

"He that will not reason is a bigot; he that cannot reason is a fool; and he that dares not reason is a slave."

—Sir Wm. Drummond

# Utility Reporter

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SEPTEMBER, 1958

## Labor News Highlights

THE COST OF LIVING WENT up again for the 20th time in 22 months, but due to a longer work week the worker's buying power went up slightly in June. Over a dollar was added to pay checks as the work week increased by about half an hour.

THE AFL-CIO COMMUNITY Services department has announced that the Murray-Green award will be presented to Bob Hope for his services to armed forces at Beverly Hills, California, on November 16.

A MAJORITY OF THE MANAGEMENT group polled is opposed to a national "right-to-work" law according to a survey of labor-management relations experts by the Institute of Social and Industrial Relations of Loyola University.

A MASSACHUSETTS STATE board has decided that women Communications Workers members who left their jobs because of pregnancy did not become jobless "without good cause" and are entitled to unemployment compensation.

MEMBERS OF THE AFL-CIO's American Federation of Government Employees chuckled over this job-application letter received by the Civil Service Commission: "Please send me an application blank for the position of Lighthouse Keeping. I have been doing light house-keeping for 20 years and I know all about it."

"PAPA JOE" LIPSTEIN, an ardent member of the New York Hotel and Restaurant Workers, went to work at the New Campus Restaurant 40 years ago. Twenty years ago he helped to organize his union.

Now, at 95, "Papa Joe" says he has no intention of retiring. "I want to work a while longer under the union shop to make up for the time we didn't have it," he says.

## Local 1245 Hosts Korean Unionist

### A Meal After 4 Hours?

## Arbitrator Decides In Favor of Union

Arbitration Case No. 7 was concluded and a decision rendered by a Board of Arbitration on July 3, 1958.

The Board's impartial Chairman, John P. Troxell, rendered a decision which was concurred in by John Wilder and M. A. Walters, the Union's appointees to the Board. The PG&E Company's members, R. J. Tilson and D. K. Stuart signed as dissenters to the decision.

The facts in this case are as follows:

George E. Tully, Electrician at Humboldt Bay Power Plant, having completed his regular work day at 4:30 p.m. was later called for emergency work at 6:30 p.m. His actual work time, exclusive of travel time, was from 7:00 p.m. to 10:00 p.m. and wholly outside of regular work hours. At the completion of the job he went home rather than drive into town for a meal. He made a claim for a one-half hour allowance for a meal and this claim was OK'd by his immediate foreman; but Division management disapproved it. The Union filed a grievance claiming a violation of Section 104.10.

Union and Company, at the Review Committee level, agreed that the application of Section 104.10 of the Agreement was dependent on a person being qualified for a meal by working a required period of time as provided in Section 104.2. The dispute involved the period of time necessary to be worked in order to qualify for a meal.

The Company claimed 5 hours was the minimum for entitlement to a meal; Union claimed 4 hours as the minimum. This difference could not be resolved so Union requested the matter

be submitted to a Board of Arbitration.

The question posed for the Arbitration Board was: "Pursuant to the provisions of 104.2 of the Agreement dated September 1, 1952, as amended, did the completion of exactly four (4) hours of emergency work (7:00 p.m. to 11:00 p.m.) wholly outside of his regular work hours on a work day entitle George Tully to a meal to be provided by the Company?"

Mr. John P. Troxell, Director of the Dept. of Industrial Relations, Graduate School of Business Administration, Stanford University was agreed upon as the impartial member of the Board.

The case was presented orally to the Board with subsequent briefs submitted by both Union and PG&E Company.

A summary of Mr. Troxell's written statement, signed by the Board, outlining the reasoning for the decision is as follows:

If the phrase in Section 104.2 had been worded as follows "... at intervals of approximately four hours for as long as such work continues, PROVIDING THAT SUCH WORK CONTINUES FOR A PERIOD LONGER THAN FOUR HOURS," the Company's position would pre-

(Continued on Page 6)

## OILA Again Honors Our Union With Assignment

Local 1245, IBEW, was honored once again by the Office of International Labor Affairs when we were asked by that agency to host Mr. Yong-hi-Lee, Vice-President of the South Korea Electric Company Union, on August 12th.

Mr. Lee, accompanied by his interpreter, Mr. Woonsang Choi of the U. S. Dept. of State, is touring this country studying labor-management relations in the electric power industry and the internal workings of Electrical Workers' Unions. Although Mr. Lee speaks and reads English very well, he has Mr. Choi along to help him over an occasional hurdle in language barriers.

The organizational structure of Local 1245 received Mr. Lee's close attention with extremely keen interest shown in our Policy Committee and its operations. Copies of our several Agreements, our By-Laws and International Constitution were given to Mr. Lee who had many questions relating to our dues structure, collective bargaining procedures and techniques, authorities and responsibilities of the Local Union Officers as well as the I.O. and the democratic processes established in our Local Union.

Upon being advised of our coming IBEW Convention in Cleveland, Mr. Lee asked that Business Manager Weakley send a letter to International President Freeman requesting Mr. Lee's presence at the Convention and that, if possible, he be given an opportunity to address the delegates. If such request is granted, Mr. Lee's stay in this country may be extended to cover the period of the Convention.

Although most of the day's session was devoted to questioning us, we were able to query Mr. Lee about his Union and discovered that there are 5 Electrical Worker's Unions in South Korea—one Union for each of the 5 power companies and representing all of the workers of the respective companies. His particular Union with 4,000 members—the largest in the electrical field—represents the workers of the South Korean Electric Co., who transmit and distribute power only. Another Company, with another Union, has the generating facilities—both steam and hydro.

Unique in the field of electric distribution is that in Korea the distribution companies not only distribute the power but wire the houses and buildings as well. There are no so-called "Inside Locals" in South Korea—the wiremen work for the power company and are members of



MR. WOONSANG CHOI (left), U. S. State Dept. who acts as interpreter for MR. YONG-HI-LEE, Vice-President of the South Korean Electric Power Company Union.

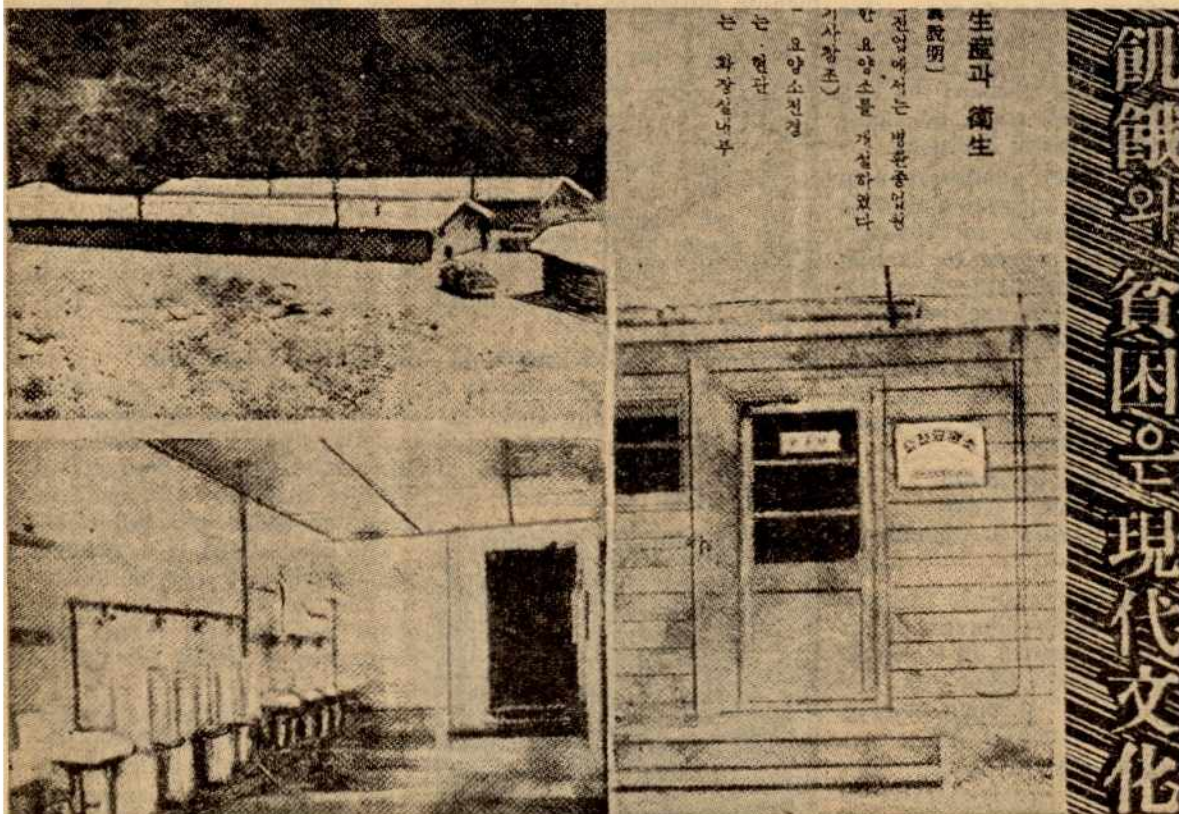
the Union on that company's properties.

While in the Office, we asked Mr. Lee to translate a couple of newspapers we recently received from Mr. Choi Yong Su, of the Korean Electric Power Trade Union, the counterpart of Mr. Lee's union in a generating company.

Shown here is an excerpt from one of the papers and shows a sanitarium and hospital constructed by the Company for use by its employees and families. Although the employees pay a very nominal fee for attention while hospitalized, the Company practically subsidizes the whole cost.

As was explained by both Mr. Lee and Mr. Choi, the Korean Trade Unions, as true friends of the United States, are looking to the U. S. Trade Union movement as the prototype of their own labor movement, the IBEW as a guide for their Electrical Workers' Unions and Local 1245 specifically as a model operative Union.

We are indeed pleased that we had the opportunity to visit with two foreign friends and sincerely hope that we were of some aid to the Korean Electrical Workers' development of their free trade union movement in their country.



Korean Electric Power Co. built this sanitarium for workers.

No  
No  
No!  
on 18





# The UTILITY REPORTER



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## Labor Day Message

By **EDWARD P. PARK**  
 California Director of Industrial Relations

In his Labor Day message, Edward P. Park, California Director of Industrial Relations, called attention to the long-standing tradition of the State's hands-off policy in labor-management relations.

