...Taking the Second Industrial Revolution as accomplished, the average human being of mediocre attainments or less has nothing to sell that is worth anyone's money to buy.

—Dr. Norbert Weiner

**Sierra Pacific Notified on Agreement Amendments**

Local 1245 members employed by Sierra Pacific Power Company, Reno, Nevada, have submitted proposals to amend the wage and conditions agreement on that property.

Committee members Orville Owen, Lloyd Clark and Loretta Arneson spent February 24th and 25th going over the final drafts of the agreement, effective March 1, 1959.

Proposals were based on a one-year term with wage adjustment in the form of certain inequities and a general wage increase, provisions in the contract to clarify temporary and part-time work, an enabling clause for negotiating solutions to problems which might arise due to technological changes, an increase in shift premiums, increased holiday guarantees, clarifications of various sections of the Agreement which have caused trouble in the past because of problems of interpretation, and a new grievance procedure.

The date for the first session of negotiations has not been set as yet due to the illness of Sierra Pacific Power Co. President, Frank A. Tracy.

**Cal-Pac Agreement Is Open For Amendments**

On February 27, Local Union 1245 notified the California Pacific Utilities Company that it wished to open the Agreement between the parties as of May 1, and enclosed proposals for changes in the Agreement covering electric, gas and telephone employees at Needles, California.


In addition to Bus. Rep. Fred Lucas and Asst. Bus. Mgr. M. A. Walters, Local 1245's Negotiating Committee was composed of Lillian Bailey, Operator from Susanville; Ora E. Shumang, Clerk from Redding office, and Charles A. Miller, Installer Rep. from Alturas. General Manager D. H. Steel and Al Powell represented the Company in these negotiations which were conducted in an air of mutual respect with a desire to recognize the position and the problems of both parties.

Wrapped Up

For Year 1959, the California Public Utilities Commission voted to accept the results of negotiations between the parties which were conducted between February 23 and 26.
The First Move
Is Management's

Mr. Henry J. Kaiser, Jr., Vice-President of Kaiser Industries, in a recent address before the California Governor's Industrial Safety Conference, stated that he declared the attitude of both Labor and Management to be the same for the industrial spa.

This kind of fighting only bores most fighting he said, as most workers are already sick and tired of what this country cannot stand, for it means division.

He called on both groups to cooperate in working out the mutually acceptable changes for that “You did not do it,” self-righteous, holier-than-thou, type of industrial warfare.

We certainly admire Mr. Kaiser as a representative of management, for his forthright, courageous stand, and we are happy to agree with his analysis. Further, as part of Labor in the reducing half of Labor-Management, we accept his admonitions.

1957 and the great big 1958—this cooperation is not a one-way street. Just how can Labor—“cooperative” when management has brought up its big guns into the fight with an apparent, dropped-up prerequisites program?

Not: every Management Perfectionated, Industrial Journ-

The Assembly has passed and sent to the Senate the ad-

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WILKINSON PENSIONED

Brother Errol Wilkinson, Gas Service worker in San Francisco Division, retired from PG&E on March 1, 1959. On Feb. 28 a retirement party was held at the Gold Mirror Restaurant in San Francisco, honoring Brother Wilkinson, with over 100 attending the affair.

His Retirement Scroll stating that he had been a local and faithful member of Local 1245 for over nine years and the IBEW lapel pin were presented to Errol by San Francisco Grievance Committee member Chris O'Grady. Wishing him a long and happy retirement were Bus. Reps. Dim McPea and Frank Quadrat.

The successful affair was arranged by Shop Stewards Eugene Campedel and Oscar Velarde.

Union Member Cited for Heroic Action

Thomas P. Peters, Lineman in Hayward, has been awarded the John A. Britton Award by the PG&E Co. for his quick action last year in saving the life of a fellow lineman.

Peters and his pole partner, Carl H. Siegfried, both Local 1235 members, were working atop a 50-foot pole on April 24 when Siegfried accidentally contacted an energized wire. He lost consciousness and slumped in his safety belt. Peters immediately prepared to administer pole top resuscitation.

Siegfried regained consciousness and was quickly lowered to the ground, treated for shock and rushed to the hospital with Peters in six minutes.

According to the citation, Peters' calm actions prevented further injury to Siegfried and brought prompt medical treatment.

Education Committee Sets Example in Reno

The Reno Unit Education Committee, formed in August, 1956, for the purpose of educating the members on issues and campaign activities during the 1958 Primary and General Elections in Nevada, is shown above left to right: Nick Danos, Clare Black and Committee Chairman, Tom Lewis.

