

YOUR Business Manager's COLUMN

Governor Brown's inaugural speech covered 14 points of major interest. Our new Governor has a tough job on his hands and like all newly elected public servants,



R. T. Weakley

he is faced with matching his public pronouncements with satisfactory results. One of his points touched on economic opportunities for California's minorities. This point, described as "Equal Job Opportunity," is a real civil rights issue here in our State.

Brown mentioned the words, "race, creed, national origin and age," in connection with the problem of job discrimination. All of these factors concern many job seekers who have had bitter and personal experiences when hit with direct or subtle discriminatory hiring policies.

The fact is that we Americans do practice some social and economic discrimination against other Americans. We know it, the world knows it, and now we are faced with a real problem in trying to conduct a successful foreign policy with the majority peoples of the world who are not of the so-called white race.

One thing we can do about it is to start right here in the Nation's fastest growing state and tackle the problem raised in Governor Brown's speech. Certainly, the issue is an economic one to begin with because no one can enjoy the rights and privileges of our democracy unless he or she can earn a decent living.

California probably has done a better job of affording equal job opportunities through voluntary efforts than many States. Yet, we do a worse job than many other States. In any event, the issue is drawn through the position of the Governor and of the members of the Legislature.

The method of accomplishment is the passage of law to implement the principles set forth in the United States Constitution on a State level. New York, Oregon and others have done so with generally successful results.

Some management groups, such as the California Manufacturers Association, are reported as being opposed to Fair Employment or better known as FEPC Legislation. They will be active in this session in Sacramento along with other groups who feel they have the right

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PG&E Pensions Improved, Ratified by Membership

At Unit Meetings held between 12/8/58 and 12/18/58 inclusive, the membership in attendance voted overwhelmingly to accept the results of negotiations with the Pacific Gas and Electric Company which resulted in amendment of the Union Pension Contract.

As provided in the Union Pension Contract, dated January 1, 1954, the Union and Company exchanged proposals on October 30, 1958 with respect to amendment of said Contract. Union's proposals were primarily designed to advance principals, which would provide various forms of security, in addition to increasing retirement income. On the other hand, Company did not propose any changes, but did agree to include in the amended Agreement any refinements which might be mutually agreeable.

Actual negotiations were started when the Committees representing the parties met on November 5th. This first meeting was devoted primarily to the Union's Committee explaining its proposals for purposes of clarification and resulted in the Company submitting counter proposals to the Union on November 14th.

CUCC Is Given 1245's Contract Proposals

The opening shot was fired in what will be an almost constant series of negotiations for Local Union 1245, when on December 26, 1958, notice of Union's desire to amend the Agreement, effective February 28, 1959, was served on the Citizens' Utilities Company of California, which provides telephone service to several communities in Northern California. These negotiations, which are scheduled to begin in Redding on January 21st, will be the first in a series of negotiations with respect to wages, hours and other conditions of employment between now and September 15, 1959 for eleven different groups represented by Local Union 1245.

In its submission, Union proposed that the Agreement be amended to provide the following major items:

1. An increase in the termination allowance for employees laid off with more than 4 years' service.
2. Three weeks' vacation after ten years and four weeks after 20 years.
3. Recognition of Washington's Birthday as a paid holiday.
4. An increase of \$1.00 per day in the present expense allowance when working away from home.
5. Establishment of joint safety and training programs.
6. Amendment of certain sections

At subsequent meetings on November 21st and 25th, the parties presented arguments in support of their proposals and in the true spirit of collective bargaining, modified their respective positions by either amending or withdrawing certain items in an effort to reach a mutually agreeable conclusion. This point was arrived at on December 2nd when the parties reached a tentative agreement subject to ratification by the Union's membership.

This agreement provides that the Union Pension Contract will consist of two parts. Part I refers to the fixed item representing subjects now included in such Contract and the amendments thereto as agreed between the parties. Part II refers to the variable items relating to the Employees' Savings Fund Plan. The amended agreement took effect as of January 1, 1959 and shall continue in full force and effect until January 1, 1964. (The amendments to Part I took effect on January 1, 1959. Part II, however, will not become operative until the required approvals are obtained. Steps are now underway to obtain these approvals and as soon as possible, the provisions of Part II will be put into effect.)

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PART I Amendments As Incorporated In Booklet Entitled "Your Retirement Plan"

1. Optional Retirement Date— The consent of the Company will not be required if an employee elects to advance his retirement date to the first day of any month during the ten year period immediately preceding his Normal Retirement Date. The language referring to Company consent will therefore be deleted from Section 5.

The last sentence of Section 5 which states "a fraction of a year shall be treated as a full year if in excess of six months" will be amended to provide for an interpolation by months of the discount factor rather than a portion of a year being treated as a full year if in excess of six months.

2. Termination of Service— Paragraph 9 will be amended to provide that an employee who has been a member of the Plan continuously for at least fifteen years shall have vested rights without an age requirement and in the alternative that the present vesting provision for those now in the Plan, requiring ten years of membership and age fifty (forty-five for a woman who joined the Plan before 1954), will remain in effect where it

(Continued on Page 7)

Visitors from Nippon

TOKUMARU, SHINICHI (Leader)

President, Chukoku Electric Power Workers' Union (Hiroshima)



TANAKA, MAMORU
Member of Central Executive Board, National Federation of Distilling Industry Workers' Union, SODOMEI (Fukuoka)

MIZUNO, HAJIME

(Secretary) President, Omuta Local, All Japan Seamen's Union (Fukuoka)



KURONUMA, TOSHIO
Treasurer, Kanagawa Metal Industry Workers' Union, SODOMEI (Tokyo)

FUJIHARA, MAMORU

Member of Central Executive Board, Chikko Shipyard, Hitachi Shipbuilding Workers' Union (Osaka)



HIGASHI-HAMA, MASAKAZU
President, Yoshitomi Pharmaceutical Workers' Union (Oita)

JAPAN UNIONISTS VISIT LOC. 1245

A team of Japanese trade unionists, in the United States under the sponsorship of the International Cooperation Administration of the U. S. Department of Labor, were hosted by Local 1245 on December 12, 1958.

The team was in the United States to study the structure and operation of local unions and collective bargaining processes. Mr. Ray Dolan of the Office of the International Labor Affairs, Department of Labor, contacted Business Manager R. T. Weakley and asked if this team could tour Local 1245 Headquarters as others have done in the past.

The team was composed of six union leaders, whose pictures are shown above, right.

Business Manager R. T. Weakley met the team in San Francisco at the Merger Convention of the State AFL-CIO, where they were introduced to the Convention. Mr. Shinichi Tokumaru, President of the Chukoku Electric Power Workers Union, Hiroshima-Ken, and team leader, addressed the Convention.

A tour of the Hunters Point Power Plant was arranged with the Pacific Gas & Electric Company and Representatives D. J. McPeak and W. S. Wadsworth accompanied the delegation on this tour. At Hunters Point Power Plant, they were met by Mr. V. J. Thompson of the Pacific Gas & Electric Company Industrial Relations Department and Messrs. E. J. Campbell and E. C. Coussens of the Steam Department.

Mr. R. B. Amorsen, Shift Foreman, conducted the tour and answered the many questions about the operation of the Plant.

The guests were then taken to Local Union 1245 Headquarters where they met Assistant Business Manager L. L. Mitchell, who conducted a tour through the Local Union offices and spent the remainder of the afternoon explaining our Local Union structure and operation and answering their many questions involving collective bargaining and Local 1245.

This group of trade unionists was very enthusiastic and energetic and demonstrated a great credit to the trade union movement in Japan.



The UTILITY REPORTER



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ELMER B. BUSHBY Editor
I. L. MITCHELL Assistant Editor
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"..So Proudly We Hailed.."

Francis Scott Key, witnessing the 25-hour British bombardment of Fort McHenry on Sept. 13, 1814, wrote a stanza on the back of an envelope containing all the emotions which a few brief words could express in seeing that "our flag was still there." This stanza, the basis for his famous poem, "The Star-Spangled Banner," was destined to become our National Anthem. And rightfully so!



All of the principles for which we stand are symbolized by our National Flag—principles for which countless American patriots have sacrificed their lives and fortunes.

In remembering why we have a Star-Spangled Banner and what it represents, we can not help but be a bit disturbed, yes, even frightened at the recent order of J. Lindsay Almond, Governor of Virginia, to haul down the United States flag from the lone flagpole atop the state Capitol in Richmond.