"For 25 years," he said, "it has been the official public policy of the State of California that labor and management are free to bargain collectively with each other and to write the provisions of their labor-management agreements without interference or restriction from the State."

This policy was officially adopted 25 years ago by the State Legislature and is now Section 923 of the Labor Code, which states, in part: "Negotiations of terms and conditions of labor should result from voluntary agreement between employer and employees. Governmental authority has permitted and encouraged employers to organize in the corporate and other forms of capital control. In dealing with such employers, the individual unorganized worker is helpless to exercise actual liberty of contract and to protect the freedom of labor; and thereby to obtain acceptable terms and conditions of employment."

"The record gives proof that this policy of noninterference has paid off for the economy of the State," Park continued. "In this climate of noninterference, labor and management in California have accepted their public responsibilities and earned for the State a national reputation for mature labor-management relations. In 11 of the last 12 years, the proportion of all California workers who were involved in work stoppages was smaller than the proportion in the Nation as a whole."

During the entire 12-year period while California's labor and industry have maintained this outstanding record, the great majority of labor-management agreements in the State have called for the union shop.

As long ago as 1946, our Division of Labor Statistics and Research found the great majority of California contracts provided that all persons employed under their terms would be or become members of the union. This is true today as it was then.

There are today in California about 850,000 employees working under union shop agreements negotiated voluntarily between employers and unions over the collective bargaining table. The union shop is by far the most common type of union security in California. It predominates in both manufacturing and nonmanufacturing.

It is the policy of this Administration, as Governor Goodwin Knight has repeatedly made clear, to support the right of labor and management to enter into mutually agreeable contracts and to oppose with vigor any proposal to restrict this right.

## Nevada State Federation Has Convention in Las Vegas

The 1958 Nevada State Federation of Labor's Convention was held in the Riviera Hotel in Las Vegas on August 1st, 2nd and 3rd. Delegates representing Local 1245, IBEW, were Business Manager R. T. Weakley, Executive Board Member Bob Glasgow, Business Representative Roy Murray and Tom Lewis, Gas Serviceman with Sierra Pacific Power Co. in Reno.

Resolutions adopted by the body during the 3-day session included, among others, changes in regulating per capita tax payment; promotion of a State Disability Insurance Act; promotion of labor education and training; state licensing of boiler tenders and elevator operators; bonding of contractors so as to prohibit non-payment of wages in event of business failure; opposition to legality of Proposition No. 1 on the ballot; promotion of required electrical inspection in schools, hospitals, churches, etc.; promotion of a mining safety rode; increase teachers' salaries; licensing of barmaids who mix

drinks; licensing of carpet installers; allow teachers to vote on Social Security coverage.

Many candidates for public office addressed the Convention's delegates including Dr. Fred Anderson, Democratic candidate for U.S. Senator, who outlined a truly liberal program as his adopted platform. Grant Sawyer, Democratic candidate for Governor enjoyed an enthusiastic audience with his stated opposition to Nevada's so-called "right-to-work" law.

Also addressing the Convention were George Roberts, Regional Director for COPE and Margaret Thornburg, Director of Women's Division COPE. In

## The Mail Bag

Paradise, Calif.  
 July 30, 1958

Mr. Ronald T. Weakley, B.M.  
 Local 1245 I.B.E.W.  
 Dear Bro. Weakley:

I have been a member in good standing of Local 1245 ever since I went to work for Pacific Gas & Electric Co. I have been employed in the DeSabra Division as Electric Dept. Inspector. My 65th birthday was July 27, 1958. In accordance with Company ruling, I am scheduled to retire tomorrow, July 31st.

As I will no longer be actively employed in the industry, I would ask that you send me a withdrawal card. Local 1245 has been good to me all these years, and I have done what little I could to help whenever I could. I shall miss all the good members and friends that I have made through the years.

If you will send the card to me at my home at the above address, I shall much appreciate it.

Sincerely yours,  
**T. F. Babcock**

Merced, California  
 August 18, 1958

Gentlemen:

I returned today from a wonderful vacation at Fresno Girl's Camp, Dinkey Creek, California. I just finished reading the July issue of the Utility Reporter. Sorry I am late and ineligible to enter the contest. However, I feel the reasons for this contest are very important to my future well being. My two pennies worth, please

California Should Not Have Any Compulsory Open Shop Law. Don't be fooled by a fancy name, such as Employer-Employee Relations. If approved, you and yours will be at the mercy of any employer. It's deceitful; gives the employer a lawful right to destroy organized labor.

Imagine ball clubs, schools, hospitals, banks, prisons, the army and navy, not organized—the accused in courts, without representation.

Fair Trade, Medical Association, Bar Association, Grower's Association, and etc. If you don't think they are organized, try to buy, sell, practice medicine or law without belonging to same. If still convinced you don't need representation, give a bum check.

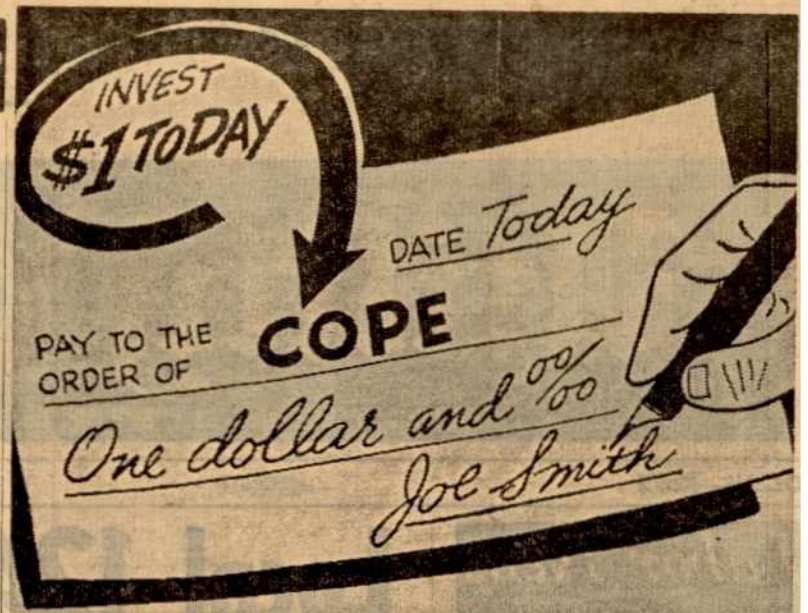
December 25, 1955, 3:00 a.m.: Motel hunting. Reason: Eighteen inches of water in our house. All unexpected, tree and Christmas floating from room to room; many necessary things to be replaced; no Christmas. Our friends were sorry and so were our neighbors. LO AND BEHOLD! Daddy attended the UNION MEETING and came home with Christmas in February.

Union money, gentlemen, paid for the above vacation and made Christmas possible in February. It has been proved to us that any person belonging to a just organized Union, such as IBEW Local 1245, can at all times, present a confident, invincible front to the world, secure in the knowledge that he or she never need stand alone.

Yours for more organized labor,  
**Sandra J. Chandler**

their stirring appeals for support of labor-endorsed candidate, they recalled all too many instances when labor has "not done the job" through non-registering and non-voting.

Our thanks to Brother Tom Lewis for his comprehensive report to the Business Office on the Convention's proceedings.



## Wild Charges We Wish Were True

The Senate Republican Policy Committee has published a staff report for distribution to all Republican candidates in the 1958 elections which wildly charges that COPE is the "most adequately financed political action operation in the United States."

Well, what are the facts? The U. S. Senate Elections Subcommittee, during an exhaustive investigation of the 1956 general elections, received reports on \$33,185,725 in net direct expenditures by major political parties or political action committees from Jan. 1 through Nov. 30, 1956. Of this total, the Republicans spent \$20,685,387; the Democrats, \$10,977,790; labor \$947,271 and miscellaneous groups, \$581,277. Of this, COPE spent only \$694,205.17, or something like 2 1/2 per cent of what the GOP spent.

The Republicans spent \$1,733,678.53 on 35 Senate candidates—or some two and one half times as much as COPE spent on all elections, Senatorial, Congressional and Presidential.

More than 2,600 persons made contributions of \$500 or more, totaling \$8 million for the Republicans and \$2.8 million for the Democrats. (In only seven states were more big gifts given to Democratic candidates than Republican.)

Some 400 individuals kicked in \$5,000 or more. On the other hand, 18 officials of trade unions personally contributed \$500 or more out of their own pockets for a total of \$19,000—or about 8 per cent of the gifts from just one family, the Du Ponts. One Du Pont, Irenne Du Pont of Wilmington, Del., tossed \$26,295 into the Republican kitty.

A mere dozen families spent \$212,464 more in the 1956 political campaign than did 15 million trade unionists, according to the Elections Subcommittee. The 12, whose donations total \$1,153,735, were the Du Ponts (\$248,423), Pews (\$216,800), Rockefellers (\$152,604), Whitneys (\$121,450), Mellons (\$100,150), Vanderbilts (\$62,400), Olins (\$53,550), Reynolds (\$49,509), Lehmans (\$39,500), Harrimans (\$38,850), Fords (\$36,899) and Fields (\$33,500). That's an average of \$96,144.42. (The Du Ponts, Pews, Rockefellers, Whitneys and Mellons averaged \$167,845.40 per family.)

The \$1.00 the AFL-CIO is asking each member to contribute to political activities this year is also just as much an investment in your job protection as is the dues you pay to your union. There is not a union security contract in America today that cannot be wiped off the books by legislative action, so the dollar you give to COPE to help candidates who believe in fair labor-management legislation will really protect your pay check.

## Be Union—Buy Label

Each year the AFL-CIO proclaims one week during the year as UNION LABEL-WEEK which is intended to emphasize the importance of the buying power of Union members and their families and the benefits that come from insisting on Union labels, shop cards and buttons when making purchases. This year it was the week of Sept. 1 through 7, but due to prearranged schedules, this issue of the UTILITY REPORTER was printed during that week so this article, to some, may seem "behind the times." We don't think so because we believe that every week should be UNION LABEL WEEK! Be Union—Buy Label. Hit our enemies where it hurts—at the cash register!

sanitary conditions of employment, and at fair wages and reasonable working hours. The Label is a symbol which guarantees that the article was produced by free labor, working under democratic industrial terms and using materials of good quality.

So whether you need new shoes, a suit or hat, a house to be built, a child to be taught, a TV set repaired, or need, perhaps, a haircut, a loaf of bread, a new car, some cigarettes, a meal downtown, or a bottle of beer—whatever you need, there is a Union service or product to satisfy you. Just look for and demand Union Label, Union Shop Cards and Union Service Buttons!