Following completion of a successful election campaign in November, the Committee members attended, as delegates from the Nevada Employment Security Law, the membership on issues and campaigns. The successful campaign was attended by representatives of such organizations as the AFL-CIO.

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How Automation Has Affected IBEW Members in Electric Light, Power Industry

Nearly two years ago, James E. Noe, I.B.E.W.'s Director of Research and Education, at an I.B.E.W. Summer School at the University of Illinois, made the following address which we believe is indeed as appropriate now as in 1957:

"The advent of automation has been labeled in certain quarters as a 'Second Industrial Revolution.' Its repercussions are extending to many industries.

One such area of business which has started to apply the principles of automation is the electric utility industry. Old, time-honored jobs of "Powerhouse Operators," "Load Dispatchers," and "Accounting Clerks," all of which in a major utility are, beginning to suffer as from a deadly blight in the trail of automation.

Bargain on New Jobs

The first big electric light and power corporation to apply electronic computing techniques to its accounting operations was the Commonwealth Edison Company of Chicago. The IBUE had been recognized as the sole bargaining agent on those properties for many years. Upon the recommendation of the Company, the Union at first took the position that the positions to be employed in its revenue accounts department (which the Company was expected to be "Superisory Personnel," and outside of the bargaining unit). Discussions were extended to many industries.

Several months of discussion and negotiations, an agreement was reached marking out whereby three new classifications were established, (within the bargaining unit) -- "Programmers," "Computer Operators," and "Accounting Clerks." These jobs were then set at the top of the wage scale for clerical employees in the Company. All displaced employees were transferred to other jobs and given pay increases. These jobs were virtually new automatic, cushioning the transition for the workers involved. They have been far less disruptive than was feared by labor and management. All displaced employees were transferred to other jobs and given pay increases. These jobs were virtually new automatic, cushioning the transition for the workers involved. They have been far less disruptive than was feared by labor and management.

New 'Brains' Take Over

Elsewhere in the light and power industry there has been a widespread trend toward converting or retooling new automatic, unattended substations for the distribution of electric energy. Years ago all substations were manually operated and normally engaged in the distribution of electric energy. Today, however, they are electronically controlled in all respects and automatically operated.

A new method of applying principles of centralized automatic control in the electric power field has been developed in the control of the Toro-Gen—by which the word 'cybernetics' to describe a new science which is universal in application rests and is a new mechanism for controlling industrial processes.

As we remember that the automatic machine is the perfect conveyer belt or amusement of slave labor. It is perfectly clear that this will produce an unemployment situation, in comparison with which the depression of the '30s will seem a pleasant joke.

An Expert Says--

Dr. Norbert Weiner, once a child prodigy, MIT professor, and world-renowned mathematical cybernetician, says in an interview in the word 'cybernetics' to describe a new science which is universal in application rests and is a new mechanism for controlling industrial processes.

"I see nothing but good stemming from automation. I am delighted that this new technology will find work for those displaced. As the nation finds ways to do more with less, there always springs up technology which is needed in order to do the same work with less cost. The welfare of the people is served, no matter what the form of the economy will find work for those displaced. As the nation finds ways to do more with less, there always springs up technology which is needed in order to do the same work with less cost. The welfare of the people is served, no matter what the form of the economy.

PG&E TELLS '58 INCOME

Pacific Gas & Electric's net income for 1958 amounted to $25,210,600, or 87 cents per share, a 4.7 per cent increase over 1957 income. President N. R. Sutherland pointed out that sales of electricity and gas were substantially unchanged in the two years.

"Sales of both electricity and gas were retarded far more by the checkered conditions by which economic factors, Sutherland commented. "From an earnings standpoint, however, the reduction in sales volume was caused by weather conditions, which were about offset by an exceptionally favorable water year for hydro generation, with accompanying savings in fuel costs. Construction for a new $9 million reservoir last year came to 192 million cubic feet, or about $2,000 below the record 215 million cubic feet of last year. More than 96,000 customers were connected to P G & E lines during the year, bringing the total to 3,344,000 customers."
Prime Factor in California Growth Is More Use of Electric Horsepower

A 70 per cent increase since 1955 in electric horsepower per industrial worker in Northern and Central California will be registered by the end of 1959, Charles W. Goodwin, Jr., president of the Northern California Electrical Bureau, said recently.

Signalling the opening of National Electrical Week, Goodwin said the labor of every worker in the region’s factories will be aided by an estimated 15.7 horse- 

power by the end of the year, compared with 13 in 1957 and 9 in 1956.

This rising application of electric power is a principal factor in California’s industrial growth and capacity to provide jobs for the state’s rapidly growing population, Goodwin said.

