Local 1245 Acts on Major Convention Issues

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, Paul President Joe Kreina, 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 Committee members 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 Internal Officers, the 2-year Local Union membership requirement as a prerequisite for Local Union Officers in Locals affiliated with Joint Boards or System Councils, the publishing 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 establishment of an annual National Utility Progress Meeting.

If in executive session after the joint meeting, the Executive Board considered 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 current 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 those 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 Committee men 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.
Page Two

The UTILITY REPORTER

August, 1958

Your One Vote Does Count

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, author of the Taft-Hartley Act, was defeated in the Senate in 1944 by less than one vote in each of the state's 8000 precincts.
- Rutherford B. Hayes, 19th U.S. President, was elected by a majority of just one electoral vote in 1876.
- In 1908, Thomas Jefferson and Aaron Burr received equal electoral votes for U.S. President, but the tie vote was decided in favor of Representative who elected Jefferson.
- In 1953, Ken Jones was working 140 miles northwest of Newark, Ohio, by just one vote. He got 4901 votes, his opponent 4900 votes.

Your one vote can count, but only if you're registered to vote (you're not registered for the election).

The deadline for registering in California is Sept 11th, in Nevada, 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 2.5 million in May, 1957 to 4.9 million in May, 1958 — an increase of 2.2 million. By industrial group, injuries, durable goods unemployment, effects of the Korean War, and seasonal factors, employment is accounted for one-fourth of the nation's total.

Plunging into the pit of 15 of every 100 workers in durable goods plants are jobless, 1 in 100 in primary metals—mostly steel—were idle, 1 in 100 in transportation equipment—mostly autos and aircraft—were at the job.

In terms of people, unemployment is higher for men than women but where men and women hold factory jobs there are men and women out of work. (Jobless persons haven't) any family ties, but 4 out of 10 are married.

In May, 2 out of 5 unemployed had worked in April or were part of the labor force in April and were four of 5 who were drawing unemployment insurance.

In April were only 2 out of 5 who were drawing unemployment insurance.

The problem is severe. In the past eight years, 84 California workers have been killed in accidents of all kinds: trenches, excavations, and tunnels.

In the last eight years, 84 California workers have been killed in accidents of all kinds: trenches, excavations, and tunnels.

Cave-In Injuries and Deaths

California, 1950-1957

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<tr>
<th>Year</th>
<th>Injuries</th>
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<td>1950</td>
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<td>1956</td>
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In some sults the distance between bruaces must be much less in 10 feet. Digging may be necessary every foot of the way, as the Order makes abundantly clear.

It is especially important for foremen or superventors on excavation jobs to look for changing soil conditions—when, for example, encountering old river beds, previous excavations, or areas where an Industrial Safety's Bulletin is available. Any guide can give safety wise to prevent cave-in accidents and injuries and includes sketches of shoring and bracing required for different types of ground.

Cave-in accidents and deaths will be prevented if we stop these cave-ins!

The LADIES GARMENT WORKERS unions didn't look at the new fashion for women in any binding matter, even though some may have cool, inner or even smile at the new "chiffon" in the "trend".

Dr. Deane Taper, ILGWU re- search director, reports that with the recession hitting major "industries, the dramatic shifts in fashions, the chiffon and its variants" have kept jobs and production up.

Hey, Down There! I Gave to COPE How about yout Hand people?

Sure. I'm interested in politics. TAXES withheld from my paycheck and taxes assessed on my homestead and on my personal property are used for the political activities of the corporation, in any house organ or other printed document distributed at the expense of the corporation, in any house organ or other printed document distributed at the expense of the corporation.

I have never before checked the views of the corporation, in any house organ or other printed document distributed at the expense of the corporation, in any house organ or other printed document distributed at the expense of the corporation.

I give an annual return of $1.20 per year. Single copies, 10 cents.

That $1 a year which I donate to COPE helps to represent MY SIDE in politics.

It Takes . . .

This Is All That I Gave to COPE

There! Of the International Brotherhood of电工s, 1956, at the post office of

Retirement funds, and pensions to me, are fixed against my home are set by the following

This is the employers' program.

Moments after this picture was taken, one side caved in and killed the three workers who were working in the trench.

In the last eight years, 84 California workers have been killed in accidents of all kinds: trenches, excavations, and tunnels.