**WHAT THE UNION LABEL IS**  
 A Union Label attached to a product signals to the world that the item has been manufactured with the highest standards of workmanship, under safe and

**WHAT TO LOOK FOR**  
 The Union Label is a symbol which is displaced by means of a cloth or paper label, stamp or other imprint upon products to indicate that they are made in unionized shops and factories.

The Shop Card is a printed sign which is displayed in the window or on the wall of all shops and business places, the employees of which are unionized.

The Service Button is similar to the insignia of lodges or fraternal orders and is worn in the same manner. It gives assurance that the services are performed or rendered by Union members.





# NEWS FROM THE FIELD

## Which Are You?

The following poem submitted by Lee Roy Thomas of San Jose hits the nail on the head. We certainly hope that when you read it you ask these questions of yourself.

Are you an active member,  
The kind who would be missed,  
Or, are you just contented that  
Your name is on the list?

Do you attend the meetings,  
And mingle with the flock,  
Or, do you stay at home  
And criticize and knock?

Do you take an active part,  
To help the work along,  
Or, are you satisfied  
To say you just belong?

Do you ever go to visit  
A member who is sick,  
Or leave the work to just a few  
And talk about the clique?

There's quite a program sched-  
uled  
That I'm sure you've heard  
about,  
And we'll appreciate it if you  
too  
Will come and help us out.

So—let's be up and doing  
Now's the time to start  
Don't be just a member  
But take an active part.

Think this over,  
You sure know right from  
wrong,  
Are you an active member  
Or do you just belong?

## McNamee & Green Retire from Kern

The Woolgatherers, popular Bakersfield Basque restaurant, was the scene of an event, long to be remembered by the old timers in the Kern district—the long-awaited retirement party for Art McNamee and Ed Green, both of whom have been Local 1245 members for many years.

The fine meal, enjoyed by about 70 of their friends, was highlighted by the interesting reflections by Art and Ed and the memories of the past, recalled by the friends of these well-liked and respected brothers.

The program was directed by Elmer Ford, as MC, and most of the hard work in organizing the festivities was handled by Carl Peterson and Christine Witus, assisted by Helen Tinsley.

Fred Miller, plant chief at Kern Power Plant—where Art and Ed ended their long company careers—and Carl Peterson presented them with some elaborate sporting equipment to which all present had donated. Business Representative Jack Wilson presented them with our Retirement Scroll and IBEW lapel pin and thanked these two good Brothers for their past services and wished them a happy future.

The evening closed on a note of cheer and understanding when Brother Green told of how he had stamped on his lunch box on his last day of work and threw it in the power plant's firebox. That was that, he was finished with engines!



## The Latest in Male Attire?

Don't be alarmed fellows, this isn't a Christian Dior "sack dress" creation for men.

It's an outfit worn by Operators when doing close 4KV switching and consists of an abestos smock, abestos hood and rubber gloves.

While it's not something that looks like it stepped out of a page from *ESQUIRE*—and we fervently hope it doesn't catch on—it does protect the whole area of an Operator's body while doing many types of close switching operations.

For obvious reasons, the "model" must remain anonymous.

## North Bay Clued On Right to Work

According to Business Rep. Frank Quadros, the tempo of activity in the North Bay Area in our fight against Proposition 18 has increased considerably, and we want to commend our good members in North Bay for the good job they're doing in carrying Labor's message on the "scab" law to their friends and neighbors in their respective communities.

In the Fort Bragg-Point Arena area a bang-up job is being done by Dick and Jack Lemos, Walter Knox, John Kaser and Cliff Stormes; around Ukiah, Don Peterson, Bob Meek and Ed Duggan are busy as beavers; Santa Rosans are hearing from Oscar Fellin, Fred Jagers, George Woodson, Hal Jacobsen and Hank Connolly; Sonoma is getting the word from Jim Parker; the Napa-Vallejo area is being covered by Bob Bosch and Dick Gardner; St. Helena sees Frank Anderson active; Bill Mazzina, Bernard Berglund, Harry Hamby and Charles Bagley are carrying the ball in San Rafael.

These members are doing their part by leading the fight.

## Tri-Unit Meet In Sacramento

Another first for Local 1245, IBEW, in the Sacramento area was established on the evening of Sept. 19 when the Executive Committees of the PG&E, SMUD and Sacramento Transit Authority Units met jointly to set the time, date and place of an open meeting to discuss the issue of "Right-to-Work." Tentative date for this open meeting has been set for October 21st. Another meeting of the three groups to iron out final details will be held on Sept. 23rd.

Present at the meeting were: PG&E—Ed Mills, William Taylor, Dwain Zahn and Lewis Hovey; SMUD—W. K. Buckley, Gail Austin, R. McBraunehue, Richard Bellato and Robert Boyer; TRANSIT AUTH—Robert Calzascia, William Bowser and Noel Smith. Local 1245 President Charles Massie and Bus. Rep. Al Kaznowski were also present.

Another item discussed at this meeting was the possibility of a social get-together for Local 1245 members and their families next spring. It is the feeling of the group that such an event is long overdue and every effort will be made to make it a reality.

## MONTEREY COUNTY UNIONS PROVIDE CHILDREN'S CAMP

Organized labor in Monterey County has the distinction of having the only Youth Camp that is owned and operated by Labor Unions in the United States. This dream-camp for underprivileged children was made possible through the efforts of all Local Unions in Monterey County.

With the support of a great many civic leaders and the Army Engineers from Fort Ord, this camp became a reality on Aug. 17 with the first encampment of 30 boys from all over the County. A second encampment of thirty girls was on Aug. 24th.

Work began on the camp in June 1957 with completion expected in 1962. With the help of the Army Engineers, who took this project on as a training program for the soldiers at Fort Ord, and the many Union members and civic leaders all over Monterey County, this was accomplished in the short time of just one year.

Organized labor has contributed \$10,000 to the camp's building fund while merchants and business establishments have donated much material and equipment plus money contributions.

In order to support the camp, the Monterey County Youth Foundation—the non-profit corporation formed by Labor to run the camp—is asking for contributions of 15c a month from all Union members. This amounts to \$1.80 per member per year—certainly a small

amount when measured by the good it will do for the 1,000 boys and girls from age 7 to 11, if all members in Monterey County do their part.

Members of Local 1245 in Monterey County who wish to support this very worthy project can make their donations to the following: Monterey Commercial Office, Cliff Ferris; Salinas Commercial Office, Pat Davlin and Gordon Borges; Monterey Service Group, Charles Lovett; Salinas Service Group, Mel Walls; King City-Soledad, Jim Hitchcock.

## Gen. Const. Take Note

Persons who will be unable to visit the polls on Nov. 4th in the election precinct in which they are registered voters can still cast their ballot AGAINST Proposition 18, the so-called "Right-to-Work" measure and for the candidates of their choice, by making arrangements NOW to vote by mail.

County Clerks throughout the state are now accepting applications for absentee ballots. You should, if possible, appear personally and make application. If you can't appear you should make a request by letter addressed to the County Clerk in the county where your home is. The request MUST include:

1. The reason for your absence, e.g., due to employment requirements.
2. Your home address where you are registered to vote.
3. Your mailing address AFTER Oct. 15th, the date absentee ballots will be mailed.
4. Written signatures—yours and your wife's both, if she also wishes to vote.

We know that many General Construction Dept. employees—and perhaps others—will not be in their home area on Nov. 4th, General Election Day. So please take care of this matter NOW.

## Chico Loses A Good Man



Ed Cassell, a good Local 1245 member since March 1943, retired from his job as Finish Carpenter with the PG&E Co. in Chico on June 30th, after nearly twenty-one years with the company.

Here's another case where an employee came to work for a two-week's job and remained on the job for 21 years.

Ed's many friends and Brothers will miss him around work but sincerely wish him many years of enjoyable retirement.



Carbon monoxide is as stealthy as any war time commando and just as deadly. But the commando fights our enemies while old Mr. Mono kills hundreds of us every year.

Men who don't like chilly mornings are Mono's best customers. They often fail to open their garage doors while they warm up the motor.

Mono rubs his hands together, spreads himself invisibly and noislessly through the garage.

Quickly and craftily he creeps into the car—and into the victim's lungs. It's sometimes over before the man knows what hit him. He can't even smell the gas.

Then Mono just disappears—looking for new victims. He'll find 'em, too. Hundreds of them.

You can combat him by opening garage doors before starting the motor. By checking gas jets. By making sure your coal or gas stove and furnace are in proper working order.



# 'Right-to-Work' Means Your Right

## Essay Contest Winners

The judging on our children's essay entries on why "CALIFORNIA SHOULD NOT HAVE ANY COMPULSORY OPEN SHOP LAW" has been completed by three members of the University of California faculty—Dr. Earl Cheit, Dr. Van Dusen Kennedy and John Hutchinson.

### 1st Prize Winner 2nd Prize Winner 3rd Prize Winner

**MARY ALICE RIGGS**, age 17 and a 1958 graduate of Sierra Joint Union High School. Her father, Henry L. Riggs is an Operator at PG&E's Kerekhoff Power House and has been a Local 1245 member since 1943.



1ST PRIZE—\$100 BOND

A compulsory "open shop" law, if passed, would destroy the effectiveness of the labor unions and take away many of the cherished rights which have been won for the working man. Such a law would give management dictatorial powers, thus making the working man a mere slave to be put at the mercy and whims of over-bearing employers.

Unions protect and benefit laborers through such rights as sick leave, vacation pay, overtime rates, insurance, pensions, and certain working conditions. These have been won only as a result of many long years of struggling.

Before unions stepped in and set up regulations, unfair working conditions were rampant. Many people were forced to work 12 or more hours a day, seven days a week, and they received very little money for their services. In addition, unless management was kind-hearted, employees were without any health or welfare benefits whatsoever, and they could be fired on the spot without any just reason.

When unions entered the working scene, things were cleared up and cleaned out. The maximum of eight hours on the job was set, a minimum wage was established, and health and welfare benefits were provided. Also, rigid laws concerning child labor were established. No longer could employers exploit children and use them as unpaid slaves.

A compulsory "open shop" law would make union membership ineffective, because some non-union person would probably be willing to work for less pay than the union deems fair. This would force union members to accept the lower pay or to quit the job.