A striking increase of 31 per cent in horsepower per agricultural worker since 1950 also will be reached this year, Goodwin said.

Light industry in 1959 used the electric power of 4.8 in 1957 and 1958 and is expected to reach approximately 5 horsepower by the end of 1959.

Pacific Gas and Electric Company has revealed that it will go along with the proposal of two California Congressmen, James B. Utit and Charles F. Gilhousen, for a clause in the new labor agreements which would allow the Federal government to take over the power California states.

Local 27, Salt Lake City, was the host Local and did a fine job of making the delegates welcome.

The world-famous Mormon Tabernacle was visited by the delegates who were treated to an organ recital by Dr. Alex- ander Schroeder, playing on one of the largest organs in the world.

The Union’sSUPERIMPOSED WAGE  

Provisions after Long Hours of Work

The big issue in question is employment security.

For some time now IBEW, which represents Westinghouse employees at 180 locations in the United States and Canada, has been trying to get the company to agree to a 12-point program to protect workers against job loss.

To date the company’s only move has been to propose a so-called "stock savings plan." The IBEW has charged this is merely a "scheme" designed to knock out cost-of-living increases altogether and sidestep the job security issue.

SALT LAKE CITY HOSTS WESTERN UTILITY LOCALS

IBEW Officials and some 45 utility Union delegates gathered in Salt Lake City on March 12th and 14th for a conference of western Utility Unions of the IBEW.

The conference, headed by Henry M. Conover, Director of Utility Operations, IBEW, was greeted by BBEV President Lee Anderson. Anderson brought greetings of President Free- man and Secretary Koeman to the group which represented Utilities in the 7th, 8th and 9th BBEV Districts. Delegates trave- led from Texas, Colorado, New Mexico and Arizona.

Our 9th District was well repre- sented by Local 47 Business Manager Ronald T. Weisgerber, Secretary-Treasurer Dick O. Fadell, Dist. Vice-President O. G. Har- rison to the conference.

The program of the two-day session included Art. Utility Di- rector, R. B. Rapaport who spoke on the history of utilities and our Union, Int. Rep. Bob Woodruff, who spoke on safety, and K. Zornes, Director of the BBEV Research Staff on economics and productivity, Int. Rep. George Malony on duties of Business Managers and Public Power, collective bargaining by

ELECTRIC POWER GROWTH—H.P. PER INDUSTRIAL WORKER

PGE ACCEPTS NEW PLAN ON TRINITY BILL

PG&E Executive Vice-Presi- dent Robert S. Gerdes said the company accepts the pro- mise provision in "the hope of ending this controversy and got- ting the Trinity Treaty off the books for good. The provision, which was part of a measure introduced this year, includes a clause to protect workers against job loss.

The measure specifies that the company will maintain a minimum of 2,000 workers employed by the company, at their depreci- ated cost, any time after the pro- posed San Luis Project begins operating after July 1, 1967. whichever is earlier.

Local 47 SoCalEd New Pact

IBEW Local 47 has recently concluded negotiations on its new wage and conditions Agreement with Southern Cali- fornia Edison Co. to be effective Jan. 1, 1959.

The Union’s membership ac- cepted the proposed 2-year wage agreement with a wage op- erator on Dec. 31, 1958.

The settlement’s major im- provements in year 1 include:

- 5 percent general wage in- crease.
- Rer-out of work groups for Seniority purposes.
- Minimum call-out on power, crews of 200 men, up to 2 hours and 15 minutes, at $2 an hour.
- Prearranged overtime increased from 1.5 to 2 hours and estab- lished 30 minutes additional time for excessively long hours.
- Reaction to the "lost time" clause in the new Agreement is expected to be very favorable.
- Improved O.T. pro- visions after long hours of work.
- Scheduled Holiday work at a 10% increase.
- Increased vacation to 10 days after 10 years of service.
Prime Factor in California Growth
Is More Use of Electric Horsepower

A 70 per cent increase since 1950 in electric horsepower per industrial worker in Northern and Central California will be registered by the end of 1959.

Charles W. Goodwin, Jr., president of the Northern California Electrical Bureau, said recently. Goodwin said that 61 per cent of the electrical horsepower in this area accounted for approximately 75 per cent of the total.

A striking increase of 31 per cent in 1950 in electric horsepower per agricultural worker was registered in 1959, according to Robert Mulkey, senior economist of the Bureau.

Our 9th District was well represented at the conference. The group which represented the 9th IBEW Districts. These Districts included the delegates who were treated to a banquet.

