the fund.

3. Complete financial records should be maintained, with regular audits.

4. Such audit reports should be made available to all union members and other affected employees.

5. Trustees should make "full disclosure and report" to beneficiaries at least annually.

6. Funds using commercial insurance carriers should select them by competitive bid to secure the lowest net cost for given benefits.

7. Welfare fund reserves should not be invested in an enterprise in which a contributor employer, insurance carrier or agency doing business with the fund, or any union official has an interest.

8. Where unethical payment is made, the union should take appropriate legal action against both the parties giving and receiving such payment.

9. Every H&W program should have machinery for redress against unjust denial of claims so as to afford the beneficiaries prompt and effective relief.

10. Duty for enforcing the standards rests with every union official and member. "The best safeguard against abuses lies in the hands of the vigilant, informed and active memberships, jealous of their rights and interests."

11. Where union rules and regulations must be amended to provide for the above safeguards, the changes should be made as quickly as possible.

### III. RACKETEERS, CROOKS, COMMUNISTS AND FASCISTS—



How should the labor movement deal with racketeers?

This Code bars convicted criminals, crooks and racketeers and supporters of totalitarian organizations from holding any trade union elected office or appointed position. Although union cannot be a law enforcement agency and convict perpetrators of law violations, it needn't wait for a criminal conviction to bar corrupt, Communist or Fascist influences from office. The code cautions that in this area, as in all others, judgments must be made as a matter of common sense and with due regard for individuals' and unions' rights.



# NEWS FROM THE FIELD

## HITCHCOCK 'RIDES HERD' AT BIG SALINAS RODEO

Jim Hitchcock, Light Crew Foreman and Chairman of our King City-Soledad Unit, was as busy as a beaver between July 17th and 20th.

Brother Hitchcock was in charge of more than 100 Boy Scouts, Explorer Scouts and adult volunteers who acted as ushers at the Annual Salinas Rodeo.

Jim, becoming active in the Boy Scouts in 1942, has served as Cub-master, District Commissioner of Monterey County, received the Scouter's Key and was awarded the Silver Beaver



He has been very active in Union and Civic affairs in his area and to Brother Jim Hitchcock we say, "Congratulations."

## Humboldt's Loss North Bay's Gain

Clifford J. "Red" McMahan, 1st operator is transferring through a bid, from Humboldt Substation to Mendocino Substation in North Bay Division, thus ending his long career of Union activity in Humboldt Division.

Red, whose seniority dates back over 10 years, joined Local 1245 as soon as he went to work for the PG&E

Co. and his Union activities have included Shop Steward, Chief Steward, Union's Grievance Committee Chairman, Unit Executive

Committee member, Unit Chairman, Temporary Business Representative and since 1952 as Humboldt Division Policy Committee member.

It is interesting to note that Red was unopposed in the last three Union elections which certainly reflects the popularity and respect he has among his fellow workers in the Humboldt area.

We wish Red and his family the best of luck in their new home area and know that "Humboldt's loss is North Bay's gain."



"RED"

## Red Bartlett Saves PG&E Co. Official's Boy

Harry J. "Red" Bartlett, Local 1245's Shop Steward in the Gas Service Dept. at Concord keeps his "hand in" at saving lives of drowning persons. While he was vacationing last June he had another opportunity to rescue a child in deep water.

As Red tells the story, he was sitting in his cabin facing Lake Britton about 6:30 p.m. on June 10th. Eight-year-old Garry Kingsbury, son of Wayne L. Kingsbury, Manager of PG&E's San Bruno Office, and his sister were on a raft getting a rowboat ready for an after-dinner outing with Dad. Garry apparently lost his footing and fell into the lake and his sister started screaming.

Hearing the screams, Red ran out on to the dock and to the raft. Afraid that the current would carry Garry under the raft before surfacing, Red leaped far over into the water and pulled the lad out when he came near the surface.

It doesn't sound like anything out of the ordinary according to Brother Bartlett, but then he is an old hand at this game as he is already a holder of the "Britton Award" for saving some persons lives in the Sacramento River in 1957.

## Ruth Str-e-t-c-h-e-s Few Days to 30 Yrs.

Anna Ruth Gerkey, on June 29th, was honored by her fellow employees in Eureka, at a retirement party where among the other festivities she was presented with a TV set.

Ruth, as she is known to all her friends, has been one of our staunch Union supporters in PG&E's Eureka office for 15 years, where she has worked. She went to work for the Company in 1927 as a temporary employee "for just a few days while an employee was off ill."

On July 9th, at the Eureka Unit meeting, Chairman Geo. Tully presented her with her retirement scroll and IBEW lapel pin, attesting to her 15 years of loyal service to Local 1245, IBEW.

Every one wishes Ruth the best of luck during her retirement and were proud to have called her a Sister member.

## Auburn Wishes "Mac" the Best

A farewell party honoring his retirement after many years of active service in the Union, was held for Brother Ralph "Mac" McDermott, in Auburn, July 15th. He was presented his retirement scroll and IBEW lapel pin by Bus. Rep. Roy Murray while members in the Auburn Unit expressed their appreciation for his untiring efforts in behalf of the Union and wished

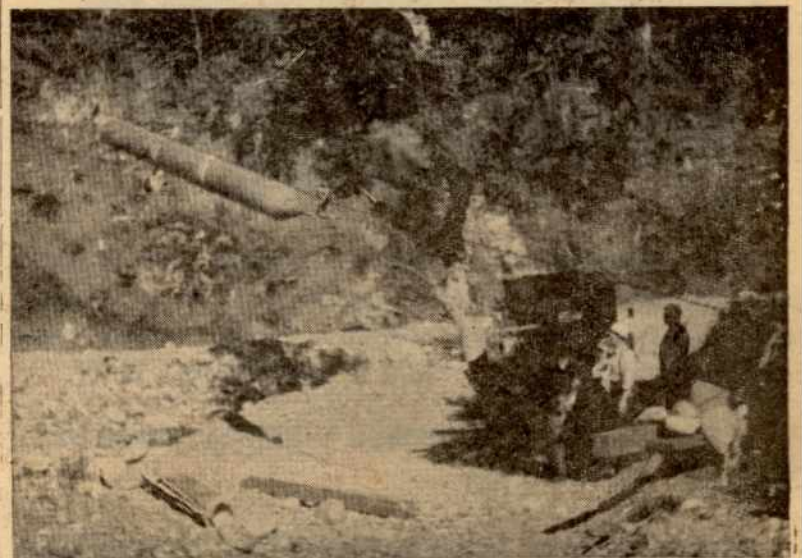
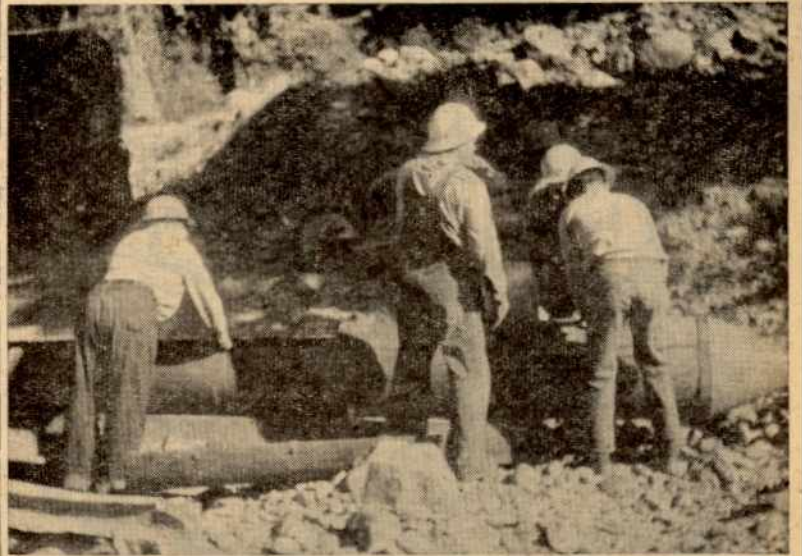


him continued happiness during the years of his retirement.

Brother McDermott, a Local 1245 member since March, 1942, was one of the first to help organize in the Auburn area. Mac served as Unit Chairman from 1949 to 1951 and has been extremely active in Local 1245 affairs since first joining.