In turn, the power of collective bargaining would be denied the unions, and wages would be cut to a bare minimum. This ever-increasing downhill spiral would force the laborers to eke out a bare existence.

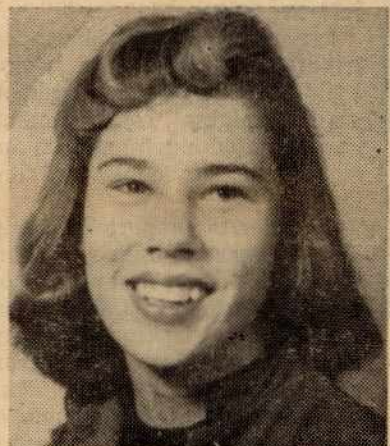
Such ugly and unpleasant conditions as I have stated will never come to pass if Proposi-

**MIDGE BASINGER**, age 17 and a Senior at Davis Joint Union High School. Her father, Elvin Basinger, a Mechanic in the PG&E's General Construction Dept. at Davis, has been a member of Local 1245 for 15 years.

2ND PRIZE—\$50 BOND

From what I have heard and read about the "Open Shop Law," it is apparent that such a law is very damaging, not only to working people, but to our state as well. If this law should come into effect, working men will lose the rights they now have in their Unions. Men who are trained for certain jobs, and have worked on them for years, will lose out to those who will do the same job for less money. People will receive less pay and will have to cut off many necessities and other things they now have. These people will be unable to meet payments on the home they bought, the car, the television and the furniture. Food will have to be cut down, and life will be pretty hard.

Not only will people suffer



greatly, but business will also feel the cut. With less money, people can't buy the things offered and if this merchandise isn't bought, business drops drastically, which will leave us in an even greater recession than we now have.

There is no security in this law. How can a bill that had to have signatures forged on it, to put it on the ballot, be useful to the people? Let's not ruin our country and people by having this law. California has no need for this law. It should never be passed.

Big Businesses look out only for themselves, we need the Unions to look out for us! Why shouldn't working men belong to Unions? Doctors, lawyers and farmers belong to Unions in the form of Medical Associations, State Bars and Granges. Just changing the name doesn't alter the fact that they are Unions! Working men need Unions to voice their needs. If there are no Unions, there are no rights for the people and they must work under the conditions of the "top man" regardless. This is a free country where all men are created equal, and with the rights they need.

LET'S KEEP OUR STATE THIS WAY!!!

If Proposition 18 is defeated. I say, defeat "Right-to-Work" and the labor unions will continue to help California to prosper.

**CHARLES RIGGS**, age 16, is 1st Award Winner Mary Riggs' brother. He is a Junior at Sierra Joint Union High School. His and Mary's father, Henry, should indeed be proud of his son and daughter.

3RD PRIZE—\$25 BOND

California should not have any compulsory "open shop" law. Why? Because such laws are fraudulent and they threaten our whole system of free enterprise. To really understand this, we must analyze the Proposition that certain political groups are trying to railroad through.

Subsections 1 through 3 mean that union members would be compelled to work in an open shop with non-union members, working under non-union wages, hours, and conditions.

Subsections 4 through 7 mean that it would be illegal to have a union shop; therefore health and welfare plans would be out the window.

Sections 8 and 9 mean that damage suits could be applied not only against the union, but against every member in the organization.

Section 10 means that wages, hours, health and welfare plans, etc. would not be worth the paper on which they were written after a contract expires.

Sections 11 and 12 mean that a majority rule would be destroyed and could mean imprisonment for union members and officials seeking to negotiate an active union shop.

Section 13 means company control of collective bargaining through stooge unions.

Only a careful examination can reveal just how the supporters for this Proposition are trying to hoodwink the voters of this state.

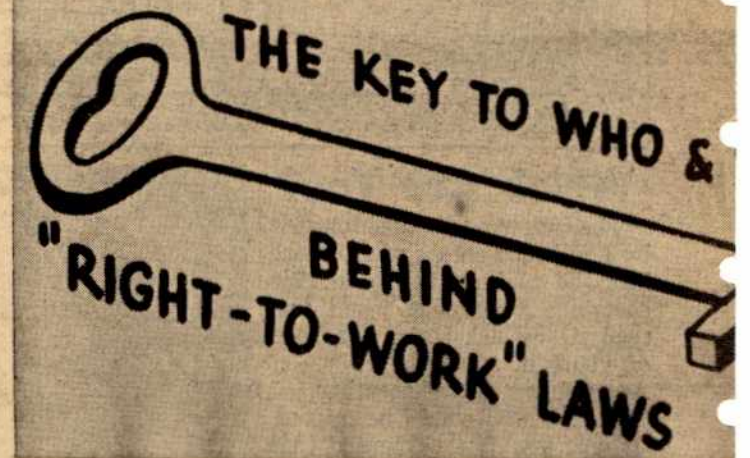
If Proposition 18 does pass, unions will either be completely abolished or stripped of all their



power so they could not negotiate terms. Therefore the workers will be at the mercy of their employers.

True, the worker would have the "right to work," but he would also have the "right" to have terms dictated to him rather than have them negotiated with him.

No matter what the supporters of this Proposition may claim, unions are very necessary at this present time. It would be a Utopia if a worker could go directly to his employer and ask for a raise, but, unfortunately that is a long way off at present.



A look at the leadership of certain movements often provides Let's analyze for a moment some of the groups and their leaders get passage of compulsory open shop laws.

In the forefront of organizations "hell-bent" on destroying the is the National Right to Work Committee. This group is fanatical tional compulsory open shop law and whenever an individual state legislation, this Committee is there "Johnny-on-the-spot" with re- plans of attack.

Serving as Labor Consultant and Chairman of the Advisory Board of this Committee is Fred A. Hartley, Jr., co-author of the infamous Taft-Hartley Act.

Prior to Hartley's connection with the National Right to Work Committee, he had a private organization of his own called the National Tool Owners Union.

The Bureau of Standards and Appeals of the New York State Dept. of Labor in 1947 barred this organization from operating in New York State. This official New York State agency, in denying Hartley's organization a right to function, said: "No more FASCIST organization, with all the potentialities for un-democratic action and DANGER TO OUR WAY OF LIFE, has yet come to our attention."

This is what New York State officially thinks of Mr. Hartley, leader of a movement which he claims will restore inalienable rights and freedom to all workers. Just one question, Mr. Hartley: How can you reconcile "inalienable rights" and "freedom" with "fascistic" tendencies?

Another group, high on the list of those who would destroy unions in this country, is the U.S. Chamber of Commerce. This organization's determination to foist compulsory open shop laws on the American workers is clearly stated in a resolution by that group in 1920 and reaffirmed in 1924. It reads as follows:

"The Chamber's position taken through referendum in 1920 is in favor of the open shop —i.e., employment without discrimination against or in favor of men on account of membership in labor organizations. We desire to reaffirm the declaration of 1920, that the right of employer and employee to enter into and determine the conditions of employment relations with each other, is an essential part of the individual's right of contract possessed by each of the parties."

Thus, we clearly see this group's position on organized labor—there just shouldn't be any!

Equally devoted to the complete annihilation of the labor movement is the National Association of Manufacturers, the nation's most powerful big business pressure group. In 1903 the NAM adopted their first "Declaration of Labor Principles." That statement is the very heart of the "Right-to-Work," "Compulsory Open Shop," "Employ-

er-Employee Relations" proposals today.

Point 3 of the Declaration stated: "No person shall be refused employment on account of . . . non-membership in any labor organization." Point 9 underscored that position: "This association declares its unalterable antagonism to the closed shop . . ." (The closed shop referred to here meant any kind of union security, not the actual closed shop as we know it today).

The anti-union attitude of the NAM was emphasized in a speech made by the Association's President, Ernest G. Swigert, in Jacksonville, Florida last year. In speaking about "run-away" plants to the South, he stated: "Un-American as it may sound, invitation to new industries should be selective, because certain types of industries bring with them unionism of a nature detrimental to business. It would be well to look at the industries which want to come into the South . . . If you don't you may pay a heavy price."

"I am not for destroying unions," Swigert continued piously, "but the freedom to join or not to join a labor union should be maintained. As long as we have that freedom, we will be safe."

At a NAM meeting in Hollywood Beach, Florida, Mr. Swigert stated that the real concern of the management representatives was trade unionism itself. To combat unions, he urged sharp activity on two fronts—block unionization of new plants wherever possible and get tougher at the bargaining table.

Kenneth R. Miller, managing director of the NAM, at the 1956 convention in New York City, stressed that the group's "labor program not only called for a nation wide ban on the union shop but also for destruction of most working rules."

So here we see an organization dedicated to the total destruction of labor unions headed by a man who admits that his philosophy is un-American. Question, Mr. Swigert: How can you reconcile "freedom" with your admitted "un-American philosophy?" Next question, Mr. Swigert: How can you reconcile



Congratulations to all three for their originality of thought and their rational presentation of what Proposition 18 will and won't do. We also wish to thank all the others who submitted entries in the contest. Sorry they all couldn't have been winners. Organized Labor will be in good hands when the Marys, the Midges and the Charlies take over as workers and future labor leaders.



# Right to Work for Less and Less and Less and Less



## Double Talkers

Fred A. Hartley  
The N.A.M.  
U.S. Chamber  
of Commerce  
American Farm Bureau  
Cecil B. DeMille  
Ira H. Latimer  
Roger D. Lapham

key to the movement itself. They are pulling out all stops to stop labor movement in America devoted to passage of a narrow law toward enacting scab laws and carefully prepared

"not destroying unions" with "block unionization of new plants wherever possible" and with "destruction of most working rules?"

Another group who is dead set in walloping unions is the American Farm Bureau Federation, which in many areas is run by farm corporations and food processors rather than farmers. Their adopted labor program is a carbon-copy of the NAM's. They demand that unions be subject to anti-trust laws, that a federal "right-to-work" law be enacted, that industry-wide and area-wide bargaining be prohibited. They would prohibit even peaceful picketing. They insist that labor-management law administration be turned over to the states even when interstate commerce is involved. They advocate emasculating the \$1 an hour minimum wage and the 40-hour week.

In the convention which adopted resolutions on the above with a further demand for legislative action, the Farm Bureau President, Chas. B. Shuman condemned an existing "oversupply of legislative attempts to solve economic troubles." He went on to charge that there is "too much legislation" on the books now.