There are no such things as accidents in California. They are all caused by the fault of someone or by a lack of skill in the job by someone who didn't know the job was dangerous.
Ethical Practices

The Committee on Ethical Practices shall be vested with the duty and responsibility to assist the Executive Council in carrying out the constitutionally determined function of the Federation to maintain freedom from any taint of corruption or communism. . . .

AFL-CIO Constitution—Article XII, Section 1 (d)

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

Civil Rights

PROPOSED RESOLUTION

WHEREAS, we as a nation have declared ourselves to be dedicated to the proposition 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 citizenship and "equality before the law," and

WHEREAS, the denial of full equal rights to some of our citizens because of their race or religion has been a weak link in the armor of freedom; and

WHEREAS, the AFL-CIO is dedicated to the proposition that the "provision of civil liberties within our organization if we are to develop the support of such a program without, therefore be RESOLVED, that the I. B. E. W. go on record as being in support of the AFL-CIO code and the code of the IBEW. WHEREAS, the Council is empowered to supervise the operation of our Brotherhood, and

WHEREAS, such a discipline is essential to the democratic body in the Brotherhood outside of convention, the members being having been established to represent the brotherhood in various geographical and local jurisdictions of our Brotherhood, and

WHEREAS, our International President should be relieved of unnecessary responsibilities of filling vacancies in the group 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 vacancy in any of the International offices, the International President shall declare the person who can be overruled by another officer, or elected a successor to fill such vacancy for the unexpired term."

Arguments in Support of Amendment

1. Discrimination is morally wrong.
2. Discrimination breeds injustice and leads to strife.
3. Discrimination has only not 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 increased;
(d) developed reduced purchasing power in a community, thus, reducing opportunities for investors, producers, distributors and workers alike.
4. Discrimination threatens our whole economic progress.
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 elected members by the convention.

WHEREAS, this body is a representative of the membership and is elected from his particular District, and

WHEREAS, the Electrical Industry is in a fast changing stage thereby creating the need for more frequent conventions in order plan for needed changes, and

WHEREAS, our laws should provide for more frequent adjustments of officers by method 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 IV be amended by striking the words "every four years" to read as follows:

"Out of 50 National and International Unions in the United States, 100 have Conventions every 2 years or less."

A. resolution of these 175 Unions reveals: Out of 125 Unions affiliated with the AFL-CIO, 78 have Conventions every 2 years or less. Out of 40 Independent Unions 27 have Conventions every 3 years or less.

Utility Meeting

PROPOSED RESOLUTION

WHEREAS, the employers in the Utility Industry are organized in many local and national policies are coordinated through regional and national conferences, and

WHEREAS, the Utility Industry has always been a field in which automated processes are rapidly being developed, and

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

WHEREAS, these developments have created problems which can only be solved through the individual locally entirely,

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

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

Arguments in Support of Amendment

1. Certain groups within the IBEW have new national or regional meetings and have benefitted thereby.

2. The Utility field is feeling the effects of the above activities in the regional branch of the industry that has affected the other branches adversely. New sessions on legislative powers of local unions in the same branch do affect other locals and various solutions which have already been worked out and a practical procedures should be available for use by these others similarly to the same degree of the outcome of certain other branch regions.

More on next page
On July 4, 1776 a new concept of government was born. This government was a government of people's rules 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 set the limits of government and methods by which the public could control its actions by the people. It guaranteed the right to investigate policies and public officials. We all believe that our Constitution was written with the best intentions in mind. However, there are many who believe that the principles, good or bad, of the Constitution are not always followed by those in power.

The Constitution states that the government should be based on democratic principles. It is the duty of all citizens to be informed about the government and its actions. It is the duty of all citizens to participate in the government and to vote when necessary.

Unfortunately, our Constitution has been amended many times, and it is not always followed. Some people believe that it is not their duty to be informed about the government, and they are therefore not always protected when their rights are violated. However, the principle of majority vote is contained in our Constitution and should govern all free and democratic principles.

We are all members of an institution, whether it be a government or a local union. Our obligations to the organization rests with the majority of its members. The leadership of the organization is responsible for the actions of the organization. Therefore, to be an informed member, one must be informed about the organization.

In a democracy where government structure already exists, laws and regulations are established. It is generally accepted that it is better to obey a law, even at the cost of the Constitution, than to risk going against it. If a law is bad, it is one thing to violate it, but quite another to show cause why it should be repealed or why another should be enacted.

Most of us would agree that it would be abuse of power for any group to pass a law which would prohibit investigat- ing the principles, good or bad, of democratic organizations and to require all citizens to participate in the government and its actions.