In the picture above, Mac is shown in the cab of a PG&E Line Truck, which he drove as a Heavy Clerk Driver up to the time of his retirement. He was well known throught the PG&E system, having driven line trucks for 35 years for the Company.

## Loading and Shooting a "Pig"



H. Apedaile, H. Brown, P. Snarely and J. Torgeson, the handling crew of a PG&E General Const. Tower Dept. Crew are shown loading steel and concrete in a steel cylinder called a "Pig." The "pig" is then sent by a winch-operated cable to the tower site, 1000 feet away. This method is used in tower construction when the site is in an otherwise inaccessible location. Constructing a tower in this manner takes about one week before it is complete and ready for the line crews to string the conductor. These pictures were taken while work was in progress on the 220 KV Caribou - Rio Oso single circuit line.

## UNION'S PICNIC HUGE SUCCESS



Local 1245's "East Bay" Picnic, held in Robert's Area of the East Bay Regional Park, was a bang-up affair. Although Sunday, July 20, was a day of unusual weather—brrr, it was cold—a large crowd of members, and friends of Local 1245 showed up to enjoy the day's outing.

The Picnic Committee—Don Lucot, Art Perryman and Nick Garcia—are to be complimented on the "chow," drinks, and all arrangements which went according to schedule.

The Committee has asked that special thanks be given to Mr.

and Mrs. George Salsbury, Bill Pfiester, Pat McEvoy, "Slim" Middlekauff, Mrs. Art Perryman, Mrs. Paul Yochem and to John Osborn and Tony from Gen. Const. in San Leandro for loan of the pickup truck, to John Hinkle for his P.A. System and to Bert Coffey of the BBB for donating the gate prizes. Their able assistance made the picnic the success that it was.

Already plans are being made for next year's picnic and it's hoped that the entire park, which can accommodate 5,000 people, will be required to fill the bill.

## NEW GAS CONTROL

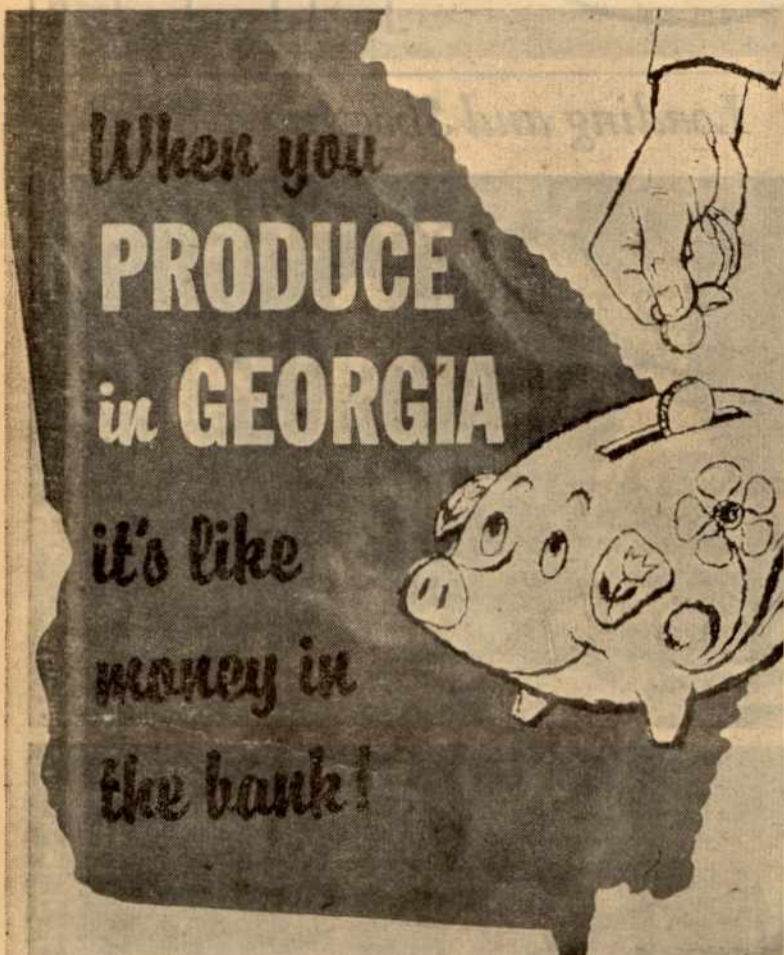
Pictured here are (L) John Quinn, Terminal Operator and (R) Shop Steward and Grievance Rep. "Red" Longwell, Rel. Asst. Field Operator, at the console of PG&E Pipe Line Operations Dept. terminal at Antioch. This northern end of the Pipe Line controls gas from the Rio Vista fields, some Texas gas, and will be the southern terminal for the proposed Canadian gas line to be completed some time in 1960. This console is a changeover from the old pistol-type grip operation to modern electronic button-type control with indicating lights. There are 43 separate control switches within arm's reach of the Operator.



EDITOR'S NOTE: It just struck me that this must be the season for red-headed persons to make news. On this page there are items about four "Reds"—Craig, McMahan, Bartlett and Longwell—all good Union guys.



# Home Sweet Home For Extra Profits



That Georgia's business climate promotes growth bordering on the spectacular is attested to by the fact that nearly 8000 manufacturers now call Georgia home . . . and a sweet home it is!

(From an ad in BUSINESS WEEK by GEORGIA DEPT. OF COMMERCE.)

Georgia has a "right-to-work" law. It prohibits any and all types of Union security, makes collective bargaining a virtual impossibility, so . . .

### Owens Metal Co. Moves to Macon

Owens Metal Products Co., of Kansas City, Mo., is establishing a branch plant at Macon (Georgia) to manufacture house trailer parts.

The branch will be known as Owens Mfg. Corp. of Georgia.

Aluminum windows and frames for mobile homes will be produced in a 10,000 square-foot building at 1546 Fifth St. The payroll will consist of 35 workers.

### Electronic Firm Opens at Griffin

Electronics, Southeastern, Inc., the first plant in Georgia to rebuild TV tubes, is open at Griffin.

Machinery for the plant was moved from Glen Ellyn, Ill., and installed in a building on S Street.

Gale Hollinger, of Glen Ellyn, one of the incorporators, said that equipment for other electronic items besides tubes will be added.

(The above are reprinted from GEORGIA CHAMBER OF COMMERCE NEWSLETTER, JUNE, 1958.)

**EXTRA PROFITS FOR OWENS METAL CO.**

Georgia	Missouri	Extra Profit
Avg. mfg. wage, March, 1958	\$1.54	\$2.03 49c an hour

**EXTRA PROFITS FOR ELECTRONICS SOUTHEASTERN**

Georgia	Illinois	Extra Profit
Avg. mfg. wage, March, 1958	\$1.54	\$2.25 71c an hour

(Above statistics from U.S. DEPT. OF LABOR.)

IT'S EASILY SEEN WHY GEORGIA IS SUCH A SWEET HOME FOR EXTRA PROFITS AND EQUALLY EASY TO SEE WHERE THESE EXTRA PROFITS GO. RIGHT INTO OLD PUDGY PORKY OF COURSE!

We believe the whole story of why employers locate in "right-to-work" states, such as Georgia, is revealed in the above illustrations. EXTRA PROFITS, OUT OF THE WORKERS' POCKETS! The selfish and short-sighted employer who locates in a "right-to-work" state sees profit in buying his labor on a cheap market and selling in the high-wage market areas. He is not concerned that he puts hobbles on his neighbor, the merchant, who would benefit from higher wage levels. He eats "high on the hog" and leaves the "hocks" for his fellow merchant on Main Street.

Will California's Chamber of Commerce, after Nov. 4th, use "right-to-work" and lowered wages as an inducement to "PRODUCE IN CALIFORNIA"?

NO! BECAUSE WE'RE NOT GOING TO PASS KNOWLAND'S PROPOSED "SCAB" LAW IN CALIFORNIA. IT'S PROPOSITION 18. VOTE NO.

## Calif. to Bulge With Free Riders If That "Work" Law Passes

It has been estimated by reliable sources that 960 persons are daily moving to California—that's nearly 1000 people—entering this state's labor force, each and every day, 365 days a year. But this is a mere dribble compared to what it will be if California passes Knowland's proposed "right-to-work" law. California will become a "free-rider's" paradise—a haven for "free riders" and "scabs" who will be lurking at every employer's gate—ready, willing and able to undercut your wages and conditions.