Federal law says no flag, except that of the United Nations, may be flown higher than the U.S. flag. So, rather than subordinate Virginia's state flag to the Stars and Stripes, Mr. Almond stated: "... This is the Commonwealth of Virginia and I want the Virginia flag to fly from this Capitol."

We suspect that the underlying motive in Governor Almond's actions has its genesis in the difference in the color of school children's skin and the historic decision of the U.S. Supreme Court, declaring segregation in public schools as unconstitutional.

Defiance of the Court's order to desegregate has been demonstrated in Virginia by the closing down of some of its free public schools to prevent integration. It has closed schools where children are taught that this is one nation, indivisible and where they pledge allegiance to the flag of the United States of America.

To continue such open and flagrant defiance, is, to this writer, an abomination. But to haul down the U.S. flag in retaliation is an utter disgrace!

Virginia, of all states, should be proud to fly Old Glory from every flagpole atop every state building in her domain. Home of the first permanent English settlement in America, she is rich in heritage and steeped in historic patriotism—10th of the original states; the birthplace, home and grave of two of this nation's greatest patriots, George Washington, Father of our Country and Thomas Jefferson, author of the Declaration of Independence. She was the scene of many bloody battles on which the fate of the nation was decided in the 18th and 19th centuries, and has given our country eight presidents—more than any other state in the Union. In fact, Virginia is known as the Birthplace of Presidents.

Yes, indeed, Virginia should be proud to display the Star-Spangled Banner, as an announcement to the whole world—a world where we are fighting for the minds of men—that loving our flag is tantamount to loving our country and the democracy it represents.

As Henry Ward Beecher stated: "A thoughtful mind when it sees a nation's flag, sees not the flag, but the nation itself."

In the court of world opinion we wonder what thoughtful minds see in Virginia!



**A STRONG UNION MEANS
 A BETTER UNION CONTRACT
 SIGN UP THAT!
 NON-MEMBER!**

YOUR Business Manager's COLUMN

(Continued from Page 1)

to refuse employment to anyone for any reason.

Supporting FEPC will be minority groups, most of organized labor, many church groups and social scientists.

There are some unions who have little or no involvement in hiring practices. This includes our Union. Some unions have contract clauses covering this matter and others who operate hiring halls have a great deal of control concerning hiring policies.

Generally, employer's control the great majority of day to day hiring decisions. Policies vary from non-discrimination to the most flagrant discriminatory exclusions for employment.

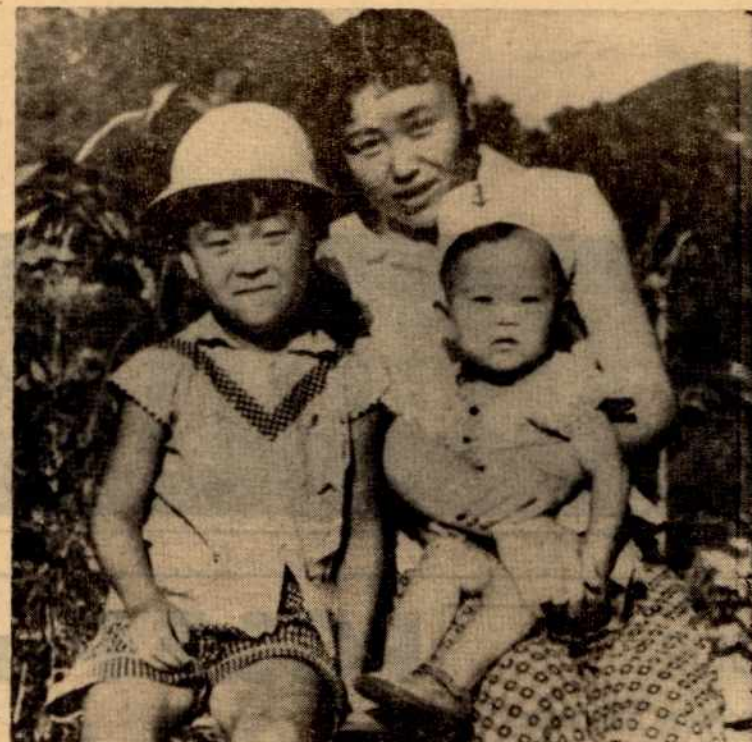
Unfortunately, some unions practice discrimination with regard to membership and job referrals. California even has some "jim crow" local unions and other second class arrangements which will accept dues but deny equal representation on the basis of color.

The policy of the AFL-CIO and the IBEW is against employment discrimination and for effective Fair Employment Practices Legislation on a National and State basis.

With California's spectacular growth and expanding economy must go the expansion of job opportunities and a rising standard of living for all Californians regardless of "race, creed, national origin or age."

Our enemies who spew propaganda designed to magnify out of proportion the deficiencies of our democracy can best be answered by constructive correction of such deficiencies. One of the best ways to correct one of them is for all Californians to join together to afford the right to the "pursuit of happiness" to all who must work for a living.

Along with any laws which are passed must go the personal responsibility of citizens and union members to apply our Christian and American principles every day by recognizing the dignity and rights of all other citizens. Remember, we as a nation are a minority in many respects in the world today.



Happy little family of Korean unionist Choi is shown in photo sent by him to the Utility Reporter. See his letter below.

"TO LOCAL 1245 MEMBERS"---

HANDS ACROSS THE SEA

(Editor's Note: We reprint here a letter from our good friend Choi, En Wha from far off Korea. A Union Leader and educator, Choi spent many days with us at Local 1245 and toured the United States a couple of years ago. We did not attempt to edit his letter and we think he does marvelously when we think of how difficult it would be to answer him in Korean!)

December 15, 1958

Dear Editor and Readers of Local Union 1245:

It elapsed almost 2 years from the time I visited to your Union Office. In past 2 years I have read your Utility Reporter in free charge therefore year-go-round and Christmas come I could not but express thanks from deep of my heart to all member of Local Union 1245.

Whenever the Utility Reporter reach to my hand my first son 6 years old who is just in the second class of primary school and 2 years old brown haired boy borned after I came back from the States open the parcial and took out one of them and urge me to explain the picture and comic column and my wife usually sitting behind boys said "Dear I really surprised to these American people are having so kind wormth-heart". And always urge me to send appreciation. Whenever I found difficult word in your Utility Reporter I catch its mean from my dictionary and these are becoming as my English Text Book of Labor's problem.

Your Utility Reporter is bring really bright to my family such as above and give a great hope and these days your Utility Reporter is became a one of most important reading material in my home.

I am translating 56 year's edi-

tion of your "I.B.E.W. Pamphlet" and contributioned on the KEPCO's Union's New Labor from September issue and it will be completed by following February. Your I.B.E.W. is first American Union which introduced to Korea by a unionist. You may wonder how the Korean Labor Union's movement is? Well whenever I complete my copy concerning Korean Labor Union's movement, I will contribute it to your Utility Reporter.

I hope that the I.B.E.W. and it's local 1245 will continue to grow and prosper.

I wish to promote the goodwill existing between your I.B.E.W. Local 1245 and our's.

With Christmas just around the corner

Merry Christmas and Happy New Year to all member of 1245.

Sincerely, Yours,

Choi, En Wha

Hwachon Power Plant, Hwachon Gun, Kanwon Do, Republic of Korea.

Sacramento Council Installs Officers

In the midst of the Legislative beehive and in spite of a rainy evening, the installation of officers of the Sacramento-Yolo Labor Council, AFL-CIO, drew a heavy crowd on January 7th.

Council President Lilas Jones of the Waitresses' Union chaired the ceremonial meeting organized under the direction of Council Secretary and State Federation Vice President Harry Finks.

Bishop McGuckin of Sacramento delivered the invocation and a long list of prominent guests were introduced.

Among those present were Tom Pitts, President; Neil Haggerty, Secretary; Manuel Diaz, Executive Vice President; M. R. Callahan and Lowell Nelson, Vice Presidents of the California Labor Federation, AFL-CIO. State and local government officials included Lieutenant Governor Glenn Anderson and Mrs. Anderson, Sacramento's Mayor Azevedo, Director of Industrial Relations Jack Henning, Labor Commissioner Clyde Bell, Governor's Secretary Charles Johnson, Sacramento District Attorney John Price, State Senator Al Rodda, Speaker of the As-



CHARLES MASSIE

sembly Ralph Brown and Assemblymen Ed Z'berg and Tom McBride.