Here, then, is an exact image of the NAM. Same anti-union policies, same plans of attack. Question, Mr. Shuman: How can you reconcile a whole host of proposed anti-labor legislation with "too much legislation on the statute books now?"

The phoniest character yet to head up a "right-to-work" committee is Ira H. Latimer. His group's avowed purpose is to ram a compulsory open shop law down the throats of workers in the state of Illinois.

Latimer, an alleged lawyer, has been denied the right to practice law in Illinois by that state's Supreme Court because of his background, which is so checkered it is almost ludicrous. The Supreme Court, in upholding a decision of the Committee on Character and Fitness for the First Appellate Court District, rendered an opinion which included a brief sketch of Latimer's career.

He attended several universities without ever getting a degree. He had worked for a lawyer who was suspended from the Illinois State Bar. He admitted working with the Communist Party from 1936 to 1945 and that he had been a member of the Communist Party from 1945

to 1947. He also admitted making unsupported, unwarranted and reckless statements about two of the Committee's commissioners. He admitted being a defendant in a law suit in which he filed a counter-claim for damages and admitted that he had not read the pleadings, despite his sworn affidavit attached thereto that he had done so.

The Court's decision, in conclusion, said: "The Committee's finding that he lacked candor, veracity, integrity and responsibility was entirely justified. He showed a lack of candor in failing to list all the litigation to which he had been a party. His veracity and integrity were subject to question, since he admitted giving false oaths. He showed a definite lack of responsibility by making unproved statements against one and all who opposed or crossed him."

This is the opinion that the Illinois Supreme Court has of the creep who is traipsing all over that state addressing business and civic groups in behalf of the union-busting "right-to-work" law.

A little closer to home is a California organization which has been conducting a running battle with labor since 1944—the DeMille Foundation, headed by film producer-director Cecil B. DeMille. This organization has been disseminating propaganda throughout the nation trying to fire up "right-to-work" campaigns. It has been quick to interfere in the affairs of states with which it has no natural connection. An example in point is the recent activities of the Foundation in Vermont, 3000 miles away. Vermont wasn't interested, however, as that state's Commissioner of Social Welfare, Arthur W. Simpson, promptly notified Mr. DeMille that Vermont had a "very healthy labor-industry condition in this state and a great deal of understanding and harmony."

DeMille appeared before a House Labor Subcommittee last June advocating a national compulsory open shop law and for a man who has been leading a campaign for a "right-to-work" law, he provided the Congressmen with some surprising answers!

He said that he did not know about the union shop elections procedure in the Taft-Hartley Act nor did he know that this portion of the Act had been repealed!

He did not recall that, in 1944, California voters had overwhelmingly defeated a "right-to-work" law!

He was not aware that a "right-to-work" law had been defeated in the State of Washington in 1956!

Congressman Roy Weir, in chastising Mr. DeMille for his fanatical hatred for labor, said

that the film magnate was "mised" and that he had a "grievance which is going to follow you the rest of your life."

"No one can spend money and carry on the effort you have without being mad," stated Weir.

"Your agency, the DeMille Foundation, is a propaganda agency established to destroy Unions," declared Congressman Elmer Holland.

Mr. DeMille is currently serving as the State Chairman of the campaign to secure passage of "right-to-work" in California by the compulsory open shop amendment to California's Constitution—Proposition 18, "Employer-Employee Relations."

Getting still closer to home we find that the man who is heading the northern California "right-to-work" committee is Roger D. Lapham. His name recalls San Francisco's bloody anti-union drives which swept the Pacific Coast in the mid-1930's.

According to the California State Federation of Labor, Lapham in 1934, headed the American-Hawaiian Steamship Company and was a leader in the shipowners' fight against organized labor.

Lapham was a key figure in the 1934 strike which opened May 9, 1934, and reached a tragic culmination with the killing of two union men in San Francisco on Bloody Thursday, July 5, when the Waterfront Employers Association tried to open the port with scab labor, tear gas and machine guns. Several workers were killed in other coast ports.

Lapham, according to the State Fed was also heavily involved in the three-months' 1936-37 strike which found the shipowners out again to destroy the unions.

So here we see at least some of the organizations and their leaders who profess to be all hot and bothered about the democratic rights of working people on the one hand and have set as their ultimate goal the destruction of labor unions on the other.

Some of these are the same persons and organizations who have opposed social security because it would ruin our self-reliance. They fought unemployment insurance because it would make us lazy. They attacked safety measures as creeping socialism. They hated child labor laws as a threat to free private enterprise. And of course, public schools, health insurance, and minimum wages were in essence, socialism too!

Right now they are waging an all out fight to protect what they call our right to work. They propose to do this by outlawing all union security agreements in California.

As we stated at the beginning of this article, a look at the leadership of certain movements often provides a key to the movement itself. We think the key to WHO and WHAT'S behind this compulsory open shop law for California and WHY, is clearly revealed here.

IF THESE GUYS ARE FOR IT WE HAVE TO BE AGAINST IT. VOTE NO ON PROPOSITION 18. (This article based on excerpts from Electrical Workers Journals, United Mine Workers Journal, Los Angeles Citizen, Calif. State Fed Newsletter, Valley Labor Citizen, Save Our State, and Proceedings, 47th Convention N.E.L.A.)

## A "Right-To-Work" Law Invites Company Unions



Ridding the nation, in 1935, of labor organizations which were controlled by employers—so-called company unions—was indeed a victory for the Trade Union movement.

For years, particularly during the 1920s—the open shop "American Plan" era—employers promoted and fostered "employee representation plans". They introduced a variety of schemes and welfare measures, ranging from athletic fields to pension plans, as well as such repressive measures as the use of spies and strike-breakers—all designed to weaken or disrupt bona fide labor organizations. They contributed heavily to the maintenance of these "employee associations" and with their dollars went tight control and domination of the leadership and policies of the helpless workers.

Such actions are now illegal. In fact, Section 8(a)(2) of the Taft-Hartley Act (carried over from the 1935 Wagner Act) states: "It shall be an unfair labor practice for an employer to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it . . ."

Proposition 18—a "right-to-work" law—gives legal recognition to company unions to come in through the back door. It permits an individual who hates bona fide labor organizations or an employer-planted stooge to choose a company union as a means of destroying true collective bargaining.

VOTE NO ON PROPOSITION 18.

## A "Right-To-Work" Law Defies Public Policy



The only means of keeping the nation and state on an even keel is through organized labor. Our

national and state welfare is based upon the free flow of commerce between labor and capital.

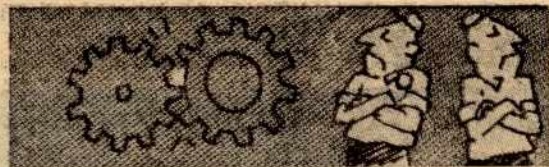
In fact, Section 1 of the Taft-Hartley Act states: . . . "The inequality of bargaining power between employees who do not possess full freedom of association or actual liberty of contract, and employers who are organized in the corporate or other forms of ownership association substantially burdens and affects the free flow of commerce, and tends to aggravate recurrent business depressions, by depressing wage rates and the purchasing power of wage earners in industry . . ."

Section 923 of the California State Labor Code reiterates this Federal public policy by stating as the public policy of California: "Negotiation of terms and conditions of labor should result from voluntary agreement between employer and employees . . . In dealing with such employers, the individual unorganized worker is helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment . . ."

Proposition 18—a "right-to-work" law—is designed to restore this inequality of bargaining power, thus depressing wage rates and the purchasing power of wage earners which leads to an inevitable depression.

VOTE NO ON PROPOSITION 18.

## A "Right-To-Work" Law Takes Cog Out of Wheel



An open shop is like a wheel with a missing cog. Leave this one cog out and you have a rough-running

piece of machinery. And so it goes for a non-union shop.

In the absence of any union security the internal plant relationships between workers will deteriorate because those who support union membership will regard those who do not as "free riders" and "chiselers" and preoccupation with enmities retards production. Why, oh why, can't anti-union employers see this? And it is indeed proper that the members hold this animosity toward the non-member. The non-union worker in the shop where wages and working conditions reflect labor union activity falls heir to benefits from the efforts and sacrifices of the union members. He who takes these benefits should share in the cost and effort required to achieve them.

Proposition 18—a "right-to-work" law—has as its sole purpose the prohibition of any and all union security agreements. This means that union members must work with non-union workers in a compulsory open shop. Individual union members could be sued for damages for merely suggesting to an employer that he hire union members because they may be better workers. Any attempt to negotiate or achieve a union shop could mean jail sentences for union members and union officials who do so.

**Vote 'NO' on 18**



## Union Agrees on Gas Servicemen Training Entrance Requirements

Discussions on entrance requirements of employees for Gas Servicemen Training have been concluded by the Apprenticeship Training Committee with the signing of a Memo of Agreement with the PG&E Company, to be effective Aug. 1, 1958.

Local 1245's Committee members, John Matulich, Jerry Woerner and L. L. Mitchell and Company members Willard Murray, Ed Sibley and Percy Oldershaw arrived at agreement on establishment of four basic minimum requirements—Educational, Dexterity, Writing Legibility and Spelling.

The Wonderlic Personnel Test, with a passing grade of 18 required, will be used as a measure of education. In computing scores, credits for age were established in order to balance the advantages of those just recently out of school and who are more familiar with testing procedures. The prime consideration being to make the test as fair as possible for all.

Proficiency with hand tools will be measured by the Hand Tool Dexterity Test which is now being used in many other utilities throughout the nation. It involves the removal of various sized nuts and bolts from one board and re-assembling them on another within a prescribed time limit.

Legibility and accuracy of writing is to be tested by use of a prepared statement which must be copied within a time limit.

Spelling will be determined by the correctness of words normally used by the employee taking the test. The employee, in this test, will be given five minutes to write an essay on an assigned subject. To pass, 80% of the words used must be spelled correctly.

All tests must be passed in order to enter the Training Program. All persons who pass, regardless of score, will enter the program in the order of their eligibility of consideration in filling vacancies under the Job Bidding provisions of the Agreement.

Disputes arising out of selection of employees for training, fairness of administration or correction of tests, will be referred to Union's member of the Division's Joint Investigating Committee as provided under the grievance procedure.

Complaints concerning the fairness of administration and correction of a test will then be reviewed jointly by the Company Chairman of the Apprenticeship Committee and one Union

member of the Committee before a final decision is made on the test's results.