It's inevitable, due to an important recent ruling by an Indiana state court which held that an IBEW local in Hammond, Indiana, was not violating Indiana's "right-to-work" law by seeking an AGENCY SHOP clause. This type of union security would provide that NON-MEMBERS OF THE UNION MUST PAY AN AMOUNT EQUAL TO NORMAL DUES AND INITIATION FEES FOR THE SERVICES THE UNION IS GIVING THEM.

The company sought an injunction against the IBEW in this case claiming the clause was illegal, but the court held that the "right-to-work" law in that state says you CANNOT COMPEL MEMBERSHIP, but DOES NOT FORBID payment of fees or charges to the union. It said it was only fair for non-members to pay their share of the cost, even though, under the law, they had the right, still, to remain non-members.

This ruling holds out the hope of getting around the so-called "right-to-work" laws in several states and indicates a way to challenge all of them. But NO SUCH LOOPHOLE IS IN THE LAW PROPOSED FOR CALIFORNIA. NO SIR!

Knowland's proposed compulsory open shop law would be as tight a strait jacket as it's possible to devise—no closed shop, no union shop, no maintenance of membership shop, no AGENCY SHOP—just an open "scab" shop, an open invitation for every "free rider" and "scab" in the whole country to come to California and get in on one of the highest standards of living in the nation. It's high now but not for long, brother, not if Californians buy Proposition 18.

VOTE NO ON PROPOSITION 18.

## Lawyers, Take Note of This

On Dec. 18th last year, according to an Associated Press report originating in San Diego, a labor representative asked Senator Wm. Knowland whether he favored the "extension of the open shop principle" to the American Bar Association.

Knowland answered, "my personal viewpoint is that any lawyer, qualified, and who has passed the bar examination, should be able to practice without compulsory membership in any organization."

That should make Senator Knowland about as popular with the Bar Association as he is with Organized Labor.

Next question, Senator. Must a doctor belong to the Medical Association in order to enjoy many privileges of practice? Your views thereon should be most interesting to California medicos, we are sure.

Buy Union—Be Union!

## RUMORS SPIKED HER

# "Right-to-Work" Many Child L

Last month's UTILITY REPORTER, on pages 4 and 5, featured the threat to child labor laws by anti-labor legislation such as California's proposed "right-to-work" law—PROPOSITION 18.

We have heard that our story on exploitation of children during the last century, was taken with a so-called "grain of salt" and labeled as pure, far-fetched propaganda—grasping at straws—merely trying to prove a point!

Your Editor had intended to include in the story, excerpts from a history book by a famous labor historian, the contents of which are copyrighted. Permission was sought to reproduce these excerpts which would have "nailed down" securely the fact that little youngsters of 12, 10 and even 8 years old, were worked—hard and long—for as little as 75c a week.

Due to printing schedules and deadlines, the paper went to press without advance permission to reproduce this material being received. So the clincher had to be deleted from the story at the last moment—we can't afford to ignore copyright laws!

We have since received the necessary permission to reprint these excerpts. So to remove doubts in anyone's mind that little kids had it rough, we quote from "AMERICAN LABOR" by Herbert Harris, published by Yale University Press.

"Conditions which existed in the United States in the 1800s are illustrated by a notice appearing in the Manufacturers' and Farmers' Journal of January 14, 1828, which read:

"Families wanted—Ten or twelve good respectable families consisting of four or five children each, from nine to sixteen years of age, are wanted to work in a cotton mill, in the vicinity of Providence."

"The contract signed between Dennis Rier and the proprietor of a cotton mill in Lancaster, Massachusetts, illustrates the be-

ginning of this family arrangement, and reads thus:

"1815, Jan. 27, Dennis Rier of Newberry Port, has this day engaged to come with his family, to work in our factory on the following conditions. He is to be here about the 20th of next month, and is to have the following (weekly) wages for work:

Himself	\$ 5.00
His son, Robt. Rier, 10 years of age	.83
Daughter, Nancy, 12 years of age	1.25
Son William, 13 years years of age	1.50
Son Michael, 16 years of age	2.00
	\$10.58
His sister, Abigail Smith	\$ 2.33
Her daughter, Sally, 8 years of age	.75
Son Samuel, 13 years of age	1.50
	\$ 4.58

"It was thought that, as an advantage flowing from this state of affairs (the hiring of entire families), parents would relieve overseers from the responsibility of correcting the waywardness of children, a process usually accomplished in the whipping rooms, an almost inevitable appendage of New England's cotton mills."

"It is an interesting commentary upon the mores of the time that certain Massachusetts "reformers" berated Rhode Island millowners for using the strap instead of sprinkling water on the children to keep them awake during their eleven to fourteen-hour shifts."

So states Mr. Herbert Harris, noted labor historian.

The powerful and wealthy industrial interests who are pushing for "right-to-work" laws today are the very same interests who have, over the years, fought for compulsory open shop laws under a variety of banners, but all with the same intent—destroy unions! They are the very same interests who have opposed

## "RIGHT-TO-WORK" ON NOV. BALL

READ THIS AND EVERY ISSUE OF THE UTILITY REPORTER. PASS THEM ON TO A FRIEND OR NEIGHBOR.

TALK IT UP ON THE JOB, ON THE GOLF LINKS, AT THE BOWLING ALLEY, IN THE TAVERN, OVER THE BACK YARD FENCE. TELL ANYONE WHO'LL LISTEN THAT PROPOSITION 18 IS A FRAUD.

TELL YOUR BUTCHER, YOUR BAKER, YOUR GROCERYMAN THAT WHEN INCOME DROPS, BUYING DROPS. TELL THEM THAT PROPOSITION 18 IS DESIGNED TO CUT WORKERS' INCOMES.

VOTE NO ON "EMPLOYER-EMPLO"





# AND NOW

# "Right-to-Work" Breeds Labor Abuses

Wild labor reform every step of the way, frequently using the most "moral of arguments"—that parents had the "right" to manage the lives of their children, that work was good as it kept them out of mischief, that their widowed mothers needed the earnings of their children.

They cunningly and hypocritically object to any such legislation as an invasion of "States' Rights" with their next move carefully calculated in advance. Next move? Invoke an actual, legal "States' Right" by enacting "right-to-work" law.

Any reader should know by now that these laws do not guarantee anyone—adult or child—a job, they provide no right to work, they neither allow nor prohibit child labor, but they are designed to weaken and eventually destroy Trade Unionism—the one strongest force in America to do battle for the protection of children.

Through constant and unremitting efforts by organized labor, Congress, in 1938, enacted the Fair Labor Standards Act, requiring a minimum age of 16 for general employment and 18 years for hazardous employment. But even Federal legislation has not been a deterrent to greedy, profit-hungry employers. They still believe it's perfectly O.K. to exploit children providing they can get away with it!

Where "right-to-work" laws exist, these "dollar-happy" employers have pitted worker against worker—yes, even child against adult—in bidding for jobs, the work going to the who will work at the cheapest wage. This is their "right-to-work".

Proof that this is true is revealed in a recent U. S. Dept. of Labor report which shows:

The 18 states which have "right-to-work" laws have about one-half of the farms in the U. S. and they accounted for 59 per cent of the farms in violation of child labor laws—that is, working children who were younger than the legal age or at hazard-

ous occupations.

The number of violations of children being exploited contrary to law (other than below legal age and hazardous occupation) was a whopping 70 per cent of the U. S. total with only 30 percent for the rest of the country.

Further proof that these violations are occurring is evidenced by the following item which appeared in the UTILITY REPORTER, August, 1957, wherein we reported a flagrant violation of child labor laws right here in our own home area—in Hayward, in East Bay Division.

James and Norman Busk, of Hayward, on August 16, 1957, were fined \$2500 each in Federal District Court, for illegally employing 92 boys and girls under 16 years of age in their apricot drying plant. Some of these "workers" were said to be as young as 6, with most being between 11 and 15 years old. In addition to employing "workers" of an illegal age, the Busks, naturally, failed to pay them the legal minimum wage.

This happened in the San Francisco Bay Area—the most highly Union organized area in California. If this can happen in our own back yard, imagine what could happen if adult men and women workers were forced to bid against these 6-year-olds for a job! That's what "right-to-work" provides!