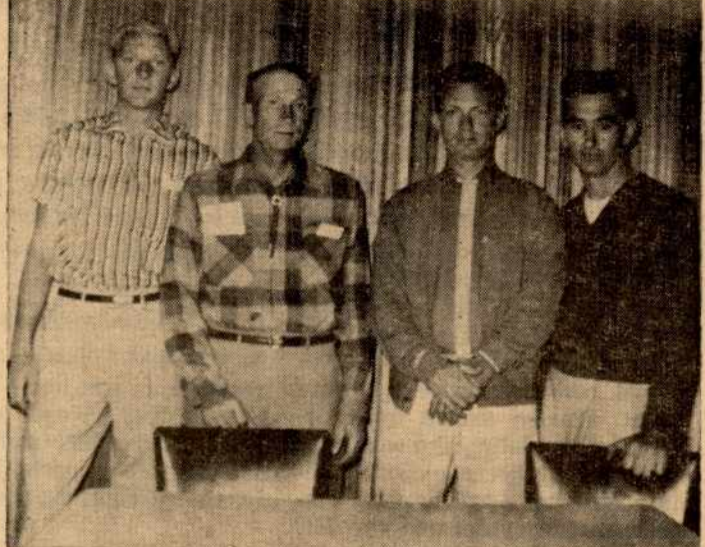
State Federation Secretary

Haggerty addressed the gathering and lauded the excellent contribution made to the local community by the members of organized labor. He stated that the State Federation legislative program was underway and that the Legislative Committee had met that day to prepare some 175 pieces of legislation out of some 350 resolutions submitted to the recent Convention by local unions.

Local 1245 was honored by having our own President Charles Massie installed as a member of the Council Executive Board along with the 1959 incoming officers.

Business Manager Ron Weakley was in attendance and introduced to the gathering by Secretary Finks who pointed out that Local 1245 was one of the largest labor organizations in the State of California.

NEWS FROM THE FIELD



Left to right: Albert Bulhuis, S/S Concord Headquarters; Walter Patzer, S/S Newman Headquarters; N. G. Ford, S/S Antioch Headquarters; Jack Lackey, S/S Tracy Headquarters.

Stewards Complete Year of Service

Standard Pacific Gas Line, Incorporated Shop Stewards complete first year of Stewardship under newly organized jurisdiction. Each Steward, assigned to one of the four headquarters which cover the Stan-Pac System, has established a relationship founded on mutual respect and a sincere desire to understand and resolve all problems whether they be Company or Union.

There is no doubt that the united support of the members, the outstanding participation in Union activities, and attendance at Union meetings, has contributed greatly to the foundation of this relationship.

It would seem that our Brother Union members in Stan-Pac have achieved one of the main goals of Organized Labor, still not fully understood or accepted in some circles of Management or Labor—men dealing honestly and fairly with men.

100 YEARS OF MEMBERSHIP SEVEN RETIRE IN DECEMBER

During December, 1958, seven old-time members of Local 1245 retired from jobs long held with Pacific Gas and Electric Company. The total years of their membership in the union amounted to just over 100 years.

The days of retirement for these, as for all members, are brightened by the Local 1245—PG&E negotiated pension plan made possible by their support.

The Utility Reporter, in behalf of all officers and members of Local 1245, wishes to thank these retiring brothers for their many years of help to the union and wishes them and their families many years of health and happiness.

Following are the seven:

OSCAR SOCKNESS was one of the first members of Local 1245 in the Kern District and contributed much toward organizing Local 1245 in that area.

Over 150 fellow members and friends gathered at the Pyrenees Banquet Hall in Bakersfield the evening of December 12 to honor Oscar at this important point in his life. Business Representative Jack Wilson presented Oscar with a retirement scroll and lapel pin on behalf of Business Manager Ronald T. Weakley. His fellow members and employees presented him with a beautiful transistor radio.

H. VERNON MOORE, at the time of his retirement, was employed as a Meter Tester in the Gas Department at Salinas.

Upon retirement, Brother Moore indicates he has a few things to do around the house and after that he and his wife are going to do some traveling.

He hopes, even with his busy schedule, to find time to engage in his favorite hobbies—fishing and clamming.

C. C. SHEPHERD was a former Executive Board Member of Local 1245. At time of retirement, Brother Shepherd was a Service Mechanic in the Gas Department at Monterey.

L. R. HATFIELD at time of retirement was employed as a First Operator at the San Luis Obispo Sub-station.

TRYGVE ERIKSON and **JOHN A. MICHE** were employed in the Electric Department at San Francisco. Their fellow members wished them well at a retirement party held in their honor on December 16, 1958.

T. J. MONOHARTJIS was employed as an Electrician in the General Construction Department. Brother Monohartjis maintains his home in Auburn, California.

Eureka Unit Holds Christmas Party

Following their regular Unit meeting on December 10, the Eureka Unit held its annual Christmas party in the downstairs entertainment hall of the Eureka Labor Temple.

The party is financed by Unit funds, and as an attendance award each year, a turkey is given away. The lucky member this year was Everett Bollan, Lineman at Eureka.

Unit Chairman George Tully congratulated the refreshment and entertainment committee—Henry Lucas, Dale Dennison and Everett Bollan—for a job well done.

In Memoriam

EARL AHERN, Local 1245 member, passed away in October 1958. His home was in Petaluma.

NEAL D. HERTEMAN, who resided in Alameda, passed away in October 1958.

HAROLD HOBSON, member of Local 1245 since 1953, passed away in October 1958. His home was in Chico.

J. LOWELL KIRTPATRICK, from Lakeport, passed away October 1, 1958.

RAY MANNING, who has been on IBEW pension since September 1, 1954, passed away December 1, 1958. He was first initiated in Local Union No. 250 on January 6, 1928. His home was in Redwood City.

CHRIS N. SANDHOLDT, a Second Operator at Vaca Dixon Substation, passed away December 9, 1958. Brother Sandholdt was a member of Local 1245 since 1943.

LINEMAN VACANCY

A vacancy for Electrician-Lineman has been advertised by the City of Berkeley. Applications may be filed at the Berkeley City Hall Personnel Department. The deadline for applications is Wednesday, January 18, 1959. The written examination will be held Saturday, February 7, 1959. For further information, contact the City of Berkeley Personnel Department.



Although suffering from burns on his face, Local Union 1245 member George Lalla, employed by the Pacific Gas and Electric Company as a Fitter, re-entered an opening in a Berkeley street to shut off a gas main that had exploded into flame while he was repairing it. The accident occurred Dec. 15. (Exam. photo.)

SMUD Jurisdictional Dispute is Settled

On January 2, 1959 International President Gordon M. Freeman advised Arnold S. Zander, International President of the American Federation of State, County and Municipal Employees, that he was of that date, withdrawing the case lodged earlier under the no-raid pact with AFL-CIO Secretary-Treasurer Schritzer's office. This action was taken in response to President Zander's letter of December 19, 1958 in which he proposed to resolve the long-standing dispute between Local Union 1245 and Local Union 1321 of the AFSCME on the property of the Sacramento Municipal Utility District.

This dispute arose many months ago when Local Union 1321 of the AFSCME began to solicit membership among physical employees in 51 classifications continually represented by Local Union 1245 of the IBEW since the Utility District took over operation of the properties from the Pacific Gas and Electric Company in 1947. Local Union 1245 contended that the AFSCME should only attempt to represent clerical and technical employees and that any attempt on their part to represent physical employees would constitute a violation of the AFL-CIO No-Raid Agreement. This position

was supported by our International Officers and the settlement of the dispute agreed to by President Zander of the AFSCME sustained our position.

Member Injured In Auto Accident

Nick Kirk reported that Bro. Del Hanson, Recorder for Unit 3815, and his daughter suffered injuries in an automobile accident October 31, 1958. It is understood that his daughter's injuries were of a minor nature and she has returned to school. Brother Hanson's injuries were more serious and he is still recuperating.

We were sorry to hear of this unfortunate accident and the UTILITY REPORTER wishes Brother Hanson a speedy recovery.

RESCUE BY AIR IN THE HIGH SIERRAS

The dramatic air-rescue of a stricken Brother, snowbound at a high Sierra Lake, has been credited with saving his life.