This case we feel is true with respect to principles and forms of democratic organizations—constitutions in any organization, democratic principles, and rules in any democratic principles.

It is for the good of all of its members that members of an organization should work together to protect the organization and to create a democratic society. To create a democratic society, the organization must be based on democratic principles. Our belief in these principles lies with the people working together and yet retaining the best job in creating, controlling, and preventing or suppressing evil. The principles of the organization must be maintained and followed. When any member of the organization disagrees with the principles, he must be willing to retire from the organization.

In forming a Constitution, it is necessary to determine the aims for which the organization is instituted and to determine the best and least expensive means of organizing the organization. Nothing but justice would be needed. Further, to maintain the principles of democracy, the organization should be based on democratic principles.

Precedent could be used to determine any case arising and there would be no need for Conventions or representative government. Nothing but justice would be needed. Further, to maintain the principles of democracy, the organization should be based on democratic principles.

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 to determine the best and least expensive means of organizing the organization. Nothing but justice would be needed.

The principles of democracy and principles must remain the guiding force behind the application of rules whether in the body polity or voluntary organization. These principles must be maintained and followed. If a law is bad, it is one thing to violate it, but quite another to show cause why it should be repealed or why another should be enacted.
The air-conditioned Public Auditorium on The Mall in downtown Cleveland, where our 26th Convention will be held.

Convention Time Again

Since 1890, our Brotherhood has faced the loss of some fine officers. With this in mind, the chapters and the Lodge have grown both in numbers and in stature in the American and Canadian communities. It's time to review progress of the last four years. Policies and practices must be altered. 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 working conditions. In light of the events which have occurred, we must be stated so clearly that none will miss them. Improving Labor's position must be stated so clearly that none will miss them.

Such atmosphere calls for actions beyond our normal procedures in order to show that, like Cowan's wife, we are above reproach. But being men of spirit, they needed, they knew, was a nation with a mighty power, telephone and electricity. It was still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its 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pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still pretty much of a novelty when the last century was drawing to its close and the men of the electric era were still
PROPOSED RESOLUTION

WHEREAS, various proposals have been submitted to the 1958 Convention of the IBEW concerning improvements in the constitution, grading and pension benefits of International Officers, Representatives, and Assistants; and

WHEREAS, proposals have been made—on the basis of each L. U.'s of the district to have a say (A)

The argument has some merit;

Whereas, persons (B) are decided by per capita vote tax

Proposal (C) establishes delegates as a basis for determining delegates and voting. These facts would seem to indicate that the use of per capita is generally accepted as a democratic principle.

3. As a matter of their own duty. The principle would be that the vote of every one who votes has his say in the selection, and that the vote of every one who votes is as costly and complicated a process as is the probability of the size of the body.

4. Funds using commercial insurance carriers should select the union's best

5. Funds should not be used in a way that may be used to make money from these funds for themselves or their friends. Such practices as "offering" or "paying" service charges or returns to the union or to the beneficiaries, asking for a higher administrative fee, charging in the contract and paying the protection of the beneficiaries, and the like, to the benefit of the beneficiaries, and the like, is a costly and complicated process. The principle of our union life is based on the concept of democracy and free and democratic unionism.
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 Boy Scouts, and County Chairman. He received the Scout’s Key and was awarded the Silver Beaver Award by PGE.

Humboldt’s Loss

North Bay’s Gain

Clifford J. “Red” McMahan, 1st operator is transferring to Humboldt Division Policy Qom-1245 as soon as he went to work there. McMahan, who started his career in 1938, worked in the Soledad Unit, was as an active member of the union. He is respected by his co-workers and friends for his dedication and hard work.

Auburn Wishes “Mac” the Best

A farewell party honoring Detective Steven McTavish was held last month. McTavish has been a member of the Auburn Unit for 30 years and has served as the head of the local union. The party was attended by many of his co-workers and friends, who came to wish him well in his new endeavors.

Ruth Street-e-t-ches Few Days to 30 Yrs.

Anna Ruth Gerkey, on June 26th, was honored by her fellow employees in Eureka, at the retirement party where among the festivities was the presentation of a TV set.

Red Bartlett Saves PG&E Co. Official’s Boy

Harry J. “Red” Bartlett, Local 1245’s Shop Dispatcher at PG&E’s Gas Service Dept. at Concord, has a new star on his lapel. It is called the “Mac” Award, for saving some drowning persons.