So from authoritative, reliable sources we have shown here that children HAVE BEEN EXPLOITED in the past, that despite our smug boasts of social progress this EXPLOITATION STILL CONTINUES and that this exploitation goes "HAND IN HAND" with "RIGHT-TO-WORK" LAWS—COMPULSORY OPEN SHOP.

Proposition 18—EMPLOYER-EMPLOYEE RELATIONS—is a "right-to-work" law. Senator Knowland refers to it as a "right-to-work" law. Changing the name, however, doesn't alter the insidious, fraudulent intent behind it.

VOTE NO ON PROPOSITION 18.

## Knowland and Stooges Share In A Conspiracy, 'Pat' Brown Declares

Attorney General Edmund G. "Pat" Brown, Democratic nominee for Governor, last week assailed his opponent for "sharing in a conspiracy directed against organized labor."

In a statement issued through his Northern California campaign headquarters, the Attorney General stated that the "agitation" for passage of a right-to-work law was "manufactured and wholly synthetic."

"I am opposed to extremism and radicalism, no matter what its source," the Brown statement said.

Asserting that the proponents of the compulsory open shop had "carefully concealed their true identities," Brown stated that the public should beware of any measure put forward by "obvious front groups."

## Lunch Hour? Relief? Not So in Open Shop Ariz.

The effect of the so-called "right-to-work" law on a working girl was clearly demonstrated to a member of the Retail Clerks Union while working in Arizona last year.

Miss Leona Wolf, a salesgirl recently returned to union shop conditions in California, told how she worked in three stores in Phoenix last year. In her first job she was paid \$40 a week for 45 hours. Her lunch period was 20 minutes and there were no relief periods or coffee breaks.

When Miss Wolf went to work in an ultra swank women's shop, her lunch period was half an hour. A coffee break? "You are in Phoenix now and we make our own rules," she was told. "If you take a coffee break, don't bother to come back."

She finally threw in the towel when she had to do janitorial work, close out difficult sales for other girls, put in a 6-day week of 10 hours daily with a 30-minute lunch period—all this as assistant manager at a salary of \$50 a week.

In San Francisco now, under a union shop, she is working a 5-day, 40-hour week at \$1.60 an hour, plus commissions and overtime. The union contract provides for paid vacation and holidays, a welfare plan and job security.

This is a far cry from working under Arizona's compulsory open shop, commonly referred to as so-called "right-to-work." In California it's known as "Employee-Employer Relations." Different name but same game!

## Oh, Lonesome Me!

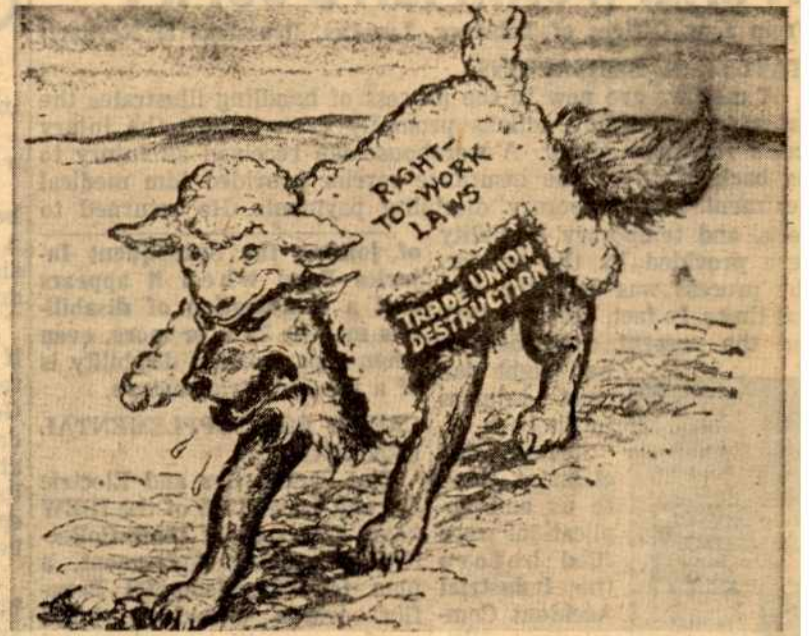
State Treasurer A. Ronald Button has joined the long list of California politicians opposing Knowland's shackles for labor—Proposition 18.

Button, the Republican candidate for Treasurer, took the anti-right to work position already taken by every Democratic candidate for statewide office.

Secretary of State Frank M. Jordan, Republican, states that he is neutral on the subject. All other Republican candidates have stated their opposition to Proposition 18 except one. Guess who!

Senator Knowland's theme song about now could well be "One Alone" or "Oh, Lonesome Me."

# WOLF ON THE PROWL



Compulsory open shop advocates—whether they skulk as "lambs" beneath the banners of "American Plan," "Freedom of Choice," "Equal Opportunity," "Right-to-Work," "Voluntary Unionism," "Democracy in Labor Unions," "Employer-Employee Relations" or whatever—proclaim their concern for the individual worker, for his inalienable right to a better way of life through freedom—the freedom to refrain from belonging to a labor organization. But the "wolf" shows through!

Statistics on labor standards in the states which have succumbed to this "siren song," however, show that accompanying this "freedom" are some additional "rights"—strange rights, indeed, but "rights" nevertheless.

- The right to work for substandard wages.

- The right for children to work—long and hard.

- The right to have less unemployment insurance.

- The right to receive less workmen's compensation if injured on the job.

The 18 compulsory open shop states have the worst record in providing necessary social legislation yet these are the states which sugar coated their BIG LIE with claims that a "right-to-work" law truly revealed the state's concern for the individual worker.

The following analysis refutes their false claims—the "wolf" shows through.

### MINIMUM WAGES

- Twelve out of the 18 "right-to-work" states have no minimum wage. No state law prevents workers in these states from working for a \$1 a day when even the federal minimum wage of \$1 an hour is inadequate.

- The remaining 6 out of the 18 do have minimum wage statutes but 5 of these are substandard.

Seventeen out of the eighteen open shop states thus fail to meet the low federal minimum wage standard of \$1 an hour—a mere \$40 a week.

These are the 18 states which claimed special interest in the right of every individual worker. The right to what? The right to poverty?

### CHILD LABOR

- In the "right-to-work" states of Alabama, Iowa, Georgia, Mississippi, South Dakota and Texas there is no MINIMUM AGE prescribed for work on farms—even during school hours.

- In over ¾ of the "right-to-work" states, children have the right to work more than 8 hours a day.

- In over 2/3 of the "right-to-work" states, children under 18 can work in hazardous occupations without any state agency to determine what occupations ARE hazardous.

- In 16 out of the 18 "right-to-work" states, there are no maximum weekly hours for children under 18 years of age.

- In 14 "right-to-work" states, there is no prohibition against

night work for children less than 16 years of age.

- In 11 of the 18 "right-to-work" states, no employment certificates are required for children under the age of 18.

These are the 18 states which claimed special interest in "the right of every individual worker. The right to what? The right to allow youngsters, who should be in school, to enter the labor force and compete against adults?"

### UNEMPLOYMENT INSURANCE

- 17 of the 18 "right-to-work" states provide for unemployment insurance payments of less than \$30 a week.

- 11 out of the 18 "right-to-work" states provide jobless benefits of less than \$25 a week.

- 14 of the 18 provide for less than 26 weeks duration of benefits.

- 10 out of the 18 "right-to-work" states, which have 20 per cent of the total number of persons who have exhausted their compensation benefits, have flatly REJECTED the Congressional emergency relief for extension of the compensation period.

These are the 18 states which claimed special interest in the right of every individual worker. The right to what? The right to beg or steal food and clothing for his family?

### INDUSTRIAL ACCIDENTS

- 12 out of the 18 "right-to-work" states have a maximum weekly benefit of under \$36 a week.

- Over ½ of the "right-to-work" states are in the lowest 1/3 of all states in maximum weekly benefits.

- 5 "right-to-work" states are at the very bottom of the list in maximum weekly benefits.

- 15 of the 18 provide for a disgraceful 50 per cent or less of wages lost by workers who are totally disabled for a temporary period.

These are the 18 states which claimed special interest in the right of every individual worker. The right to what? The right to pray to God for an immediate miraculous mending of flesh and bone damaged while working for an unscrupulous employer?