John Landry, P. G.&E. Lake Tender at Twin Lakes, Amador County, had been ill for several days. Thinking that possibly both John and his wife were ill, Jim Martin, Operator at El Dorado Power House, called to see if everything was okay. In talking to Mrs. Landry, who has worked with her husband in the remote area for the past ten years, it was decided to contact a Placer-ville physician for professional advice on nursing Mr. Landry.

On the fourth day of the daily consultations, relayed through Martin with the doctor, Brother Landry's temperature took a sudden jump and it was decided that he should see a doctor. John D. Roy, General Foreman of P. G.&E.'s Water Collection Department at Camp 5, was contacted

and the decision made to get Landry out, but snow conditions had blocked much of the road.

A helicopter, owned by Rick Helicopters, Inc. of San Francisco, and piloted by Thomas Scharf, was located near Pollock Pines where it is being used by the Bechtel Corporation on SMUD's Upper American River Project. The machine flew into the lake area with able assistance from Larry Bell, Relief Operator, who is thoroughly familiar with the area, directing the pilot. Landry was brought out in less than an hour to the Placer-ville Airport where John Roy had an ambulance and doctor waiting. John was rushed to a hospital and upon arrival, it was discovered that he was suffering from a ruptured appendix, and that in all probability would not have survived a rough cross-country trek from the lake area.

In the meantime, Mrs. Landry, with the help of Larry Bell, came out via the ground route, bringing personal belongings and the Landry's two Elk hounds. The trip took eight hours and required traveling part of the way on skis until met by Frank Frye, Camp 5 Foreman, who had gone in to meet them. After a restless night's sleep at El Dorado Power House Camp, Mrs. Landry was off on her way to be at her husband's bedside.

Latest reports were that John Landry was resting comfortably and his strength was being built up so that an operation could be performed.

LOOK FOR THE UNION LABEL
IT'S YOUR GUARANTEE OF GOOD WORKMANSHIP!

Two New Winter Mt. Shasta Bowl Opens For Sightseers, Skiers

Winter sports enthusiasts, from skiers to snowman makers, have two newly developed recreation areas in Northern California open to them this winter. One is 7,850 up on beautiful Mt. Shasta the other is at Squaw Valley, cupped among the peaks near Lake Tahoe.

What do these resorts offer, at what prices, for the average man and his family?

Mt. Shasta rises 14,161 feet, majestic and alone. It is 294 miles northeast of San Francisco, 234 miles north of Sacramento. Just above its timber line on its eastern slope is the largest ski bowl in America.

For years Siskiyou County residents talked about the possibility of developing the recreational resources of the granite giant. Finally, driven by a decline in population and wealth in their county because of slackening railroad and lumber employment, they formed the Mt. Shasta Ski Bowl Corporation.

Taking off from Highway 99, the 14 mile Everett Memorial Highway winds up to the warm and lovely Mt. Shasta Ski Bowl Lodge. Floor-to-ceiling insulating glass permits a view in every direction. From the lodge a double chair lift rises a mile to 9,212 feet altitude. Next year another connecting mile of aerial tramway with gondola cars will be built to take sightseers to magnificent "Shastarama Point" 11,127 ft. high.

The bowl's easy lower slopes, for beginners and intermediates, and its steep upper slopes for experts only can accommodate a total of 5,000 skiers at one time.

Not only is skiing generally good until mid-June but summer vacationers in the popular camping, hunting and fishing area will also find the lodge and lifts open and the view as breathtaking as in winter.

Dinner in the dining room runs from \$2.50 up. Snack bar sandwiches and milkshakes are medium priced. A family of four with children under twelve, can spend a day sightseeing on the mountain for between \$11 and \$12—This includes \$6.50 for lift rides, the rest for lunch.

A lone skier can spend a two-

day weekend, on the "skiers special" deal, for \$12.56 a day. This includes his breakfast, dinner lift and tow tickets, a half-day ski lesson and his room in town.

There are no overnight accommodations at the lodge, but there are a number of unionized motels and hotels—and union restaurants and bars—in near Shasta City. Weed and Dunsmuir. Bartenders and Culinary Workers 370 reports, incidentally, that a contract with the Mt.



UNION CONVENTION PLANNERS. First group to use the new Mt. Shasta Ski Bowl Lodge, even before it was open to the public, was the Brotherhood of Railway Trainmen, who held a convention there. Photographed on the porch of the lodge were (left to right) Norman Green, general chairman of the arrangements committees for the BRT convention; Mrs. Green, Marcene Burns, Suzie Evans and Juanita Baughman. Kneeling is Bill diCristina, general manager of the ski bowl.

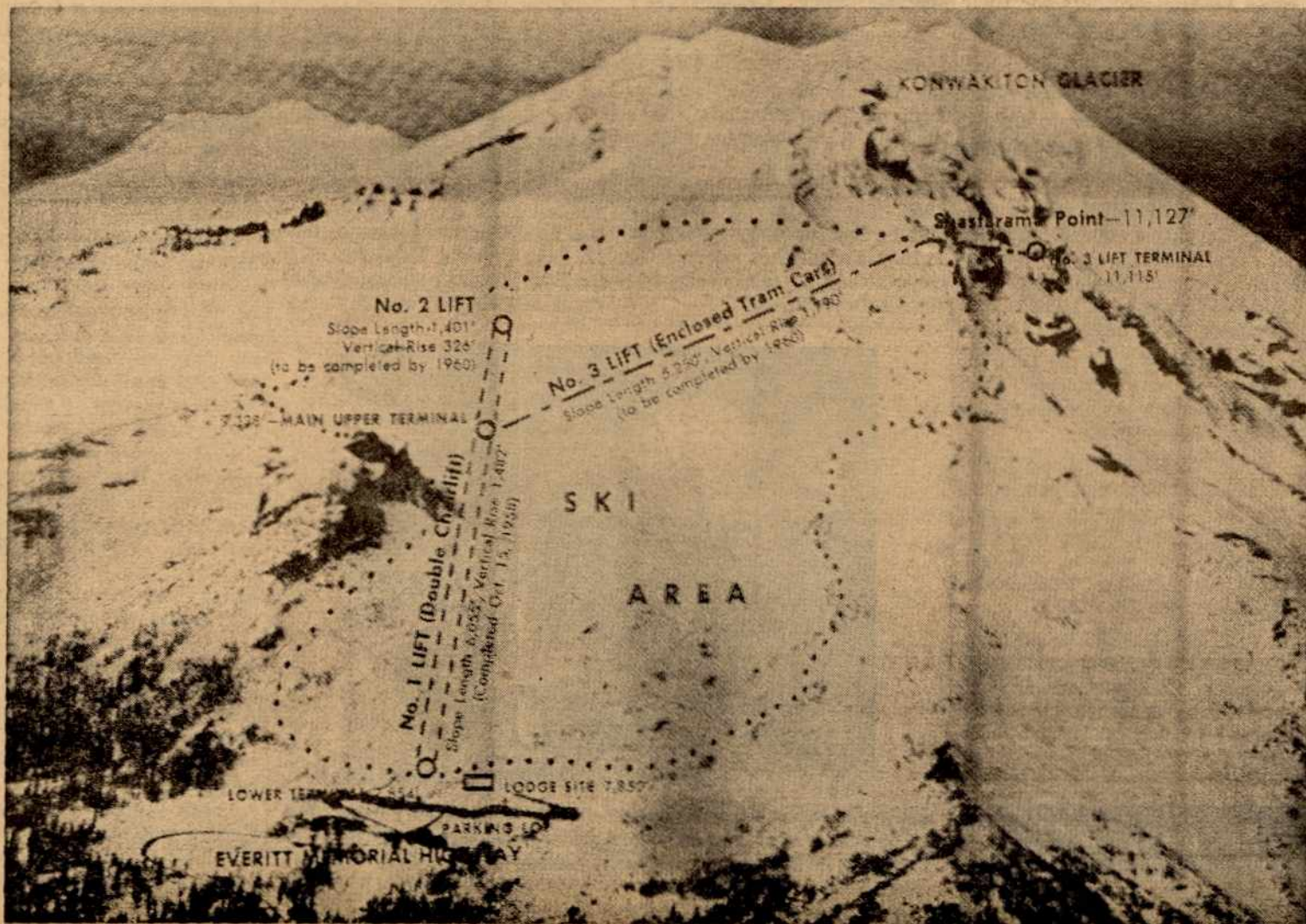
SHASTA BOWL. From the flat roof of the Mt. Shasta Ski Bowl Lodge visitors can get a beautiful view of the Mt. Shasta Ski Bowl, the nation's largest. Late snow made it possible to complete the lodge, the chair lift and the all-weather, paved road this year. (Photo by Stan Palmer, Mt. Shasta Ski Bowl photographer.)