Red Craig Has Wreck

Robert “Red” Craig, Oiler at PG&E’s Topock Compressor Station, is reported to be recovering satisfactorily in the Needles hospital from a broken leg and deep lacerations.

New Gas Control

Figure head are (L) John Quinn, Terminal Operator and (R) Shop Superintendent, Rep. “Red” Longwell, Rel. Asst. Field Operator, at the console of PG&E Pipeline Operations Dept. terminal at Antioch. This northern end of the Pipe Line controls gas from the Rio Vista fields, some Texas gas, and by the southern terminal for the proposed Canadian gas line to be built some time in 1960. This new station will give a changeover from the old pistol-grip type control to modern electronic button-type control with indicating lights. There are 43 separate control switches within arm’s reach of the operator.
Home $sweet Home
For Extra Profits
When you PRODUCE in GEORGIA
it's like money in the bank

That Georgia's business climate promotes growth over the spectator 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 and install in a building at 1546 Fifth St. The payroll will consist of 25 workers.

EXTRA PROFITS FOR OIVEIS METAL CO.
ITOE FOR EXTRA PROFITS AND EQUALLY EASY TO SEE

Lawsyers, Take Note of This

On Dec 18th last year, according to an Associated Press report originating in San Diego, a labor representative asked Senator 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 bar association."

That should make Senator Knowland ineligible to be a member of 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 viewers thereupon are most interesting to California, we are sure.

Buy Union—Be Union!

Rumors Spiked Her
Right-to-Work

Many Children

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

"It is an interesting comment for anyone using for the strap instead of sprinkling water on the children to keep them subdued 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 "right-to-work" laws under a variety of banners, but all with the same objective—de-unionization! They are the very same interests who have opposed...
WOLF ON THE PROWL

Lunch Hour? Relief? Not So In Open Shop Ariz.

The effect of the so-called "right-to-work" legislation is clearly demonstrated by a working girl who was directly involved in the proof. She had been working in a three-story Phoenix plant for the past year. In her first job—30 minutes a week for 45 hours per week. Her lunch period was 20 minutes and there were no relief periods or coffee breaks.

But even Federal legislation for hazardous employment by organized labor—such as the "right-to-work" law—provides no right to work for the individual worker. They neither allow nor permit anyone—adult or child—a legal age to work at the cheapest wage. If labor—organized labor—fights "pat" brown, democratic nominee for treasurer, took the answer for the individual worker, the right to work for the right to work law was "manufactured with the theme 'The promoters who created the alleged public demand for the right-to-work law have hidden themselves behind a facade of genuine labor organizations. The "right-to-work" law, the shop had begun by the following of any measure put forward by "obvi- womean "community security." The states which have...
work, and treatment—that is, how much of his sue of permanent disability will seems relatively disability attributable to injuries date of injury, these will be (From Law that time. Permanent disability injury was eventually rated at his back.

Recently a claimant came to and applications were filed before the Industrial Accident Commission. In this case a much of joining the Subsequent Injuries Fund when it appears that a combination of disabilities may be 75% or more, even when this is not the result of a non-industrial nature.

The Credit for Supplemental Disability Policy. The Pacific Gas and Electric Co. and Lowdell and Lippert have, as a part of their Collective Bargaining Agreement, a plan for the payment of sums which, when added to the normal compensation, the total will equal 85% of the employee's wage prior to earning. This plan is called the Supplemental Disability Fund, and is open to all employees who have been rated for permanent disability of $2,000. In others cases of this kind.

A little known change in the law that time. Permanent disability attributable to this accident could not have been rated until that time. Permanent disability attributable to a combination of disabilities could then have been rendered at a later date in subsequent claims. The plan calls for the payment of $1,000 in supplemental benefits and was awarded permanent disability benefits of $6,000. P.G.&E. would get a credit against the disability, and the employee the man would only receive permanent disability benefits of $3,000. In the case of Bratton v. P.G.E., this firm representing Bratton, attempted to create a credit automatic. Thus, for this combination of disabilities, permanent disability would be limited to the supplemental benefits and full permanent disability benefits would be paid on this point before the hearing referred to, but reversed by the Commission on reconsideration. We are now appealing it, and I hope to have an opportunity to establish a firm precedent in the California Supreme Court.