Proposition 18—EMPLOYER-EMPLOYEE RELATIONS is an exact duplicate of all other "right-to-work" laws—the same old "wolf" disguised as a "lamb." California has good labor standards legislation. Let's keep it that way.

VOTE NO ON PROPOSITION 18.

## IT'S PROP. 18



## RELATIONS"



# RECENT DEVELOPMENTS IN CAL. WORKMEN'S COMP.

(From Law Offices of Tobriner, Lazarus, Brundage & Neyhart)

## STATUTE OF LIMITATIONS

A case we are now in the process of handling illustrates the importance of filing actions promptly even though the injury seems relatively minor. A warehouseman received an injury to his back in 1947. The insurance carrier provided him medical treatment and temporary disability payments. He returned to work, and temporary disability were provided by the carrier. The process was repeated several times. In fact, between 1947 and the present date, he has had eight distinct injuries to his back.

Recently this claimant came to us and applications were filed before the Industrial Accident Commission. Ultimately, the issue of permanent disability will arise and the insurance carrier will raise the issue of apportionment—that is, how much of his permanent disability is attributable to each accident. Since some of the actions were not brought within five years of the date of injury, these will be barred by the Statute of Limitations. Therefore, any permanent disability attributable to injuries occurring prior to 1953 will not be recoverable by this claimant.

The proper procedure would have been to file an application on the 1947 injury, prior to 1952, in order to toll the Statute of Limitations. Permanent disability attributable to this accident could have been recovered at that time. Permanent disability attributable to the later accidents could then have been recovered at a later date in subsequent proceedings. Thus, all statutory benefits could have been obtained.

## INTER-RELATION OF DISABILITY INSURANCE AND WORKMEN'S COMPENSATION

A little known change in the Labor Code provides, in effect, substantially greater benefits for injured workmen. In addition to raising the maximum temporary disability benefits from \$40 to \$50 a week, the legislature also amended Section 4904 of the Code. This is the section which deals with liens of the Department of Employment when "disability" benefits are paid in a Workmen's Compensation case. Prior to September 11, 1957, these liens were payable out of either temporary or permanent disability payments. Now the liens are recoverable only when the benefits are paid during a period when temporary disability is awarded by the Industrial Accident Commission. The liens may not be deducted from permanent disability payments.

## JOINER OF SUBSEQUENT INJURIES FUND

A 40-year-old service station attendant suffered an injury to his back in lifting a truck tire and wheel. Proceedings were instituted before the Industrial Accident Commission, and the permanent disability from this injury was eventually rated at 27½% entitling the employee to a total of \$3300. In addition to the back disability this man had been suffering since childhood from a nervous disorder called "Parkinson's Disease." The Subsequent Injuries Fund of the state of California was joined in the proceedings, and the Commission ultimately found that the combined disabilities equalled 73%, entitling the man to an additional \$5460 plus a pension of \$6 per week for the rest of his life. This case illustrates the importance

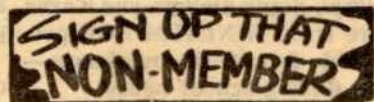
of joining the Subsequent Injuries Fund when it appears that a combination of disabilities may be 70% or more, even when a part of the disability is of a non-industrial nature.

## CREDIT FOR SUPPLEMENTAL BENEFITS

The Pacific Gas and Electric Co. and Local 1245 of the IBEW have, as a part of their Collective Bargaining Agreement, a plan for "Supplemental Benefits" which provides injured employees with supplemental benefits during periods of temporary disability. The plan calls for the payment of sums which, when added to the normal Workmen's Compensation benefits, will equal 85% of the employee's base pay. The agreement provides that such additional payments "may" be deducted from any permanent disability payments which later become due. In the past, the granting of a "credit" against permanent disability to P.G.&E. for all supplemental payments made has been automatic. Thus, for instance, if an injured employee received \$1,000 in supplemental benefits and was awarded permanent disability benefits of \$3,000, P.G.&E. would get a credit of the \$1,000 already paid and the man would only receive permanent disability of \$2,000. In the case of *Bratton vs. P.G.&E.*, this firm, representing Bratton, protested the granting of a credit automatically, maintaining that the employees are entitled to both the supplemental benefits and full permanent disability benefits. The case was won on this point before the hearing referee, but reversed by the Commission on reconsideration. We are now appealing it to the District Court, hoping to establish a firm precedent in cases of this kind.

## REOPENING FOR NEW AND FURTHER DISABILITY

A 65-year-old female cannery laborer injured her arm and shoulder in 1955. The case was brought before the Industrial Accident Commission in 1956 for permanent disability rating. She received a rating of 13¼%, equivalent to \$1,371.70. In late 1957 she came to us for the first time and stated that her condition had become worse since the hearing. The case was reopened for new and further disability and an award of 34% permanent disability handed down. This represented an additional \$2,020.14 for this claimant, and illustrates the fact that an award of permanent disability does not necessarily terminate a case. If the condition caused by the injury retrogresses, the case may be reopened any time within five years of the date of injury.



## "You're Stupid," Says Chamber "So Don't Goof," Say We

In 1956, the AFL-CIO COPE attempted to win the cooperation of the U.S. Chamber of Commerce in a campaign to get voters registered. This joint venture was flatly rejected by the Chamber with this statement before their convention: "Our kind of people are al-

# Early Genius Ignored; U.S. Could Have Led Space Race

A huge rocket thunders from its launching pad at Cape Canaveral to hurl a man-made moon into orbit.

The awesome implications of the flaming monster stagger the imagination. Space is no longer a barrier, but a bridge to other worlds.

It is ironic that so dramatic a breakthrough in man's ancient yearning to explore the reaches beyond his own planet should have originated nearly half a century ago in the scholarly mind of a brilliant, self-effacing American physicist, stigmatized in his own time, except by a few far-sighted people, as a "visionary" and "moon-man."

But the crowning irony is that if his own countrymen had listened to Dr. Robert Hutchings Goddard, the United States today would be 18 to 20 years ahead of its present position in its race with Soviet Russia into space. There would, in fact, have been no race.

As it was, Harry F. Guggenheim, President of The Daniel and Florence Guggenheim Foundation, who tried, with Goddard, to interest our Armed Forces in the potential of rockets in 1940, recalls that they got a polite "brush-off" which cost us an unchallenged lead in rockets and satellites today. Tragically, Goddard lived only long enough to see his dream of man's conquest of space come to fruition in the form of a terrible new weapon—the German V-2 rocket—in the hands of an enemy.

In May, 1945, only three months before Goddard's death, captured German rocket experts were asked by U. S. Army specialists about the V-2's that rained death on London in the last months of World War II. To the Americans' surprise, a member of the German delegation replied:

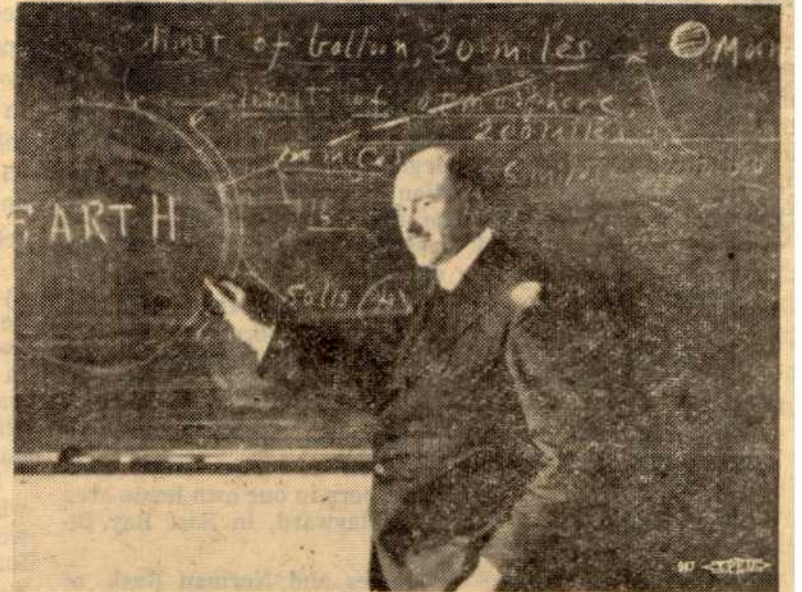
"You have the man in your country who knows all about rockets, and from whom we got our ideas—Robert H. Goddard."