Testing will be handled by the Division Personnel Departments. Persons failing to meet the requirements will be notified in writing of their disqualification. The employee can request an interview to discuss the reasons for the failures and the area of weakness which may be indicated. Any review of actual test papers will be made jointly by a Union member of the Apprenticeship Committee and the Company's Chairman of the Committee.

Employees who wish to qualify for entering the program shall notify their supervisor in writing of their intent. Tests will be arranged by the supervisor and will be taken on Company time.

An employee who does not pass the test the first time will not be eligible for re-testing until a period of at least three months has elapsed. He will not be required to retake any tests on which he has received a passing grade. If he fails the second time, he will not be eligible for re-testing until at least a year from the date of the second failure has elapsed, after which the test may be taken for the third time. The Company shall not be required to give further consideration for Serviceman Training to any employee who fails a test for the third time.

This Agreement represents almost six months of hard work by this joint Committee. While it does not provide all the answers to problems relative to qualifications, it does establish minimum standards which are definable and which will be known by all.

It will provide each individual who wishes to enter the training program with the opportunity to prepare himself before an actual vacancy occurs.

Although it has taken quite some time to work this Agreement out, it has been thoroughly reviewed and general principles have been established which may be used in preparing other Agreements. Work is continuing and Agreements should be ready for signing for other classifications more readily than was possible here.

Union's members of the Apprenticeship Committee noted that every point raised by them was given utmost consideration by the Company members of the Committee. They state that the attitude and cooperation in arriving at their recommendations was a real example of Union-Management relations.

## Union Wins Meal Case

(Continued from Page 1)  
vail. But the Capitalized words are missing from the Section. And they are not clearly implied by the phrase "for as long as such work continues."

With regard to the phrase, "... such employee shall not be required to work more than five consecutive hours without a meal..." the Company holds to a position which is, as the Union points out, not consistent with belief that the capitalized words (in the paragraph above) must necessarily be implied. At the end of five hours of such work, says the Company, the employee has qualified for a meal even if work stops at that time.

We cannot read in the wording of the Section a distinction between the two periods of time—(1) approximately four hours, and (2) five hours—insofar as the employee's entitlement to a meal is concerned. He is entitled to it at the end of approximately four hours. The Company may postpone supplying it for a time, not to exceed five hours in length. The word "approximately" gives a degree of indefiniteness to the time when the meal must be supplied. It does not have the additional effect, as the Company believes it to have, of giving indefiniteness to the employee's entitlement to a meal.

The Company observes "the one-half hour at the overtime rate which is demanded under this grievance amounts only to extra compensation". The same observation can be made when, at the end of five hours of such work, a half-hour is demanded.

Of course, our award applies to this grievance only. The case is one wherein emergency work was performed at night by a day-shift man. Different reasoning might well apply in the case of emergency work performed under different circumstances.

AWARD—The question submitted to Arbitration: "Pursuant to the Provisions of 104.2 of the Agreement dated September 1, 1952, as amended, did the completion of exactly four (4) hours of emergency work (7:00 p.m. to 11:00 p.m.) wholly outside of his regular work hours on a work day entitle George Tully to a meal to be provided by the Company?" is answered in the affirmative.

During the period in which this case has been in the grievance procedure, certain other meal grievances involving this question have been filed at the Division level. These cases have been held, pending the outcome of this case.

With this decision being rendered it will clear up these cases and will be the basis of settlement of disputes involving situations of a similar nature in the future.

The decision clearly outlines that a person qualifies for a meal in four hours and not five as stated by the Company. The meal should be furnished when this qualification is met if it can be done. Only justifiable reasons for delaying the meal should be used and then not beyond one hour.

Cooperation by both Company agents and the employees is necessary in order that good judgment is used in cases where meals are to be eaten on the job. Prior planning and discussion on timing of work processes and meals would eliminate many problems in administration of Title 104 of the Agreement. We urge that this be done.

PROPOSITION 18  
WOULD BAN UNION SHOP.

## PG&E Plans to Convert Geyser Steam to Power

Plans to produce electric power from the natural steam of geysers were disclosed recently by the PG&E Co.

The Company announced that it had signed a letter of intent with the Magma Power Co. and the Thermal Power Co., leaseholders of geysers property on the remote, hilly border of Sonoma

and Lake Counties. Following the consummation of a definitive contract as outlined in the letter of intent, PG&E will file an application with the Calif. Public Utilities Commission for authorization to install a 12,500 KW generating plant on a hilly slope of Big Sulphur Creek.

Additional generating units are contemplated if the first installation proves successful and sufficient new steam wells are produced. The initial cost to

produce and transmit the power will approximate \$2 million.

Another "first" for PG&E, this would mark the American beginning of the use of geothermal steam for the commercial production of electricity. It also would be the world's first all-privately-financed geothermal plant. There is a government-subsidized geothermal plant in Italy and the New Zealand and Mexican governments are developing two others.

## Confusion on 'Work' Law!

A review of the opinions expressed in heated debates in neighborhood taverns, in restaurants and other places where people congregate over Californians' proposed "Right-to-Work" law—Proposition 18, Employer-Employee Relations—indicates a considerable degree of confusion and misunderstanding about union security in general and the union shop in particular. It's a shocking fact, but let's face it! A great number of Californians—perhaps the majority—know little or nothing about union security, and much of what they think they do know is wrong.

First, many persons are generally ignorant or misinformed about the difference between the union shop and other forms of union security, notably the closed shop. Second, they apparently do not understand the nature and effect of the Taft-Hartley restrictions on the closed shop. Finally, they have the confused notion that a so-called "Right-to-Work" law will somehow prevent corruption in a labor union.

As a union member it is your duty and responsibility to put these misinformed persons straight on the issues involved—whenever and wherever the opportunity presents itself. Erroneous statements must not go unchallenged! Remember, as long as there is one single person advancing arguments based on misinformation and as long as that person has one other as an audience, there are two persons, both of whom will be potential "YES" voters on Proposition 18.

Time is growing short and there are far too many people who don't know the facts, so let's get with it!

### WHAT ARE THE FACTS?

In discussing the "right-to-work" question, it is imperative that the term "union security" be clearly understood.

There are three principal kinds of union security that "Right-to-Work" laws make illegal:

1. CLOSED SHOP—Only union members may be hired. (The closed shop is already illegal and is not permitted by either the Taft-Hartley Act or "Right-to-Work" laws.)

2. UNION SHOP—Workers need not be union members when hired, but must join the union within a specified time after they are hired and must remain members while working on that job.

3. MAINTENANCE OF MEMBERSHIP—Workers need not join the union but those who are members of the union at a specified time after the agreement is signed, or who voluntarily join

the union, must remain members for the term of the contract.

It is extremely important to remember that union security arrangements can be included in a collective bargaining agreement ONLY if:

1. The union is the recognized bargaining agent for the workers, having been endorsed by a clear majority of the employees AND

2. The union members have asked management for a union security clause in their contract, AND

3. The employer agrees to include the clause in the contract.

That is the sum and substance of what "Right-to-Work" is all about. The law does nothing other than forbid any and all of the above types of union security.

There is another equally important fact which is totally overlooked in these union shop arguments. The Taft-Hartley Act provides that upon filing with the NLRB—by 30 per cent or more of the employees covered by a union shop agreement—a petition alleging that they desire to rescind such agreement, the NLRB will conduct a secret ballot election among the employees. If the majority want it cancelled, so be it!

Why in the name of common sense is it then necessary for enactment of another law when existing legislation already permits what "Right-to-Workers" state is needed to safeguard the so-called rights of workers?

### WILL "RIGHT-TO-WORK" PREVENT CORRUPTION?

Absolutely not.

In fact, a "Right-to-Work" law can strengthen the hand of a racketeer union leader. The withdrawal of members from a corrupt union leaves the crooked leader free to consolidate his power.

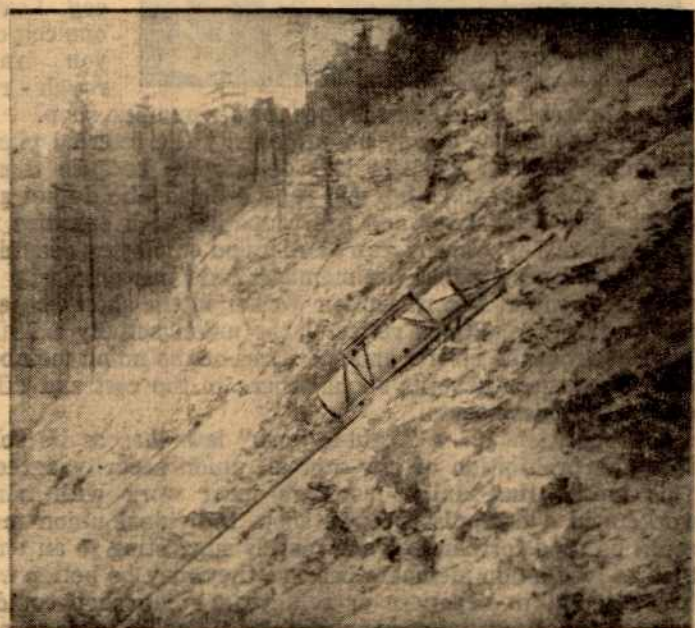
Workers bound by a union shop contract are far from powerless even in crooked local unions.

•They can work to get enough votes to throw the crooks out of office.

•They can try to get support for a clean-up from their international union, and if affiliated to the AFL-CIO, from its Ethical Practices Committee.

•If both these approaches fail, they can petition the NLRB—as explained above—for an election to decertify the bad union and later they can get a good one.

All of these courses require workers to team up and assume responsibility for a bad situation. The "Right-to-Work" approach means withdrawal and surrender, an evasion of responsibility.



Grunt project is this task of sliding heavy penstock pipe up steep mountainside on the Caribou No. 2 powerhouse project on the Feather river.



# Annual Fight is On

The next round in man's bout with the insects comes up this summer and fall. There was no official "weigh in" before this fight, but we have a pretty good idea of the statistics. Man stands about 5'-10" tall to the insect's 3/4"; he has a reach of about 36" to the insect's 1/16"; his

Welfare announced an insecticide, DDVP, which is believed to be more effective than the earlier DDT. Many insect strains which have developed a resistance to the old DDT are highly susceptible to DDVP. DDVP is also considered potentially less harmful to human beings.