REOPENING FOR NEW AND FURTHER DISABILITY

A 63-year-old female cannery laborer injured her arm and shoulder in 1955. The case was submitted to the Workmen's Compensation Commission in 1955. She received a rating of 13%. In 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 was rendered. This represented a substantial greater benefit for the employee, and the case was submitted to the California Supreme Court. The case was reversed by the court, and the employee received an award of $10 each. The winner will receive the Commission on reconsideration. We are now appealing it, and I hope to have an opportunity to establish a firm precedent in the California Supreme Court.

JOINDER OF SUBSEQUENT Injuries

A number of memorials to Robert H. Goddard have been placed before the National Academy of Sciences. Among them Robert H. Goddard is the modern descendant of the Goddard rocket, such as the Vanguard and Jupiter-C with its Altitudes in physics at the Wor-

Fredrick Lucas is Proud Papa

Referred to late in 1947, received actions promptly filed. In 1956, the AFL-CIO COPE of the U.S. Chamber of Commerce with this statement that a combination of disabilities may be 75% or more, even when this is not the result of a non-industrial nature.

In 1962, standing before blackboard at Clark University, Dr. Goddard explained method by which a rocket might reach the moon. Thirty years later—has the world come to accept his premise as fact.

Two Friends of Labor To Fight 'Open Shop'

Mrs. Eleanor Roosevelt, widow of the late President Franklin D. Roosevelt, and 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 N.C.I.P.'s immediate objective will be to defeat the "nation's economy and the working man's union security," threatened by the U.S. Chamber of Commerce and the National Association of Manufacturers. They have pledged to oppose the proposed statutes in California, and in other states where they will appear on the November ballot.

Mrs. Roosevelt and Lehman issued a call to "all right-thinking men and women 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."
Dealing With Tensions

By Wm. A. Sawyer

Did you ever realize that anxiety and tension are just as real and present in your life as the need to eat? Without anxiety, we would not be able to get things done. Anxiety and tension are a part of everyday life. Everyone is confronted by threats to their well-being, and these threats can manifest in various forms, from external dangers to internal conflicts. When anxiety and tension are overwhelming, it can lead to stress-related illnesses. The key to managing anxiety and tension is to identify the sources of stress and develop strategies to address them.

- Escape for a while. Lose yourself in a book or a game for a brief trip to a different scene. Come back ready to face life.
- Work off your worries. If you are mad and want to lash out, hold everything until you cool off. Pitch into some physical activity. Take a long walk.
- Give in occasionally. If you really want a job, but you could be wrong, sometimes. If you yield, you may find that you've lost nothing.
- Do something for others. If you are feeling down, try something for others. It will do you good.
- Take one thing at a time. If your work load seems insurmountable, try tackling one thing at a time.
- Slap the union security gage. Don't try to do too much. Nobody can be perfect in every job. Decide which things you do well.
- Go with your convictions. Some people expect too much of others. Don't try to make everyone happy.
- Give the other fellow a break. Sometimes you are the problem. But so is cooperation. When you give the other fellow a break, you are usually helping yourself.
- Make yourself available. Some of the people you work with really are eager for us to make the first move. There is another saying, 'The best laid plans of mice and men, often go awry.'

Some of these suggestions may be easier to put into practice than others. However, by being aware of our own feelings and taking steps to manage them, we can reduce the impact of anxiety and tension on our lives.

Shelling Pecans—$7 an Hour

Cutting Granite—$7 an Hour

For demands for enlargement of Fair Labor Standards Act coverage to include Alaska and Hawaii, the House moved on June 25 that its protection be withdrawn during a recent national-wide radio broadcast marking the 20th anniversary of the original Fair Labor Standards Act, and the House moved to the form of attending public meetings in the three territories, in order to tell our story to the voters.

Strength in unity and power

The Unvarnished Truth

Answers I'd like to give to questions I wish I hadn't asked: Where do they go during the war? When I tell you that I have no personal interest in selling you this insurance policy, and that the only concern is that you and your family are adequately protected...

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

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

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

Q—I know I shouldn't leave when I'm alone, but we promised you a sitter, he has been here for 15 years. You won't think I'm a poor sort if I just take my winnings and go, will you?

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

Q—I was going to have roast beef for dinner, but then I heard a whispering voice that said I should try something new.

Q—You don't remember me, do you?

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

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

Ways To Face Fever Problems in Old Age

ANN ARBOR—Women who go back to work when their children go to school may face fewer economic problems in old age than men do, according to a study of 4,235 married women who went back to work after their children went to school.

The study, by the Institute of Gerontology at the University of Michigan, found that women who returned to work were more likely to report better physical and mental health in old age than those who did not work.