Robert Goddard's story reads rather like a novel by Jules Verne, but minus the glory which crowned the struggles of Verne's heroes. The "Father of space travel" won his battle to prove that man could send a rocket hurtling into space. But the world-wide fame he so richly earned never came in his own lifetime.

It was nearly 60 years ago, in 1899, that 17-year-old Robert Goddard began his first serious theorizing about rockets. From 1904 to 1908, as a student specializing in physics at the Worcester Polytechnic Institute, he continued to make systematic notes of ideas that might make possible the attainment of great altitudes, among them the use of the magnetic field of the earth, electric guns, the repulsion of charged particles, artificially stimulated radioactivity, streams of ions, and solar energy.

Following World War II, publication of his historic paper, "A Method of Reaching Extreme Altitudes," aroused considerable attention, some of it scornful. The *New York Times*, which was to praise Goddard's work a decade later, ridiculed his contention that a rocket would work in a vacuum.

Robert Goddard died on August 10, 1945, after a throat operation. If ever a man had the right in his last days to say to his fellow countrymen, "I told you so," it was Goddard. But he



In 1924, standing before blackboard at Clark University, Dr. Goddard explains method by which a rocket might reach the moon. Only today—34 years later—has the world come to accept his premise as fact.

## PG&E Has Oldest Transformer in U.S.

A few years ago General Electric Co. made a thorough search through the United States to locate the oldest transformers still in use in this country.

Seven transformers built in 1899 under patents of 1896 were discovered at PG&E's Davenport Substation, 10 miles north of Santa Cruz.

Determined as the oldest still in use, one was removed and now stands as a monument at Rome, Georgia. The remaining six are still in use.

was not the man to hurl recriminations for the apathy that had greeted his own work. His concern lay, rather, in doing what he could to make sure that those who followed would not be similarly ridiculed and ignored.

A number of memorials to Goddard's genius exist today, among them Robert H. Goddard Professorships endowed by The Daniel and Florence Guggenheim Foundation at the Guggenheim Jet Propulsion Centers at Princeton University and California Institute of Technology. But the most eloquent testimonials are the modern descendants of the Goddard rocket, such as the Vanguard and Jupiter-C with

## Freddie Lucas Is Proud Papa

Received too late to include in last month's issue was the happy news that Bus. Rep. and Mrs. Fred M. K. Lucas became the proud parents of a seven pound, three ounce daughter on June 13.

Freddie, Bus. Rep. in Humboldt and Shasta Divisions reports that baby Rebecca Rae and wife Judy are at home in Anderson and doing O.K.

THINGS GOT SO TOUGH for W. G. Sorrells, a jobless draftsman, that he decided to run a raffle with himself as the prize. The District Attorney said it was legal since Sorrells was not planning to raffle property.

He plans to sell 1,000 tickets at \$10 each. The winner will receive his services for one year in any legal job.

which the United States sent earth satellites spinning into space.

"Tomorrow the world!" Such was the vain boast of Nazi Germany, which first incorporated Goddard's ideas about high-altitude rockets into a workable weapon of war. With far more truth and modesty, a fitting epitaph for the father of space flight might well read: "Tomorrow, other worlds."

## Two Friends of Labor To Fight 'Open Shop'

Mrs. Eleanor Roosevelt, widow of the late President Franklin D. Roosevelt, and former U.S. Senator Herbert H. Lehman have announced formation of The National Council for Industrial Peace to fight "Predatory and Misleading" campaigns to enact "right-to-work" laws.

They said NCIP's immediate goal would be to protect "the nation's economy and the working man's union security," threatened by the U.S. Chamber of Commerce and the National Assn. of Manufacturers which are backing anti-labor "right-to-work" legislation. They announced plans to oppose the proposed statutes in California, Kansas, Ohio and other states where they will appear on the November ballot.

Mrs. Roosevelt and Lehman issued a call to "all right-thinking citizens from all walks of life" to join in the council's campaign, declaring that the "false propaganda" from the proponents of "right-to-work" legislation "must be exposed and countered."





**LIVE A LITTLE LONGER**

**Dealing With Tensions**

By Dr. Wm. A. Sawyer

Did you ever realize that anxiety and tension are just as necessary to us as hunger and thirst? Without anxiety, we would not be able to avoid situations harmful to ourselves and our families. Anxiety and tensions are self-protecting when we are confronted by threats to our safety and well being. Everybody is confronted by pressures, hence everybody experiences tensions. The average man being has the capacity to live through emotionally upsetting situations and to bounce back when they are over. The key to become watchful is when emotional upsets come frequently, shake us severely, and fail to wear off.

These thoughts are from a very useful booklet by George Stevenson, M.D., recently issued by the National Association for Mental Health. Here in the form of questions are some of the effects of tensions that show themselves:

Do minor problems and disappointments throw you into a "frenzy"? Do you find it difficult to get along with people, and are people having trouble getting along with you? Do the small pleasures of life fail to satisfy you?

Are you unable to stop thinking of your anxieties? Do you fear people or situations that never used to trouble you? Are you suspicious of people, misanthropic of your friends? Do you have the feeling of being "capped"? Do you feel inadequate, suffer "the tortures of self-doubt"?

If your answer is "yes" to a number of these questions, there are several things you might do:

- **Talk it out.** When something worries you, talk about it to a good friend or member of the family who will listen patiently. Such talking helps to relieve strain.

- **Escape for a while.** Lose yourself in a book or a game or a brief trip for a change of scene. Come back ready to face it.

- **Work off your anger.** If you are mad and want to lash out at someone, hold everything until you cool off. Pitch into some physical activity. Take a long walk.

- **Give in occasionally.** If you quarrel easily, just remember you could be wrong sometimes. If you yield, you may find that others will too.

- **Do something for others.** If you worry too much about yourself, try doing something kind for others.

- **Take one thing at a time.** If your work load seems insurmountable, try tackling one thing at a time.

- **Shun the superman urge.** Don't try to do too much. No one can be perfect in everything. Decide which things you do well.

- **Go easy with your criticism.** Some people expect too much of others. Don't try to make them over.

- **Give the other fellow a break.** Competition is contagious but so is cooperation. When you give the other fellow a break, it's easier on yourself.

- **Make yourself available.** Sometimes we feel left out when really others are eager for us to make the first move. There is a middle ground between withdrawal and pushing.

- **Schedule your recreation.** Many people drive themselves too hard. A hobby is useful in forgetting your work.

If you need help on any of these matters, look up your Mental Health Association. If you want to know more, write for **How To Deal With Your Tensions**, to National Association for Mental Health, 10 Columbus Circle, New York 19, N. Y.

**BROTHERHOOD IN ACTION**

Strength in unity and power in brotherhood was again graphically evidenced in the June primary election in the Needles area, home of Local 1245's Unit 1312—composed of employees in PG&E Pipe Line Operation Dept. and in the recently organized Calif.-Pacific Utilities Co.

A small but vocal and determined group of Needles citizens succeeded in getting a measure on the ballot to establish a City Charter and take over the Utility company.

Under existing laws in California, it is difficult to obtain and protect members' wages and working conditions in a public agency as signed Union Agreements have been declared illegal. So in the best interest of our Cal-Pac. members and to protect our bona fide agreement with Cal-Pac., Local 1245 took a position in opposition to the Charter amendment and a companion enabling proposition which would have increased the tax rate to pay for a survey to take over Calif.-Pacific Utilities Co.

Teamwork came to the front when the PG&E members aided the Cal-Pac. group by actively fighting against passage of both measures. This assistance was in the form of attending public meetings with other labor groups, statements to the press and active personal opposition.

Unit Chairman Willis Blackburn appeared before interested groups and on TV in Las Vegas to tell our story to the voters. Other members who appeared in person and in print were Unit Recorder Tony Salas, Aaron Freeman, Bill Kirby, Howard Niel and Bus. Rep. Jack Wilson.

It was generally agreed that without this active support both measures would have passed easily. The final count showed that the Charter amendment passed, the tax increase defeated, so with no money the taking over of Cal-Pac. is definitely hindered.

This concerted action points out that Local 1245, IBEW—the largest utility local in the Brotherhood—has the interests of any group, small or large, at heart. We will fight together when any group is threatened. One for all and all for one.