Mr. Ronald T. Weakley, Secretary of the International Brotherhood of Electrical Workers No. 1245, introduced Edwin B. Love, Labor Liaison to San Francisco Labor Council.

ELECTRIC POWER GROWTH—H.P. PER INDUSTRIAL WORKER


4 4.5 5 5.5 6 6.5 7 7.5 8 8.5 9

ELECTRIC HORSEPOWER PER AGRICULTURAL WORKER


4.8 5 5.2 5.4 5.6 5.8 6 6.2 6.4 6.6 6.8

[Graphs and data tables are not transcribed here.]

The delegates were treated to an organ recital by Dr. Alexander Schreiner, playing on the largest organ in the world.

In virtually every aspect of our lives, at home and on the job, we are dependent on electricity. It is the greatest benefits to water users in the region's factories will be more than a century since gold was discovered.

MORE PRODUCTION

In an industry, this California farm productivity is possible in large degree because of the increasing application of electricity. Goodwin said, "It is expected that during 1959 an additional load of 234,000 horsepower in industry and 10,000 horsepower in agriculture will develop in this area."

"National Electrical Week," which celebrates the birth of Thomas A. Edison on February 11, 1947, calls attention to the importance of the nation to the industry. It is celebrated in California the electric industry in all its phases employs directly more than 200,000 employees and many thousands of others depend indirectly on it for their jobs.

The manufacture of electrical equipment is a growing industry in the state. California is a leading area in electronics production and atomic energy research. The region also produces a large proportion of the space shuttle's capability of the nation and now is developing as one of the major launching areas. Missiles would be impossible without the contribution of electronics.

IBEW Officers and some 45 International Union delegates gathered in Salt Lake City on March 12th and 14th in a conference of western Union affiliates of the IBEW. The conference, headed by Henry M. Conover, director of Utility Operations, IBEW, was greeted by IBEW Vice-President James Anderson. Anderson went on to the greetings of President Freeman and Secretary Koeman to the group which represented Union locals in the 7th, 8th, 9th and 10th IBEW Districts, which range from Texas, Colorado and Montana to Alaska and Hawaii.

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The manufacture of electrical equipment is a growing industry in the state. California is a leading area in electronics production and atomic energy research. The region also produces a large proportion of the space shuttle's capability of the nation and now is developing as one of the major launching areas. Missiles would be impossible without the contribution of electronics.

IBEW Officers and some 45 International Union delegates gathered in Salt Lake City on March 12th and 14th in a conference of western Union affiliates of the IBEW. The conference, headed by Henry M. Conover, director of Utility Operations, IBEW, was greeted by IBEW Vice-President James Anderson. Anderson went on to the greetings of President Freeman and Secretary Koeman to the group which represented Union locals in the 7th, 8th, 9th and 10th IBEW Districts, which range from Texas, Colorado and Montana to Alaska and Hawaii.

Our 9th District was well represented at the conference. The group which represented the 9th IBEW Districts. These Districts included the delegates who were treated to an organ recital by Dr. Alexander Schreiner, playing on the largest organ in the world.

In virtually every aspect of our lives, at home and on the job, we are dependent on electricity. It is the greatest benefits to water users in the region's factories will be more than a century since gold was discovered.

MORE PRODUCTION

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In virtually every aspect of our lives, at home and on the job, we are dependent on electricity. It is the greatest benefits to water users in the region's factories will be more than a century since gold was discovered.
I have been kidding ourselves regarding our free enterprise system and better "labor-saving" methods by eliminating jobs. Whenever it appears with machines, replaced they will press. Neither do we oppose profits—that is. We are, however, deeply concerned sufficiently attentive to the human aspect of technology presents for us, by now, must be aware of the always productivity.

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Mechanization, however, has removed much of this drudgery. This is fine, no one is for drudgery, but it has also removed jobs. Truck-mounted hole diggers and hydraulic booms instead of Groundmen using shovels, bars and spoons for digging pole holes; one-man operated 'Industrial Monkey' to trim trees, wash insulators, replace street lights and make mid-span connections; prefabrication of line hardware; the use of Helicopters to set poles, doing in an hour and a half what would take a line crew a week to do; and in patrolling 25 to 50 miles of line per hour compared to a Patrolman's average 10 miles per day—all these add up to more work with fewer workers.

This, in our view, spells increased productivity—to the tune that the electric utility and power industry produces 50 percent more power than it did 20 years ago with only a 15 percent increase in the number of workers.