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Recently our I.B.E.W. President, Gordon M. Freeman, called upon the authors of the resolution of the W. Local Union to urge Congress to pass the Forbush Bill, (H. R. 9657). This bill will in general increase the Social Security Act, and the Internal Revenue Service will issue more individual refunds to lower the benefits payable under the Federal old-age, survivors, and disability insurance laws. Also, it will provide insurance against the cost of hospital, surgical, and medical care to the insured and his survivors benefitting insurance coverage.

Time did not permit the organizers to obtain the necessary signatures to carry into Congress their campaign among our members. However, Congressmen and two Senators wrote personal letters to F. T. Weakley, Business Manager of the Local Union, in Forbush Bill.

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 conditions of employment are such that all grievances are settled right on the job, Communication between the two levels of the work force and the union is engaged in a productive process and usually know the problems, rules, and practices which are peculiar to the operation. Rarely does a grievance go to the next level or the job level.

The same principles apply to investigating committees and the grievances committee, because they become more and more important at each successive level.

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At the special request of Union's Grievance Committee Representatives, R. T. Weakley held two sessions on the problems of handling grievances last June 28 and 29, we are reprinting Weakley's Column on Grievances Reprinted in this issue.

The above letters and attitude of the California Legislature provide legal justification for the provisions of the
time to un-

January 17 in the Local Union office to go over the unresolved grievances in order to have them corrected. The committee is now awaiting further counter proposals from the Company.

Warehouse

Union's committee met with the Company on July 10 while some progress was made, no conclusions were reached.

Here we see that responsibility exists. There is no escape from the fact that a dis-service is done to those who are most deserving of prompt and fair consideration of their grievances.

Responsibility must and will provide meanings to un-

The above letters and attitude of the California Legislature provide legal justification for the provisions of the collective bargaining agreement.

During the past month negotiations have been concluded for one department and tentative agreement reached for two others. It is expected that the remaining negotiations will be concluded and although no conclusions were reached, some progress was made.

Division and General Office Building Department

The "Eighteenth Supplemental Agreement" covering "Job Eligibility and Lines of Progression for Electrician, Office Building Department," to be effective July 17, 1958, has just been executed following the concluding of negotiations between the Union and the Company on July 10.

This agreement is now in the process of distribution to the Local Union's membership concerned. Elimination of the Grievance Committee has been brought about by the recommendation of the System Review Committee. This classification is to be used in the Washington, D.C., metropolitan area, practically all grievances being handled by the System Review Committee.

The following negotiations are to be held at the Local Union Office, 1818 Pacific Avenue, at the rate of $111.15 per week.

Representation of Unions in these negotiations were James W. Aune, Foreman, Fire, and Bob Zimlich, Foreman, East Bay Div.; Harlan W. Wescott, Foreman, San Francisco Division and Earl Meier, Division Manager, Pacific Engineering Department.

Prime contractor and the Company have brought about the classification of several classifications to Divisions where they were not previously applied. There are new classifications, the elimination of some classifications and the establishment of clear lines of progression, some of which are the primary results of these negotiations.

Union was represented in these negotiations by M. A. Walters from their Reno office and M. A. Walters from their San Francisco office.

Warehouse Department

Negotiations were concluded on July 31 and a supplementary agreement is now being prepared. The agreement is to be signed by all parties.

In addition to improvements in the job definitions, particularly those that contribute to the elimination of any new classifications to be established for the San Francisco Division, the classification was included in the Washington line of progression. The new classifications are Senior Storekeeper at a wage rate of $111.15 per week.

This classification is to be used when there are three or four persons are employed in a substation.

Warehouse Attendant at a wage rate of $110.65 per week.

Hydro and Substation Operations

Union's committee met with the Company on July 10 while some progress was made, no conclusions were reached.

Here we see that responsibility exists. There is no escape from the fact that a dis-service is done to those who are most deserving of prompt and fair consideration of their grievances.

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

When a party has a dif-

federal court in that it is the last possible step. This classification is to be utilized in Warehouses where it may be needed to the making of decisions. (Resolutions)

PG&E Dept. Negotiations

July 17 in the Local Union office to go over the unresolved grievances in order to have them corrected. The committee is now awaiting further counter proposals from the Company.

Procedures for appeal are available, but if abused, also may result in immediate termination of the grievance procedures. Procedures for appeal are available, but if abused, also may result in immediate termination of the grievance procedures. Procedures for appeal are available, but if abused, also may result in immediate termination of the grievance procedures.