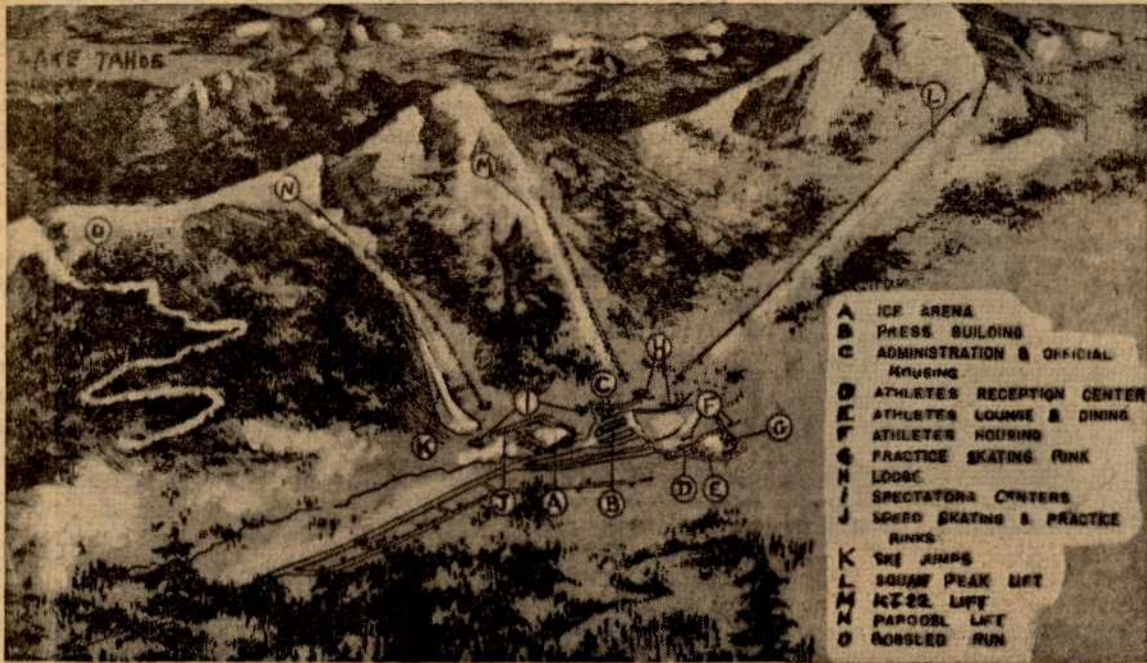
NEW SKI RIDE. Work on Valley ski lift which will cut valley floor, elevation 6,206-8,007 ft.



FOR OLYMPIC GAMES. Valley facilities for the 1960 construction are the large square for hockey, figure skating and to be completed next summer.



Wonderlands for Calif.



Shasta Ski Bowl Lodge has been negotiated and, at this writing, is "as good as signed."

U.S. Has Nothing Like Olympic Games Site

Much closer than Mt. Shasta to the centers of population—119 miles from Sacramento, 209 miles from San Francisco—lies Squaw Valley, just a mountain ridge away from beautiful Lake Tahoe. In this little valley, walled in by forests and snow-rimmed peaks of granite, feverish preparations are going forward for the winter phase of the world's greatest athletic competition, the 1960 Olympics.

New facilities will include four refrigerated skating rinks with an arena for spectators, and the Olympic Village, a housing and recreation center. Two new double chair lifts to Pajoose Peak and the top of KT22 (they say it takes 22 Kick Turns to get down in one piece) will open many square miles of terrain to intermediate and advanced skiers. Later they also will provide winter and summer sightseeing, and an easy boost into the back country for hunters and fishermen.

Overnight accommodations at

the Squaw Valley Lodge are \$8 for one person, \$11 for two, but rooms can be found at half that price outside the valley, along the highway or at Tahoe City. A day's meals at the lodge restaurant runs: breakfast \$1.25, lunch \$1.50, dinner \$2.50 up. Also a cafeteria and a snack bar.

Chair lift rides are \$2 for a single trip, \$3.50 a half day and \$5 all day. Ski equipment can be rented.

As a preview of next winter's games and a test of all facilities, the North American Championship ski races will be held at Squaw Valley from February 21 to March 1. This will give the public an opportunity to see top competitors in action without the congestion of the Olympic Village.

There are no union restaurants, hotels or motels in the Truckee-Lake Tahoe area, which includes Squaw Valley, Ralph Reynolds, assistant business agent, Bartenders and Culinary Workers 368, re-



BOOM! DOWN SHE COMES! That's Monty Atwater, US Forest Service snow control specialists, aiming a 75 mm recoilless rifle at a potential avalanche. John Mortizia, lift manager for the Squaw Valley Lodge, looks on. The idea is to detect a potential avalanche and to cause it to slide down by shooting into it. This is one part of a safety program at Squaw Valley to keep slopes safe for skiers.

ported. The union, which was recently, is now carrying on given jurisdiction in the area organizational work there.



install chairs on a new Squaw 700 persons per hour from the to the top of KT 22, elevation



Work is being pushed on Squaw Winter Olympics. Still under skating rink and the ice arena ceremonies. These buildings are



SNOW BABY. This little fellow didn't mind at all being plunked down in soft, white snow outside the Mt. Shasta Ski Bowl Lodge. There was plenty of snow for him, though ski bowl officials were chagrined at having to postpone their planned grand opening on Thanksgiving. For the first time in many, many years, there wasn't enough snow for skiing on that date.



WHOOSH! Nancy and Jim Piper went up to the high si pes of the Mt. Shasta Ski Bowl on October 25, before this winter's storms, and skied on last year's snow. The new snow was late this year. Except on unusual years, there is all-year skiing at the Mt. Shasta bowl.

Christmas in Reno With Unit 3311

Whenever Local 1245 members of the Reno Unit No. 3311 engage in any function or project, you can be sure of its success. This is a picture story of their annual Christmas party held December 12th which climaxed a year of activity and hard work by your fellow and sister members from the "Silver State" employed by The Sierra Pacific Power Co.

The first important consideration in planning their party was to appoint a capable committee. Committee members are, left to right: Rudy Milabar, Arlene Walker, Henry De Ricco, Clare Rigby, Bill Dreiling, and Loretta Arneson.



Social Security Tax And Benefits Raised

Starting with your first pay check this year (1959), your employer will deduct an extra 1/4 per cent to a total of 2 1/2 per cent from your pay. In January 1960, these rates are scheduled to increase another one-half of one per cent, and 1/2 per cent additional in January of 1963, 1966 and 1969 to a total of 4 1/2 per cent.

For 1958 only the first \$4,200 of earnings were counted toward social security payments, and only this amount was taxed. Starting with 1959, earnings up to \$4,800 will count toward social security benefits, and the tax will be paid on earnings up to that amount.

In return for this extra deduction, an amount matched by an equal increase in the portion of the social security tax paid by your employer, you can look forward to higher retirement benefits and greater protection for your families if you die or are disabled.

If you are already getting social security payments, the increase will be added to your January check. (You do not need to make an application for this increase.) In general, the increase will be about 7 per cent.

For those retiring in the future, no matter what your earnings and when you retire, you will get at least 7 per cent higher benefits than under the old law. If your wages reach \$4,800 per year, the possible maximum monthly benefit for an individual in the future will be \$127 as compared with the previous maximum of \$108.50. For a retired worker and his wife (if over 65) the future maximum will be \$192.50 instead of the previous top of \$162.80. This is a maximum figure, of course, based on earnings of \$400 a month or more.

Even more striking is the increase in the maximum survivor's benefits. The ceiling for a surviving widow and two or more children is raised from \$200 to \$254.

For the first time, both you and your dependents can get payments if you are disabled. If you worked under social security for at least 5 out of the 10 years before you became disabled, and you are so severely disabled that you cannot do any substantial gainful work, you may be eligible for disability insurance benefits if you are age 50 or over. If you are under 50, you may be eligible to have your social security record frozen to protect your future benefit rights.