**KNOWLAND LOSES NEGRO BACKING**

Senator Wm. F. Knowland has run into strong Negro opposition because of his recent declaration against Fair Employment Practices legislation.

Knowland's FEP stand has already cost him the support of Terry Francois, a San Francisco Negro leader, and member of that city's FEPC Commission. Francois, leading figure in the National Association for the Advancement of Colored People, said he could not support Knowland and was swinging his vote and campaign activities to Attorney General Edmund (Pat) Brown for California's next governor.

**Family Features**



**The Unvarnished Truth**

Answers I'd like to give to questions I wish I didn't get asked:

Q—You believe me, don't you, when I tell you that I have no personal interest in selling you this insurance policy, and that my only concern is that you and your family are adequately protected?

A—No.

Q—I know I'm terribly late, and I suppose you're simply furious at me for keeping you waiting, aren't you?

A—Yes.

Q—Don't you honestly think she shows remarkable talent for a child who's been taking piano lessons for less than two years?

A—No.

Q—Would you believe me if I tell you that I'm a grandfather?

A—Yes.

Q—I know I shouldn't leave when I'm ahead, but we promised our baby sitter we'd be home by 10:30. You won't think I'm a poor sport if I just take my winnings and go, will you?

A—Yes.

Q—If I ask you how much you paid for your house, I suppose you'll think I'm an awful busybody, won't you?

A—Yes.

Q—Have you heard the joke about the man from Dubuque who met the Boston society girl on the 20th Century Limited? He had the upper berth, and she had the lower. . . .

A—Yes.

Q—I was going to have roast beef for dinner, but then I happened on this fascinating Eskimo recipe. It's made with all kinds of intriguing ingredients that I'll bet you've never tasted before. I wouldn't dare serve it to some people, but you seem like the kind of person who has an uninhibited attitude toward food, and I thought you'd prefer something more adventurous than plain old roast beef. Am I right?

A—No.

Q—You don't remember me, do you?

A—No.

Q—If I tell you something for your own good, you won't hold it against me, will you?

A—Yes.

Q—Do you honestly think that you'd be any happier than you are now if you had a million dollars?

A—Yes.

**Ways To Face Fewer Problems in Old Age**

ANN ARBOR—Women who go back to work when their children go off to school may face fewer economic problems in old age.

This is one of the findings reported in "The New Frontiers of Aging" published by the University of Michigan Press. A collection of papers and research reports, it is edited by Wilma Donahue, director of the U-M Division of Gerontology, and Clark Tibbitts, chairman, Committee on Aging, U. S. Department of Health, Education, and Welfare.

Discussing income and employment of older persons, Peter O. Steiner, assistant professor of economics and research associate in the Institute of Industrial Relations at the University of California, Berkeley, declares:

"The problem of the aged woman is perhaps overstated right now, for the last several decades have witnessed an increasingly active degree of labor force participation by women who, when aged, will be better equipped to cope with the financial problems they face."

"There is still much to be done, however. The problem must be attacked in terms of encouraging working and finding employment opportunities for women in their thirties, forties, and fifties. The motive would be primarily to provide a form of insurance against age, rather than merely to augment family income."

Secretary of Labor James P. Mitchell recently estimated that by 1965 better than one out of two women 35 years and over will be at work, most of them in full-time jobs.

Speaking at a National Manpower Council meeting, Mitchell urged more concentrated training programs for women re-entering the work force after 35. —Labor's Daily 3-13-58.



**Shelling Pecans—5c an Hour Cutting Granite—11c an Hour**

Demands for extension of Fair Labor Standards Act coverage to millions of workers who now lack its protection were voiced during a recent nation-wide radio broadcast marking the 20th anniversary of the signing of the original law by the late Pres. Roosevelt.

Francis Perkins, Secretary of Labor when the bill was signed, reminded the audience of the conditions existing in 1938 when most states had no minimum wage laws and no federal regulation.

"We found granite cutters in Georgia getting a wage of 11 cents an hour and hours of labor up to 12, when they had work, which often they did not," she recalled. "We found men, women and children in Texas and Louisiana, working in the pecan shelling and packing in-

dustry at 5 cents an hour—making 60 cents a day to live on," she continued.

The original bill provided for a minimum wage of 25 cents an hour for all industry. Congress raised the minimum, 2 years later, to 40 cents and has since changed it to 75 cents and it now stands at \$1 an hour.

AFL-CIO President George Meany, protesting against inadequacies of the law, pointed out that 20 million workers are not now covered and asked help for these "forgotten" men and women. He made it clear that he was not asking for higher pay for union members, most of whose standards are higher than those set in the law.

"We are pleading the cause of the unorganized worker who, because he is unorganized, must look to Congress for alleviation of his economic plight," he said.

**'Scab Law' Threatens 89% of California Pacts**

Sen. William F. Knowland's campaign to enact a "right-to-work" law in California would upset 89 percent of the collective bargaining agreements in effect in the state.

The California Dept. of Industrial Relations reports that 89 percent of the labor-management contracts in the state contain a union security provision, with the union shop clause found most common.

A review of 1,550 agreements covering 1,393,000 workers disclosed 1,377 contracts applying to 1,162,000 workers containing union security provisions. About 1,111 of the 1,550 called for the union shop, the rest for various modifications of the basic union shop formula.



# YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Recently our I.B.E.W. President, Gordon M. Freeman, called upon the officers of all I. B. E. W. Local Unions to urge Congress to pass the Forand Bill, (H. R. 9467). This bill would in general amend the Social Security Act and the Internal Revenue Code so as to increase the benefits payable under the Federal old-age, survivors, and disability insurance program to provide insurance against the costs of hospital, nursing home, and surgical service for persons eligible for old-age and survivors insurance benefits.

Time did not permit the organization of a letter writing campaign among our members in California and Nevada. Therefore, your Business Manager wrote a letter to all Congressmen and Senators from California and Nevada, urging passage of the Forand Bill.



R. T. Weakley

Eighteen Congressmen and two Senators wrote personal replies. All of them either acknowledged our letter and promised to consider our views or indicated a favorable attitude on the matter with one notable exception. The exception was Representative James B. Utt, (R) who represents the 28th California Dis-

trict, comprised of Orange and San Diego Counties.

Representative Utt replied as follows and I quote: "Dear Mr. Weakley:

I have your letter of July 9, urging my support of H.R. 9467, the Social Security liberalization bill. I regret that I am not in agreement with your views on this bill, rather I am very much opposed to it. The enactment of such legislation would be just another step towards socialism of our Country, and I have always opposed and will continue to oppose any legislation such as this.

Although I am not in agreement with your views on this bill, please be assured that I appreciate very much your writing as you did, and I send kindest regards and best wishes.

Cordially yours,  
/s/ James B. Utt,  
Member of Congress"

In contrast, Representative D. S. Saund, (D) who represents Utt's neighboring District, the 29th, comprised of Imperial and Riverside Counties, wrote as follows:

"Dear Mr. Weakley:

I was glad to receive your letter of July 9 concerning H.R. 9467, a bill which would amend the Social Security Act. This bill comes within the scope of Social Security legislation which the House Ways and Means Committee is considering in executive session. I shall make a forceful

presentation of your views to the Chairman and members of the Committee.

The welfare of our senior citizens is close to my heart. I shall do everything within my power to serve the best interests of this worthy group and other individuals who must subsist on a low income.

With kindest personal regards,

Sincerely yours,  
/s/ D. S. Saund  
Member of Congress"

The above letters and attitudes are self-explanatory. All California Representatives must run for election this year and the welfare of our elder population will be a campaign issue.

Here we see Labor, the AFL-CIO, the I. B. E. W. and our own Local Union, actively working in behalf of America's senior citizens. Labor, much abused at present, doesn't get any dues from the millions of retired people for actively representing them at Washington. These things go on every day as part of Labor's dedicated role as a champion of what is good for all citizens and our Nation as a whole.

Further, in order to achieve progressive social legislation, Labor conducts an educational campaign concerning the voting records and activities of those representing our citizens in the Congress. This column is devoted to that purpose.

## PG&E Dept. Negotiations

During the past month negotiations have been concluded for one department and tentative agreement reached for two others. In addition, negotiating meetings were held for a fourth group and although no conclusions were reached, some progress was made.