**YOUR ANNUAL BOUT with insects has already begun—you can win this year by taking a few simple precautions.**

weight is about 150 pounds compared with the insect's 1/560 of an ounce. If this doesn't sound like much of a fight, just wait until you're trying to get some sleep about 2 a.m. these hot summer nights. You'll find that this is one fight in which a statistical comparison doesn't indicate the probable winner and that the best way for you to handle the fight is to avoid it.

Some practical suggestions to help you avoid it have been developed by The Yale & Towne Manufacturing Company from the company's recent study on the discomforts of summer.

Heat and humidity have been discussed so often that the expression, "It ain't the heat, but the humidity," has almost become a national folk saying. According to the findings of the Yale & Towne survey, however, the American public bears up better under the heat and humidity than it does under the onslaught of flies and mosquitoes and the constant slam-bang of screen doors.

Did you know that a single pair of flies can produce 191



**191,000,000,000,000,000,000,000 offspring can be produced by a pair of flies in a few months.**

septillion offspring in one summer, if all lived? That number written out looks like this: 191,000,000,000,000,000,000,000,000—191 followed by 24 zeros. This estimate was made by the National Pest Control Association.

The U. S. Dept. of Agriculture's Bureau of Entomology and Plant Quarantine confirms that the number of flies and mosquitoes is fantastic, and adds that both insects are present in every state in the U. S.

Because these insects are known transmitters of dangerous diseases, State and Federal Government Health Depts. have long conducted research on insecticides. Recently the U. S. Dept. of Health, Education, and

It is important to take steps to destroy the breeding places of flies and mosquitoes, and equally important to keep these insects out of the house. To safeguard your home against these pests, and to ensure your summertime comfort, Yale & Towne's research survey presents the following helpful hints to householders:

Hang screen doors to open outward, and equip each with an airliner door closer and a screen door key latch or lockset to insure doors that close quietly and stay closed.

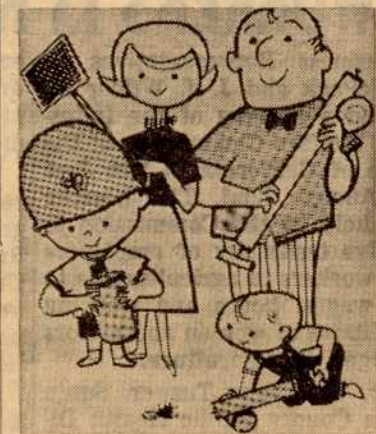
To provide ventilation without sacrificing security, use double-duty window locks to lock windows in a partially open position.

Use space-sprays or aerosol bombs in the house.

Use new super-repellent chemicals on skin and clothing.

Use residual sprays that will stick on screens, porches, and garbage cans.

Play safe with 16-mesh-to-the-inch screens on doors and win-



**YOU AND YOUR FAMILY can utilize modern weapons in this year's fight against insect pests.**

dows to keep out all insects.

Keep water from accumulating in tin cans, eaves, troughs, and street gutters.

Use larvicides on standing water in pools or ponds.

Use fly traps, fly papers, fly poisons, fly electrocution devices, and fly swatters in the homes.

Detailed information on specific chemicals to use in the battle against flies and mosquitoes may be obtained by writing the Bureau of Entomology and Plant Quarantine, Dept. of Agriculture, Washington, D. C.

Make up your mind to follow these suggestions and avoid losing another round of this seasonal fight to insects and other summertime discomforts.



**YOU CAN LIVE through the summer and like it if you guard against insects, slamming screen doors, and poor ventilation.**

**Buy Union—Be Union!**

# Secret Dope For Men Only

Statistics to prove that women are very important in this world of ours were recently printed in the *ELECTRICAL WORLD* and we men should take a close look at the following list.

More women vote than men. They outnumber the men by 2 million in the U. S.

They own 51% of the stock of all corporations.

They own 74% of the new homes, 40% of all homes.

They make 85% of all the nation's retail purchases.

They influence 85% of all consumer buying in the U. S.

They own 1/2 of all shares in AT&T, GM, U. S. Steel, and 40% of all railroads.

They own 65% of all assets in mutual savings banks.

They file 45% of all income tax returns.

They influence the decision of 90% of all car sales.

They influence the decision of 62% of all hardware sales.

They influence the decision of 77% of all sporting goods sales.

They receive 70% of estates left by men.

They are beneficiaries of 80% of all private life insurance.

The listing ends with this comment: "We men may earn it but women decide what to do with it. Maybe this is our audience?"

These figures show that the members of the fair sex outnumber us, outvote us, are richer than we are, are more influential than we are, and although a terrific blow to our ego, are probably smarter than we are. Who says this is a man's world?

We believe, however, that with a bit of charm and "soft soap" we can have some influence on our wives, sisters and mothers.

If they control the purse strings—and these figures certainly show that they do—let's sit down and have a heart to heart talk with them and convince them that anything affecting your paycheck will endanger this envied position which they hold.

Let them know that Proposition 18, Employer-Employee Relations—the infamous "right-to-work" law—is designed to cut your paycheck. We're certain they'll understand.

## New Language!

The Eisenhower Administration's doubletalk on the recession and mass unemployment finally exhausted the patience of Rep. Lee Metcalf (D-Mont.). Charging that the administration is working harder at re-writing the dictionary than at ending the recession, Metcalf pointed a wrathful finger at such Republican terms as "peaking out," "upturn," and "downcurve." Said the exasperated Metcalf, "I don't know about the upturn in the downcurve of the rolling readjustment, but the bottom sure is falling out of the English language. Until the present emergency ends, parents may want to take their children for walks during the newscasts—or we will have a generation that speaks in terms of things flattening upward or leveling downward."

## Taxes Killing Rich?

Since 1945, the number of families with a net worth of \$500,000 or more has risen from 16,000 to more than 28,000—out of about 45 million families in the U.S.

# Family Features



## Soggy People

By JANE GOODSSELL

Most people refer to winter as the wet season but, if you ask me, winter is hardly moist compared to summer. Winter is merely damp. Summer is waterlogged.

Summer is melting ice cream cones, drippy popsicles and oozing fruit. It's wet bathing suits all over the place and soggy towels on the bathroom floor.

It's a lemonade stand in the front yard, a sinkful of half-squeezed lemons and water splashed on the kitchen floor. It's sticky, sand-covered bottles of suntan lotion, lying on the furniture and calamine lotion dribbled on the bathroom woodwork.

It's starfish boiling on the kitchen stove, sand dollars on the windowsills and several dozen drippy clams on the kitchen table.

It's a garbage can filled to the brim with watermelon rind five days before the garbage collector is due again.

It's sandbuckets being carried into the bathroom to be filled with water and taken outside again. And it's two small people just happening to bump into each other on the way out so the water is spilled on the living room rug.

It's a constant demand for something to drink. From your children it's, "We're thirsty, and we don't want water. We want root beer" And from your husband it's, "Why don't you whip up a nice big pitcher of something?"

It's the radiator in the car boiling over and it's sticking to everything you sit down on. It's assuring everybody that it sure is hot enough for you and agreeing to suggestions that everybody put on their bathing suits and go under the hose.

It may be quite true that it never rains but it pours. But it's only when it doesn't rain that it's really wet.

## LIVE A LITTLE LONGER

### Handling Insect Lamps

BY DR. WILLIAM A. SAWYER  
IAM Medical Consultant

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

"Recently my wife bought a Bug-master lamp for killing insects," writes a machinist. "This lamp kills insects by exposing them to Lindane vapors. We are rather worried that these vapors may do to our five children, the youngest of whom is just six weeks. I would appreciate any information you have."

This electric insect lamp vaporizes a chemical, in crystal form, called Lindane. This is more powerful than DDT. It kills roaches, silverfish, ants, spiders, flies, mosquitoes, fleas, moths, gnats, and other small flying insects, so the label says.

Like many new chemical products, Lindane has undergone a period of conflicting opinions as to its effect on humans. Its chemical name is benzene hexachloride, a poison, and if swallowed in large enough quantity, requires prompt attention of a physician and administration of an antidote.

According to the manufacturer, sufficient laboratory experiments have been conducted to prove that the vapor put forth by these lamps is not harmful to humans when used as a vapor. The Food and Drug Administration, whose job it is to know about such things, agrees that these lamps are not dangerous unless they are used where food is being prepared or served.

Foods with a high fat content as butter, cream, cheese, chocolate bars and others absorb the Lindane vapors and hold them, so that when these foods are eaten, a rather large dose of the chemical may be swallowed. I am informed that many of these lamps are used in cafeterias and lunch rooms, where they operate more or less continuously.

In answer to this member who wants to use it in his home, I

would advise that where there are children, I would use it only occasionally during the day. Too much of the vapor causes headaches, nausea, vomiting, irritation of the eyes, nose and throat. Ordinarily the amount of the chemical released by the lamp is not dangerous. If one rubs his hands on the surface of furniture where these lamps are used, and then licks them with his tongue, he would not get enough of the chemical to do any harm. It's only the accumulation of it in the fatty foods that may give enough Lindane to cause serious trouble.

The damage done by it to the human body is similar to that done by DDT. Although symptoms and treatment are similar, Lindane is more acutely poisonous than DDT, but unlike DDT, it is not a chronic poison—it does not accumulate in the body and continue to do harm.

If the chemical is swallowed it depresses breathing and affects the central nervous system, resulting in restlessness, muscle spasms, and convulsions. There may be other effects also.

Washing out the stomach and giving saline cathartics are the best immediate treatments. This is something that very few will have trouble with but it points up the fact that it pays to be on guard with any chemicals that we breathe.

California is a Union State—  
We Like it That Way.  
Vote NO on Prop. 18.

**MOVING?**  
SEND US YOUR  
CHANGE OF  
ADDRESS



# YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

During the current barrage aimed at Unions, the phrase "labor bosses" is included in many speeches, news releases, syndicated columns and political campaigns.

Recently it was noted in a reasonably conservative national publication that the Republican



R. T. Weakley

Party was short of campaign issues. Not much could be made of foreign policy, the national debt, prosperous times and the usual major issues, so it seemed that Labor appeared to be about the only issue that could be developed.

The main issue concerning labor is always its ability to corner a slice of the corporate pie for its members. Those who desire more of the corporate pie for themselves naturally oppose effective organization of workers. This difference of opinion needn't be a vicious one.

One of the major techniques employed by some who view labor as a natural opponent in the game of "division-of-wealth" is to attack labor leadership. Therefore, we have before us today, a distorted picture of a labor leader, designed to create a psychological image in the minds of the general public.