When your payments start, payments can now also go to your children under 18; to children aged 18 or over who have been disabled since before they reached age 18; and to your wife regardless of her age if she has in her care a child who can get payments; and to your wife at age 62 even if there are no

children getting payments.

Under the new law, you can get back payments for as many as 12 months—but no farther back than the first month in which you met the other requirements. One of these requirements is that you must have been disabled for at least 6 months before disability insurance benefits can start.

Disabled persons may receive their full social security disability benefits even if they are also getting State Workmen's Compensation benefits or some type of disability payment from the Federal Government. Previously, social security disability benefits were reduced by the amount of such other payments.

The law has been changed so that a person on the social security rolls whose earnings exceed \$1,200 a year will not lose a check for any month in which his earnings totaled \$100 or less. Under the previous law, he would lose a check for months in which his earnings exceeded \$80.

BOOKLETS TO BE FURNISHED MEMBERSHIP

There are other changes in the social security law too numerous and complex to attempt to outline in this article. Your Local Union will receive booklets explaining the social security law that will be mailed to all of the members.

TO BE DISCUSSED AT UNIT MEETINGS

For further information, attend your unit meetings where this item will be discussed in the near future.

INSIDE PG&E ...

Application for approval to import natural gas to the California market from Alberta, Canada, 1,300 miles away, was filed with the Federal Power Commission in Washington, D.C., on Dec. 29, 1958 by Pacific Gas Transmission Company of San Francisco, a subsidiary of Pacific Gas and Electric Company.

Specifically requested was authority for a 614-mile pipeline extending from the Idaho-British Columbia international boundary near Kingsgate, B. C., to the Oregon-California border southeast of Klamath Falls, Ore. This project is estimated to cost \$129.5 million and is part of the total project costing an estimated \$333 million. The pipeline would transport 420 million cubic feet of gas daily from Alberta fields to a terminal in the San Francisco Bay area.

PGT and PG&E are two of four companies which would transport the fuel. Transporting the gas in Alberta to the British Columbia border would be the Alberta Gas Trunk Line Company, Ltd., a provincial corporation headquartered in Calgary. Alberta Natural Gas Company, also headquartered in Calgary, would transport the gas through British Columbia to the international boundary.

Pacific Gas Transmission would own and operate the pipeline through Idaho, Washington and Oregon. PG&E would carry the gas through Northern California to the terminal near Antioch.



Later in the evening, a buffet was prepared for the guests. The key operation of whacking the turkey was performed by Bill Dreiling, shown hard at work.



The Committee immediately went to work and among the many other details in planning a party, they redecorated a hall, obtained dance music, roasted turkeys, prepared a buffet and refreshments, purchased attendance awards, etc. The afternoon before the party found them tired but certain they had overlooked no detail. As the guests began arriving, the official hosts went to work. Tom Lewis, at left, is shown greeting Policy Committeeman Orville Owen and Mrs. Owen.



Mr. & Mrs. R. T. Weakley, pictured here, were guests. Other guests included Business Manager John Byrne of Local 491, Reno, and Mrs. Byrne B. E. Lowe, Vice President, Sierra Pacific Power Company, and his wife; Mr. Neil Plath, Assistant General Superintendent, Sierra Pacific Power Company, and his wife; Business Representative Roy D. Murray; and Mrs. William Nash, Reno Local Newspaper Guild. Nearly 130 members and guests were present to enjoy the festivities.

The UTILITY REPORTER wishes to thank Loretta Arneson and Clare Rigby for the fine photo and news coverage of this affair.



Good music and dancing are always fun. This view shows members and guests enjoying this part of the evening's entertainment.



Time out for a picture. Shown, left to right, are Vincent Hoppe, Herb Parker, and Bill Hastings.



The evening was climaxed with the ever-popular presentation of attendance awards. Pictured at left is Mrs. Norma Highfill from Truckee, receiving the ladies' attendance award which was a hand-made pin and earring set from Unit Chairman George W. McDonald. Picture at right shows Joe McKibben receiving the gentlemen's attendance award which was dinner for two at the Sparks Nugget. This was a most appropriate award for Mr. McKibben, since he and his wife, Jane, were very recently married. The couple is Unit 3311's newest bride and groom. At left are Clare Rigby and Mrs. Wm. Nash.

PG&E PENSION PACT RATIFIED

(Continued from Page 1)
 results in an earlier vesting date.

3. Survivor's Option—The sentence in Section 16 which reads "The election may be made without medical examination 5 years before Normal Retirement Date" will be amended to provide that such election may be made without medical examination one year before Normal Retirement Date.

4. In addition to the above, the Company will furnish Union with detailed Annual Financial Statements of the Plan; also Company will furnish Union with all future amendments to the Plan which may affect members in the Union's bargaining units.

PART II

Employee's Savings Fund Plan

This Plan will enable an employee to systematically save a specified amount which will be contributed to a Trust Fund, together with a contribution by Company equal to 50% of the employee's contribution. The Trustee, at the instruction of the employee, will invest the employee's contributions in either United States Savings Bonds or in the common stock of Pacific Gas and Electric Company, or combination of both. The Trustee will invest the Company's contribution in the common stock of the Pacific Gas and Electric Company to be credited to the employee's account. Proceeds from the foregoing investments will be reinvested in a like manner in accordance with the provisions of the Plan. The Plan is designed so that an employee may provide for supplementary retirement income as well as establish a means for personal savings.

A summary of the principal provisions of the Plan is as follows:

ELIGIBILITY

All regular, full-time employees of PG&E Company and designated subsidiaries with 5 years of Company service who are participating in the Retirement Plan.

EMPLOYEE'S CONTRIBUTION

By payroll deduction @ 2, 3 or 4% of straight time earnings for employees with 5 through 9 years of service; 2, 3, 4 or 5% with 10 through 14 years of service; 2, 3, 4, 5 or 6% with 15 years of service or over.

Deductions to be made each month on the basis of straight time earnings for the month.

Participants may change their percentage deduction once each calendar year.

COMPANY'S CONTRIBUTION

50% of employee's contribution.

INVESTMENT MEDIA

Employees may elect to have their contributions invested as follows:

- 100% Savings Bonds and 0% Company's common stock or
- 50% Savings Bonds and 50% Company's common stock or
- 0% Savings Bonds and 100% Company's common stock.

Company's contribution will be invested in PG&E Company common stock.

INVESTMENT OF FUNDS

Contributions will be paid over to a Trustee who shall keep each employee's account fully invested in PG&E common stock purchased in the open market and/or United States Savings Bonds if designated. Dividends from stock to be reinvested for the employee's account.

VESTING

After the employee's contribution has been in the Plan for

a period of three years, he acquires full rights to the Company's contribution.

WITHDRAWAL PRIVILEGES

Full withdrawal of the employee's contribution and dividends thereon may be made at any time, but withdrawal prior to vesting will result in forfeiture of Company's contributions. Company's contributions may be withdrawn by an employee at the time of vesting, but if not withdrawn at such time will be left in the Plan until the termination of his employment. An employee who withdraws during a current year may not re-enter the Plan until the following year.

An employee whose employment terminates by reason of retirement, death or total and permanent disability will be entitled to all of his contributions and the Company's contributions for his account plus earnings thereon. The amount involved may be withdrawn in stocks and/or bonds together with uninvested cash in his account.

If he terminates for other reasons he may withdraw his stocks and/or bonds and uninvested cash accrued to his account by reason of his own contributions and the Company's contributions which are vested. He will not be entitled to Company's contributions and earnings thereon which have not become vested. With respect to stock, he may elect (1) to receive the full shares of stock and cash equal to the market value as of the date of withdrawal of any fractional share of stock credited to his account, or (2) to receive cash in an amount equal to the market value at the date of withdrawal of the full shares of stock and any fractional interest credited to his account.

ADMINISTRATION

By a committee appointed by the Board of Directors.

Representing the Union in these negotiations were Donald H. Chave, East Bay Division; Mark R. Cook, San Jose Division; and Frank J. Mercer, North Bay Division, together with Business Manager Ronald T. Weakley and Assistant Business Manager, M. A. Walters, who served as spokesman for Union's Committee. Also present at various times were Assistant Business Manager, L. L. Mitchell and Administrative Assistant A. M. Hansen. H. F. Carr, R. J. Tilson, V. J. Thompson and I. W. Bonbright represented the Company.

Your Committee stated that the fine cooperation obtained from numerous sister locals of the IBEW and the International Office as well as from locals of the UWUA and IUE, in supplying information for the Committee's use, was of great value in preparation of supporting data and wished to acknowledge their thanks to these organizations.