Asst. Bus. Mgr. M. A. Walters reports the results of bargaining as follows:

### Division and General Office Building Department

The "Eighth Supplementary Agreement" covering "Job Definitions and Lines of Progression Division and General Office Building Department," to be effective August 1, 1958 has been executed following the conclusion of negotiations between Union and Company on July 9. This agreement is now in the process of being duplicated for distribution to the Local Union's membership concerned. Elimination of the Finish Carpenter classification with the establishment of a Carpenter and an Ap-

prentice Carpenter classification, the extension of several classifications to Divisions where they were not previously applicable, clarification in the definitions of some classifications and the establishment of clear lines of progression were the primary results of these negotiations.

Union was represented in these negotiations by M. A. Stoner, Building Subforeman, in Fresno and M. A. Walters from the business office.

### Electric Department Office

Following a negotiating session on June 19 at which time tentative agreement was reached on all items except two (proper wage rate for a new classification of Distribution Operator and the job definition for Service Operator), Company submitted counter proposals on the unresolved issues on July 11. After further discussions with the company for clarification it was agreed that Company would submit a proposed agreement to the Union for execution. The tentative agreement provides for

clarification of the line of progression to Division Operator or Load Dispatcher and establishes a new classification of Distribution Operator, applicable at present in San Jose Division, with a starting rate of \$114.15 per week progressing after six months to \$118.55 per week, retroactive to January 2, 1958.

Representing the Union in these negotiations were James Mathews, San Jose Div.; Harold Lee, East Bay Div.; Henry Caiazza, Stockton Div. and Harry Marks, San Joaquin Div.

### Warehouse Department

Negotiations were concluded on July 31 and a supplementary agreement is now being prepared for signature.

In addition to improvements in the job definitions, particularly in that for Helper, two new classifications were established and the Truck Driver classification was included in the Warehouse line of progression.

The two new classifications are: Senior Storekeeper at a wage rate of \$114.15 per week. This classification is to be used where three or four persons are employed in a substore.

Warehouse Attendant at a wage rate of \$101.65 per week

are to be utilized in Warehouses which do not require the full working time of one man.

It was further agreed that in Warehouses with two employees or with one man, full time, that the Storekeeper classification at \$110.60 per week would be used. This will result in the reclassification of some Sr. Warehousemen and Warehousemen.

Union's committee consisted of E. H. Paganini, East Bay Division; Charles Booth, Sacramento Division; Norlyn Meir, Stockton Division; Roy Pollard, San Joaquin Division and Earl Mescher, Davis Warehouse of the General Construction Dept.

### Hydro and Substation Operations

Union's committee met with the Company on July 10 and while some progress was made, no conclusions were reached. In preparation for a future meeting with Company a meeting of Union's committee was held on

July 17 in the Local Union office to go over the unresolved issue and evaluate the Union's position. The committee is now awaiting further counter proposals from the Company.

## Weakley's Column on Grievances Reprinted

At the special request of Union's Grievance Committee Representatives who attended the 2-day sessions on the problems of grievance handling last June 28 and 29, we are reprinting "YOUR Business Manager's COLUMN" by R. T. Weakley, which appeared in the Nov. 1956 issue of the UTILITY REPORTER.

One of the most basic responsibilities of the parties to a collective bargaining agreement is the proper function of the grievance procedure.

In a shop or plant where the operation is confined to a small area, practically all grievances are settled right on the job. Communication is excellent. All levels of the work force and the supervisory staff are engaged in a productive process and usually know the problems, rules, and practices, which are peculiar to the operation. Rarely does a grievance go beyond the job or plant level.

On the PG&E system, the problem is much different. Multi-operations, diversified working conditions, and immense geography call for a different structure and approach to the operation of the grievance procedure. Here, unlike a straight line of process up from the bench level to the shop committee and thence to executive decision at one location, we find a pyramid with most of California as its base and San Francisco at its apex.

Of course, the Shop Steward and the immediate supervisor are the base and most important part of our process.

When the parties have a difference on the job, they talk it over. Perhaps the situation is clear and it is resolved right on the spot. Should they have need, the contract is consulted. First, it must be ascertained if the situation is covered and secondly, if the language clearly decides the issue.

Should the situation not be covered, the Steward and the Foreman should agree that no grievance exists. Or, in an in-

formal manner, both parties may agree to check further through their respective organizations, seeking guidance by what may have been an answered question elsewhere.

At any rate, the absence of covering contractual language clearly eliminates legal pursuit through the grievance procedure because one cannot apply a non-existent agreement, even though the situation may appear to be most unfair.

This legal fact, although unpleasant at times, is a fact which must be understood. Misunderstanding of this fact is the most troublesome snag in the operation of any grievance procedure.

When a Steward on the job cannot find reasonably clear coverage and reasonably clear violation by management, he should not pursue the case. He may, however, review the question with his Representative for advice or seek to make an improvement through proposals to change the agreement if the question is of sufficient importance and an improvement is desired by the members of his Unit.

Should he just "kick it upstairs" to the grievance committee, he serves only to snarl up the legal procedure. This may produce temporary popularity with his bench mates, but he evades his proper responsibility and places costly and unnecessary burdens on those who must administer the procedure at higher levels on both sides.

Certainly, when the case is clear-cut or there are reasonable grounds to seek an interpretation which may resolve the case, it must go on if the principles of a grievance procedure are to be utilized.

Here, we see that responsibility exists at the job level. Unpleasant decisions must be made when a case has no legal merit. Members must accept mutual responsibility by understanding and concurring with the Steward's decision. This goes for the Foreman and the Company when the reverse is true.

The same principles apply to investigating committees and grievance committees, except that they become more and more important at each successive level.

Once a grievance leaves a Division or Department, it has or should have, the stature of a system-wide grievance. All possible examination and action without undue delay must be exhausted prior to submission to the System Review Committee.

At this level, much greater responsibility exists on both sides. Along with this must go more authority and more latitude in the rendering of decisions.

At this level, the case is either resolved satisfactorily, dropped, or referred to arbitration. If it is resolved satisfactorily to the Union, there must be a reason that it wasn't resolved at a lower level and the parties should examine the reasons for previous Company action.

Similarly, if it is dropped at this level, it should have been dropped at a lower level if the Union's communication and coordinated policies are operating properly. This also should be examined in each case.

Arbitration is sort of a supreme court in that it is the last legal resort available to the parties under their mutually agreed laws—the Collective Bargaining agreement.

Cases involving violations of civil or criminal law must never be a subject for the grievance procedure. These should be referred to the principals who should attempt to resolve the issue or when unable to do so, should institute legal proceedings through the courts or governmental agencies for administrative review and decisions. Cases submitted to arbitration should be few, if any. This procedure is costly and dangerous in that decisions rendered by "outsiders" may cause serious harm to the interests of either or both parties. When this procedure is used often, it is an indictment of abilities of the par-

ties to handle their own affairs.

To sum up, at each step of the procedure, responsibility exists. Commensurate authority must accompany the responsibility. Decisions must be sound, and once made, abided by. At each successively higher step, more latitude must be utilized and the authority to settle must be increased. At the Review level, the responsibility is great and authority must be equally as great. Arbitration must be avoided but if used as a last resort, confined to only those extreme cases of great magnitude which are properly processed and completely documented at each preceding level.

Political grievances instituted by irresponsible individuals or groups, weak cases, hair-splitting cases, or attempts to negotiate through the grievance procedure, produce a jamming of the machinery. While these are being processed, legitimate grievances on behalf of workers may languish in the machinery so that a dis-service is done to those who are most deserving of prompt and fair consideration and action.

The fellow who gives a Steward a "bum beef" and then com-

plains about the slowness of the procedure also develops a complaint by the fellow who has a legitimate one to send up the line.

Responsible leadership must and will provide means to unscramble these log-jams even though a few unpopular decisions must be made. This is the crux of this discussion. The due process of law includes the elimination of cases without merit. It also includes reasonable compromise. Once legal authority is exercised, it must be abided by.

Procedures for appeal are available, but if abused, also serve to make a tangle of disorder out of the due process and the very structure of the procedure.

Our acceptance of the due process principle must be matched by the employer in order that mutual recognition and respect may be enhanced. Upon this foundation is built the framework of collective bargaining relationship which is outlined in the preambles of our agreements and in the Objects of our Union.