The use of the phrase "labor boss" suggests that he may be defined as one who has authority over workers and like in the TV western, he is the "bad guy." This villain is being built up by Madison Avenue hucksters into a national menace, a threat to our security and a major campaign issue.

Real issues such as our ability to avoid atomic annihilation, a floundering economy in the greatest industrial potential in history, the educational crisis with its counterparts, juvenile delinquency and crime, and the civil rights of our citizens, are lucky to get equal newspaper

space and air time with Hoffa.

It seems that we are being called upon to single out a symbol upon which we can vent our spleen, blame for our economic and social ills, and use as a whipping boy and a diversion from the spectre of insecurity.

The "labor boss" is charged with the crime of raising wages to the point of threatening our economic structure. Quietly ignored is the fact that corporate profits are and have been enormous for some time.

The "labor boss" is charged with consorting with and doing business with the criminal syndicates. Yet Walter Reuther, a victim of gangland gunfire, is not excepted in the suddenly righteous campaign against the "labor boss." The fact is that a number of big businessmen who write the words and music for the Madison Avenue Glee Club played footsie with Dave Beck, faded hero of "business unionism."

The minute group of Union leaders who have betrayed their trust could not have done so without active cooperation or passive acceptance by Employers.

What could a labor racketeer sell or to whom could he sell unless there was a product and a market? His only product is controlled labor and his only means of control depends upon the cooperation of the employer. His market is any employer who will do business with him.

Much fanfare was developed in the last session of Congress which was supposed to end up with some Federal legislation designed to curb abuses in the field of labor-management.

Nothing was done. Legislation covering internal union matters naturally got mixed up with internal corporate matters. The result was that the National Association of Manufacturers and the U.S. Chamber of Commerce were credited with scuttling the Kennedy-Ives labor reform bill.

Similarly, legislation designed

to clean up health and welfare administrative abuses, was killed off by powerful lobbyists when the reform prescription included a dose for some big insurance companies.

George Meany has led a reform movement unequalled in recent times in any major segment of our American society. Unions representing nearly 2 million workers have been ousted because certain of their leaders have not complied with the AFL-CIO Code of Ethics and other provisions of its constitution. What other group, including big business organizations and the major professions, have backed up moral principles with such action?

The answer is none.

Yet, those who bleat loudest about the "labor boss," and dump Meany and Reuther and others into the same false category, are staking their political future on their ability to sell this false image, the villainous "labor boss," to the American public.

It is an appeal to ignorance, a campaign of hatred, and an insult to the intelligence of the American people.

As one whose job is to work for and to represent our members and their families, I do not lump all corporate executives in the category of the aforementioned hypocritical industrialists who are a party to a vicious attack on my colleagues in the dedicated profession of union leadership.

I do, however, lump those who are leading this vicious attack with the few traitors in labor who suffer from the same moral sickness. Our nation and the world will be a better place in which to live when the man in business, the working man and the man in Government realize that morality is not a product of legislation but a code of decent human conduct, controlled only by the honesty and decency of the individual.

## G. C. STEWARDS MEET; EXPENSES MAJOR TOPIC

A conference for Shop Stewards working in PG&E's General Construction Dept. was held in Local Union headquarters on Saturday, August 9th. Participants traveled from as far north as Red Bluff and from Needles in the south and are to be commended for their interest and efforts in

The conference agenda included discussion of the Shop Stewards' duties and responsibilities, protection of the Local Union jurisdiction and maintenance of work opportunities for its membership, communications between the membership and the Business Office and the matter of General Construction "expense allowance" provisions, with the latter two items receiving emphasis.

On the communications problem, several suggestions were made including Shop Stewards' meetings, quarterly reports from the Stewards to the Business Office and vice versa, an improved method of notification to the Business Office of Stewards' current work locations, and various ideas for improving contact between Stewards and the Business Reps. in the field. These suggestions or modifications thereof will be utilized as time permits their implementation, and with the cooperation of all concerned, improvements should result.

At this Conference, a committee consisting of Stewards T. O. Williams, L. M. Crandall, John Scheeringa, E. L. Rochester and Peter E. Pelucca was selected to

meet with PG&E to discuss G.C. Dept. expense provisions and requirements.

On August 18, the Union's Committee, together with Asst. Bus. Mgr. M. A. Walters and Admin. Asst. Scott Wadsworth, met with the Company's Committee in an exploratory meeting. Union contended that an increase in the expense allowance was justified due to rising costs. While not denying the justification for increased allowances under certain conditions, Company contended that the matter of expenses had strayed from the original intent and that a review was in order on the matter of qualifying for expenses and on residence area.

Company raised the question of a case pending before the U. S. Supreme Court involving expenses and taxes and felt that the decision in this case would have a considerable bearing on the matter before the parties.

As previously agreed, Company supplied Union with the results of the survey it had made relative to the subject matter and both parties are now studying the facts in preparation for a future meeting.

## Union and PG&E Hold Meeting on Steam Jurisdiction

Meeting with PG&E on August 22nd, John Luscutoff, Kenneth Baird, Donald Peters and Asst. Bus. Managers L. L. Mitchell and M. A. Walters presented Union's position on performance of maintenance work in the power plants. Company pointed out that there would be an increase in this type of work and both parties agreed that it was desirable that it be done by Company employees.

The purpose of the meeting was to discuss methods of supplying sufficient workmen to perform the work and to explore procedures for establishing the conditions under which the work would be done. While no definite conclusions were reached, it was agreed that Title 201 and Section 202.17 of the agreement should be the basis for determining conditions under the present contract.

The possibility of eliminating previously encountered problems, by joint interpretation of the agreement, was discussed as was adequate advertising of the actual conditions which would apply to these jobs prior to the start. Possible use of longer work periods to shorten the time away from home was also explored.

These discussions will be re-

## IBEW BACKED CANDIDATE WINS IN NEVADA ELECTION

Grant Sawyer, young and progressive District Attorney of Elko County, Nevada, startled veteran political observers by a smashing victory in Nevada's primary election held on September 2nd.

Sawyer won the Democratic nomination for Governor of Nevada and will square off with incumbent Republican Governor Russell in the race for the top political spot in Nevada in the forthcoming general elections.

Of special interest to the members of Local 1245, Sawyer's candidacy was solidly backed by our Reno Unit's Political Education Committee and the Local Union Executive Board.

A move by officials of the Nevada State AFL-CIO to get support for Sawyer's leading opponent, Harvey Dickerson, incumbent Attorney General, at the recent State Convention in Las Vegas was thwarted by the delegates who in majority, resented the pre-determined selection procedure and this resulted in no endorsement for any candidate for any office.

Local 1245 delegates were impressed by the sincerity, ability, and straight-forward program of Sawyer who was given the op-

portunity to address the Convention. Subsequently, Sawyer appeared at the Reno Unit meeting and was carefully examined by the membership who recommended full support of his candidacy to the Executive Board. The Board also examined Sawyer and concurred in the Reno Unit recommendation. Active campaigning and financial support was forthcoming thru the Reno Unit Political Education Committee and it is felt that our Nevada members played a great part in the Sawyer victory.

Sawyer's chances appear to be excellent in the General Election. This victory proves that a grass-roots campaign can still defeat powerful entrenched interests, big money and personal prestige partisanship by some Labor officials. When the people are registered, know the issues and then turn out at the polls, we are still safe from selfish-interest political machines.

## PLIGHT OF CALIF. FARM WORKERS IS RELATED

Business Representatives D. J. McPeak and J. J. Wilder attended a hearing of the Industrial Welfare Commission of the State of California in San Jose on August 22nd. The hearing was held by the Commission to receive testimony of employers and workers in agriculture as to the wages, hours and working conditions of women and minors engaged in agriculture.

Dr. W. Elwyn Turner, Santa Clara County Public Health Director was the first to speak, attacking poor sanitary conditions in growers' temporary camps. "In 1957, about one out of every 291 migrants was attacked by shigellosis (bacillary dysentery)," he reported. "... the morbidity rate among migrants was 24 times higher than that for the remainder of the country."

The position of the employer group was generally that their workers are well paid and that conditions were good for women and minors. Statements were made that many housewives work for "pin money" and students work for "extras" when they return to school. A berry grower from Watsonville stated "If regulations are forced on us, we will have to discontinue producing berries." The threat of mechanical pickers was raised, if the cost of manual labor became too high for the employer to pay.

Mrs. David Rose, representing the 6th District of California PTA spoke on behalf of youth working. "Just give the kids a chance, we know that they are not being exploited", she stated. Mrs. Rose said that the PTA is against any law or ordinance which would limit the number of children working on a ranch or set any ratio between adults and children.

Mary McFarland, of the home mission staff of the National Council of Churches, testified that farm families "are not able to earn even a bare minimum existence." She cited one case of a family of 11 that earned \$2491 last year, with the wife and three older children working. She testified that another moth-

er told her: "We have 11 children. Rosemary is nine, she can pick many prunes. We need the money."

er told her: "We have 11 children. Rosemary is nine, she can pick many prunes. We need the money."

Father John MacDonald cited recommendations of a study group of the National Catholic Rural Life Conference that the United States should end pacts under which it last year imported 178,944 Mexican Nationals.

Cruz Alanis testified that he worked from 12 to 14 hours a day in the fields and that he would not let his wife or children work in the fields because "I don't want to kill my wife and kids from the low wages in the fields."

Rosa Flores and Ramona Saranenia, workers, testified as to the lack of sanitary facilities and drinking water in the fields.

Ernesto Galarza, of the National Agricultural Workers Union, testified that he had asked 12 heads of workers' families to testify but, fearing reprisals, only two took the stand. He cited a case in which a Mexican National after working for 48 hours in the fields, owed the employer 66c, after deductions for housing and medical expenses.

## Sacramento Transit Wage Offer Rejected

Local 1245 members working for the Transit Authority of the City of Sacramento voted overwhelmingly on August 25th to reject the results of negotiations. While not dissatisfied with the Authority's offer on working conditions, the membership felt that the offer to increase wages 3.64 per cent was entirely inadequate.

Union's Committee composed of George Higgins, Bus. Rep. Al Kaznowski and Asst. Bus. Mgr. M. A. Walters, in an effort to reach a satisfactory conclusion, have arranged to appear before the Authority's Board of Directors on Sept. 16 and will at that time present Union's arguments in support of a larger increase.

Has your union won the Honor Award for 100 per cent voluntary contributions to COPE?