200 for 1 Job

A want ad offering a single \$200 a month job in a warehouse brought 200 letters from men seeking the job in Vancouver, B. C. the other day. The warehouse manager said he was shocked at the number of replies and also by the fact that "at least half the applicants are of high ability" and that many are married men with children. "If there are this many for a low-paying job, what must it be like in other industries?" said the manager.

Heed Safety Regulations

Family Features

GM's PROFIT PER CAR EQUAL TO LABOR COST

The labor cost of the average 1957 General Motors car ran from \$300 to \$400, or in the same range as GM's \$313 profit per automobile before taxes.

The labor cost figures are part of a 314-page report on administered prices in the automobile industry by the Senate Anti-Trust and Monopoly Subcommittee, which had conducted intensive hearings into auto prices.

The factors making up the price of an average GM auto in 1957, the report said, were hourly rated labor cost, \$300-\$400; materials and other direct costs, \$950-\$1,050; overhead cost, \$550, for a total cost of \$1,940. With a profit per car of \$313, the factory sale value of the car comes to \$2,213.

The report points out that from a study of all available material GM arrives at its prices

SIZE 36 INTO 32 JUST DOESN'T GO

The State of Pennsylvania has ruled that an employer can't force a girl employee into a too-small, too-tight uniform and then try to keep her from collecting unemployment insurance when she is fired.

The decision was handed down in the case of Estella Jenkins, of Philadelphia who was employed in the new Penn Center Plaza.

When the boss decreed that the girls had to go into uniforms, he promised to provide them free. Miss Jenkins asked for a size 36 but got a size 32. No chance of getting into it with her figure! Because she couldn't wear it she was fired, and after a little while she applied for the jobless benefits to which she was entitled. But her boss, for some weird reason, decided to fight her.

The fact that Miss Jenkins could not fit into her too-small, too-tight dress was neither "willful misconduct" nor "detrimental to the best interests of the employer." Despite her ex-employer's objections, she was assured by the state she was entitled to her full unemployment benefits under the law.

Badgers, like some other wild animals, sometimes kill more than they can eat at once. They bury the surplus food and return to it later when other food is scarce or impossible to catch.

As well as low, provided the humidity is low and there is a flow of air to fan the surface. It is probable that the skin cannot dry out to the point of brittleness unless the relative humidity is below 60 per cent. More often chapping occurs on frosty windy days when the humidity is low. Also the rate of loss of water from the skin is increased if the hands are wet.

Chapping occurs only on exposed areas and it can be prevented by keeping the skin covered and dry to avoid increase in rate of evaporation. There is a great individual variation in the ease of chapping. Those with a naturally dry skin have to be very careful to avoid exposure to cold temperatures and to dry their hands carefully to avoid chapping. The application of a grease or emulsified cream, like a cold cream, is beneficial, not because it supplies grease to a dry skin but because it reduces the evaporation of water.

Until a few years ago it was assumed that brittleness and roughness of the skin were due to a loss of natural grease. Recent investigations showed that they are due to evaporation of water from the surface cells. When more water evaporates from the surface than reaches the cells from within, drying takes place.

This increased loss of water can occur at high temperatures

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Mild itching of the skin is rather common in winter. The irritation tends to affect men's legs or the whole body in many people. It is probably due to extra drying of the skin due to overheated houses. Usually no treatment is required. When winter goes it disappears. For old people the irritation may be particularly trying. It is important to remember that irritation may be associated with diabetes and kidney disease.

The drying of the skin in old age is in part due to the gradual decrease in oil and sweat gland activity. Such people should bathe as infrequently as possible in the winter. Often it is difficult to convince them of this because they feel that the irritation is due to something unclean on the skin.

Not only do they bathe frequently but they apply various antiseptic solutions, thereby aggravating the dryness of the skin.

For local application, Nivea cream or some lanolin ointment may be used. Usually people experiment with numerous preparations. If the dryness is really uncomfortable, it pays to see a doctor.

Many skin diseases are worse in the winter months than in the summer, probably due to the drying described above.

LIVE A LITTLE LONGER SKIN DRIES IN WINTER

BY DR. WILLIAM A. SAWYER

(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.)

In going through a medical journal recently my attention was drawn to some information on winter weather ailments. Perhaps there is enough value in some of the things said about the skin to interest most of us. Do we know the real explanation of a rough, dry and cracked skin in winter time?

Chapped hands are experienced by most everyone living in a climate with extremes of high and low temperatures and changes in relative humidity, two main factors which influence the skin in winter.

Until a few years ago it was assumed that brittleness and roughness of the skin were due to a loss of natural grease. Recent investigations showed that they are due to evaporation of water from the surface cells. When more water evaporates from the surface than reaches the cells from within, drying takes place.

This increased loss of water can occur at high temperatures

Lament of a Business Agent's Wife

The business agent has struck it rich
 He has troubles enough to give him the itch
 People think that he is rolling in dough
 But there's never enough for the bills that we owe

The darned phone it rings from morning till night
 There's always something that never goes right
 There's calls from jails and honkey-tonk bars
 And from deserted wives from near and far.

This job's unfair, that guy's a rat
 There's always something to put on the mat
 He talks all day, so when he gets home
 He likes to read and be left alone.

He kicks at the dog and shouts at the kid
 I suggest a trip, he blows his lid
 But you guys who live by the sweat of your brow
 You won't be crazy a year from now.

So give your business agent all your support
 For he works darned hard holding the fort
 Just give him a pat on the back sometimes
 Believe me, brother, he earns his dimes.

He is a union Man—100 per cent
 And I am sure you'll agree—a darned fine gent
 P.S. He is a swell Business Agent down at the hall
 But a business agent at home—is no good at all.

So let me have my man on Sunday
 And tell your troubles to him on Monday
 Your business agent's wife shares part of the load
 And sometimes it seems a pretty rough road.

You guys can have him most of the time
 But please on Sunday—let him be mine
 So that we may take the children to church or a show
 Or if the season is right—a slide in the snow.

—Anonymous.

18 BEATEN IN ALL BUT 6 COUNTIES

(CLCPE Release)

Proposition 18, the so-called "right to work" measure, was defeated in 52 of the state's 58 counties, according to official returns of the November 4 election issued this week by the office of the Secretary of State.

The anti-labor proposition was beaten by a majority of 990,862 votes. The majority figure represented 59.61% of the 5,150,858 votes cast on the measure.

C. J. Haggerty, secretary-treasurer of the California Labor Federation, this week noted that labor swept not only the major population centers of the state, but also carried virtually all of rural California.

The six counties in which Proposition 18 won were Alpine, Imperial, Lake, Mono, Orange and Sutter.

The vote in sparsely populated Alpine County was 33 yes, 81 no.

Orange County was the only area of representative population which approved the "right to work" measure. The vote in Orange was 97,219 yes, 85,910 no.

Following is the percentage of no votes on Proposition 18 in the state's 58 counties:

- Alameda 64.8, Alpine 49.4, Amador 67.7, Butte 55.5, Calaveras 67.3, Colusa 56.5, Contra Costa 64.3, Del Norte 62.5, El Dorado 62.5, Fresno 63.5, Glenn 55.1,
- Humboldt 59.8, Imperial 49.3, Inyo 50.4, Kern 56.6, Kings 57.3, Lake 49.5, Lassen 64.4, Los Angeles 59.6, Madera 57.9, Marin 52.5, Mariposa 50.4,
- Mendocino 60.2, Merced 57.9, Modoc 63.2, Mono 40.4, Monterey 54.4, Napa 57.1, Nevada 54.4, Orange 46.9, Placer 66.5,
- Plumas 70.1, Riverside 50.5, Sacramento 68.6, San Benito 53.5, San Bernardino 59.5, San Diego 52.9, San Francisco 67.9, San Joaquin 68.0, San Luis Obispo 55.3, San Mateo 59.1,
- Santa Barbara 51.2, Santa Clara 58.2, Santa Cruz 62.5, Shasta 67.2, Sierra 60.1, Siskiyou 67.9, Solano 67.7, Sonoma 54.5, Stanislaus 62.6,
- Sutter 47.0, Tehama 60.6, Trinity 63.1, Tulare 51.3, Tuolumne 66.9, Ventura 59.2, Yolo 53.8, Yuba 60.5.

Jack Henning Named State Dir. of Industrial Relations

Jack Henning, 43-year-old research director for the California Labor Federation AFL-CIO, has been appointed Director of the State Department of Industrial Relations.

Henning had mixed feelings when Governor-elect Edmund G. "Pat" Brown called him about it toward the end of the state labor conventions. The conventions had passed two resolutions urging the retention of Edward Parks, a former leader of the Operating Engineers who had been appointed by Governor Goodwin Knight. Henning felt committed to the convention's position.

But it was made clear that if Henning didn't accept the job, somebody other than Parks would get it.

"I took the position only after I had learned that Ed Parks was not to be reappointed," Henning said.

Feeling morally free to accept under those conditions, Henning was, of course, happy about the appointment.

"I shall endeavor always to be worthy of the trust placed in me by Governor Brown," he declared. "I am confident that under the Governor, California will know a successful administration. The Department of Industrial Relations has an essential role to play if the working people of California are to realize fully the benefits of such government."

Hennings new job carries a salary of \$15,500 annually and has headquarters in San Francisco.

Brown announced two other key appointments at the same time. John Carr, 60 year old Long Beach department store executive, will serve as director

of employment. His deputy will be S. G. Goodman, 63, official of the Glendale Machinists Union. Goodman replaces "Jimmy" Hicks, who also had state labor support.

The Utility Reporter extends its sincere best wishes to Bro. Henning, on behalf of Local 1245 officers and members.

Edward P. Morgan Starts 5th Year

Edward P. Morgan, ABC commentator sponsored by the AFL-CIO, marked the beginning of his fifth year under the federation's sponsorship on New Year's Day, with the following comments:

"With all of organized labor's weaknesses, which are glaring, even frightening, I know of no group whose top leadership is more sensitive to the urgency of our national and international problems.

"If this is a plug for the sponsor, the AFL-CIO, it is proudly meant to be. I enter the fifth year of this assignment with the rules unchanged, with full freedom to report, to comment, to criticize and make my own mistakes . . ."

White Collar Boss

The U. S. Department of Labor has ruled that henceforth no white collar worker earning less than \$80 a week will be classified as an executive while none making less than \$95 can be considered administrative or professional for purposes of the Fair Labor Standards Act. Previously, the minimums were \$55 and \$75.

Sorry, We Made A Big Boo-Boo

The center-page spread in last month's UTILITY REPORTER, depicting our Gas workers, contained an obvious but unintentional error.

The cut-line under the picture of Pressure Operator John Weneke, stated that there were "better than 6000 miles of transmission and distribution mains throughout the system."

There certainly is "better than 6000 miles." It should have read "better than 20,000 miles."

Sorry!

World Drive Opens to Cut Work Week

A world-wide drive for a shorter work week will be speeded up at the International Labor Organization conference next year. Already progress has been made as the result of hard fighting by metal working unions in seven European countries.

Rudy Faupl, IAM representative, top spokesman for U. S. Labor in the ILO, and vice-president of the International Metalworkers Federation, reports these gains in the past year:

Country	Previous Present	
	Hrs.	Hrs.
Austria	50	45
Belgium	48	42
Germany	48	44
Denmark	48	46
Sweden	48	46
Norway	48	46

The U. S. employer representative in the ILO, Cola G. Parker, joined employer representatives from nine other countries in opposing ILO debate on the shorter work week in 1960. The U. S. Government representative at first sided with the employers but then switched its position. The issue finally won a spot on the ILO agenda.

PDQ, THE ABC

Mr. Shinichi Tokumaru, president of the Chukoku Electric Power Workers Union, Hiroshima-Ken (see picture on page 1), in addressing the recent State AFL-CIO Merger Convention in San Francisco, related the following story. When the U. S. Army occupied their nation, his compatriots were confused by the use of initials to abbreviate names (Viz: AFL-CIO, UNESCO, NATO). Then they were delighted and adopted the practice. Promptly, Mr. Tokumaru continued, they changed the name of their "Brothers' and Fathers' Association" to our PTA. All went well until a new Japanese PTA had its first meeting in a small village. The Chairman, in opening the meeting, stated to the group: "It is my pleasure to speak to you at the first DDT meeting of our school and I first want to congratulate all of our school janitors on the excellent job they performed yesterday in killing all the mosquitoes in and around the school by using the PTA dust."

SAMARITANS OF THE HIGHWAY

Patrick F. McEvoy and Donald Keef, Sub-station Maintenance-men from Oakland, were traveling on Franklin Canyon Highway when they saw an automobile skid from the highway and overturn. In the automobile they found two injured women and treated them for shock. While Donald Keef stemmed the bleeding of one of the women who was badly cut, Pat McEvoy drove to Pinole and contacted the Highway Patrol. After he returned, both men remained with the injured women until an ambulance arrived. Both members were commended by the Highway Patrol for their timely and efficient first aid.

Mitchell and Amundson on Tour



L. L. MITCHELL



NORMAN AMUNDSON

In connection with current and future problems concerning electronic data processing (EDP) and other phases of automation and mechanization, Assistant Business Manager L. L. Mitchell and Business Representative Norman Amundson are touring the United States.

Stops include Phoenix, St. Louis, Chicago, Pittsburgh and New York. Other cities and installations will be included as time permits.

As reported in the December issue of the UTILITY REPORTER, information will also be gathered on nuclear power generation, efficiency programs, collective bargaining trends, and local union operations.

With the knowledge gained from this tour plus the research services of the International Office, it is expected that Local 1245 will be better prepared for 1959 negotiations and organizational programs.

PG&E Dept. Negotiations

HYDRO AND SUBSTATION TALKS CONCLUDED

Resulting from the recently concluded negotiations with the Pacific Gas and Electric Company, several important changes will take place in the Job Definitions and Lines of Progression covering operating classifications, effective February 1, 1959. Speaking in general terms, the three major changes are expansion of opportunity for Operators to maintain jobs in the face of increasing automation, the establishment, throughout the Company's system, of uniform job definitions, which more clearly outline the duties of each classification, and the setting up of more uniform procedures for promotion and demotion.

A new classification, Roving Operator, was established for Hydro. The duties of this classification are to be very similar in scope to those of the Utility Operator in Substations. These classifications will be utilized in unattended Hydro Plants and Substations and will provide increased job opportunity for Operators displaced due to automation.

With respect to lines of progression, except for San Francisco Division, Schedule I and II Operators, together with Utility Operators or Roving Operators depending on which group (Substations or Hydro), will be considered as in the same classification for bidding purposes as will Schedule III and IV Operators and Station Attendants. When it comes to demotions, Substation and Hydro Plant Operation groups within a Division shall be considered as one department. In addition, Operators who are faced with displacement due to permanent shutdown or conversion to automatic operation will have their bids on operating vacancies in the same or lower classification within the Division considered under the provisions of Section 206.9 of

the Agreement for not less than two, nor more than six bidding periods prior to the scheduled shutdown or conversion.

In addition the Committees representing the parties considered matters referred to them as a result of system negotiations in 1957 and reached agreement with respect to dual classifications and the establishment of emergency relief classifications for Substations and Hydro Plants. As a result of this agreement, over 80 dual classifications were eliminated, with the majority of the employees affected receiving wage increases as a result. The parties further agreed to continue to try to eliminate the remaining few dual classifications in the operating groups and that no future dual classifications would be established. Provisions for the establishment of Emergency Relief Operators and their hours of work were also agreed to. This, together with the elimination of dual classifications, should materially reduce the number of grievances and misunderstandings arising over the question of providing relief for Operators.

One other result of these negotiations was an agreement on the establishment of "standard operating shifts" with a proviso that the so-called "mountain" or "power house" shifts, currently in effect, could be maintained where it is desired to do so.

The foregoing is only a brief summary of the results of negotiations. The actual agreement has been duplicated for distribution among the operating groups, who are urged to study it carefully and attend their Unit meetings for further clarification.

Union's Committee had very serious problems confronting them, and did a really fine job when all factors are considered. Members were Leon Williams, East Bay Division; William Fleming, Sacramento Division; Frank Ramirez, San Francisco Division; Lloyd Carman, San Jose Division; and James Smith, San Joaquin Division representing substations. Charles Hasty, DeSabra Division; Luigi Dellaragione, Shasta Division; and Phillip Coffin, Stockton Division, represented Hydro Plants assisted by Assistant Business Manager M. A. Walters.