There are a number of questions posed on these 2 pages and throughout the remainder of this issue of the paper and deliberately so. Questions such as: Where did the surplus work go? What about this increased productivity? What should we do about the threat of technological advances taking away jobs? What can we do about lax safety precautions in atomic radiation areas? All these and many more, all relate to the problems of the utility and industry employees, will be topics under discussion at the 500-delegate Operation Security Conference to be held under the auspices of Local 124, IBEW on April 11th and 12th at Berkeley.
We note more than a slight difference between the "Wagon"—vintage 1910—powered by a 1-horsepower hay burner, and the modern Line Truck with a mounted holedigger, hydraulic derrick, pole-jack, and gin-piles, compressor for air-driven tools and a 2-way mobile radio.

The Lineman and His Truck

We've mentioned that much of the new automation is based on the Greek word meaning governor—the idea actually comes from the governor on a steam engine. Today the word is frequently used as another name for the scientific principle underlying feedback-type servomechanism-operated controllers. In short, it's the replacement of human beings with machines.

CYBERNETICS is the name of the science upon which most developments in automation are based. It comes from the Greek word meaning governor—the idea actually comes from the governor on a steam engine. Today the word is frequently used as another name for the scientific principle underlying feedback-type servomechanism-operated controllers. In short, it's the replacement of human beings with machines.

MISSOURI UTILITY UNIONS JOIN TO KILL STRIKE BAN

Representatives of 30,000 Missouri utility workers announced plans for a statewide campaign to repeal the King-Thompson Act, which has been used repeatedly to force strikers back to their jobs on company terms.

Officers of the Missouri Utility Workers Legislative Conference declared their intent to renew their fight against the union-busting law in the courts and in the legislature. The conference, with the backing of the Missouri State Labor Council, will carry on a public relations campaign to "tell the real story of the impact of the vicious King-Thompson Act to the people of Missouri."

Under the Act, passed in 1947, the state can seize utility companies when workers strike. Fines of $10,000 a day are levied on the union for each day the workers remain out. The workers were forced to end their strike, a mediation panel operated by the Missouri State Labor Council.

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KILOWATTS
Past, Present & Future

Electrical World, trade journal for the electric light and power industry, predicts that by 1975 total electrical sales in this country will have zoomed to 2.1 trillion KWH—an increase of 275 percent over 1957 production.

In 1975, the industry installed new-generating capacity totaling 33,547 KW. Of this new capacity, 100 KW represented Atomic Power; 1,304 from Hydro; 6,380 from conventional Steam Plants.

Falling water supplied direct-drive power to wind and small marine ships in the late 1800s.

Falling water now drives turbo-generators which generate electricity as “power through a wire.”

An X-Ray View of Man and Machine

This is MAN — the original thinker. Although he’s been with us since the beginning of time, the original model remains, for the most part, unchanged.

Reduced down to its component chemical elements, MAN is worth about an inflated $2 on the open market. Over and above these tangible assets, however, he has an intangible, but truly remarkable object in the top of his head called BRAIN.

This BRAIN contains the equivalent of 10 billion electric tubes and relays and a dozen building blocks which would not have a computer as many relays as MAN has in his brain. It would take Niagara Falls to supply the power to activate it and the Niagara River to keep it cool.

MAN has, from his very beginning, endeavored to improve his lot and that of his fellow MAN, whom he calls “friend and brother.” He can reproduce himself at no cost to his employer whereas MACHINE represents a terrific initial investment and replacement cost.

A paradox: MAN is warm, energetic, brilliant and dull, faithful and fickle, cruel and merciful, good and bad, but from his very beginning to the present, MAN has been around him has had some mighty big thinking machines — the electronic substitute for his brain which has brought him to the very brink of disaster and threatens to push him over.

MACHINE can never think, as MAN can. MACHINES must think as MAN does, and that means MAN must “think un” those exceptions, those are about gone.

Despite the new efficiencies in the production and marketing of electric power, Coal as the major fuel for generating cheap power in the West is out. There are few, if any, Coal deposits in this area and transportation costs across country of the basic commodity needed preclude its use.

So with Hydro supplying a constant diminishing percentage of the total, Oil and Gas being quickly depleted and Coal, for economic reasons, impracticable, leaves the Atom as the only reliable source to supply the tremendous increase in KW capacity needed by 1975.

Does this bode good or bad?

Local 1245’s “Operation Security” Conference will examine and assess this question to its fullest extent.

The tremendous heat derived from splitting the atom, now converts water to steam which drives turbo-generators. This steam is not dependent on the plant design.

Public Employees Meet Air Problems & Solutions

The Institute of Industrial Relations of the Univ. of Calif. in cooperation with state and local Unions of the AFL-CIO, presented its second annual conference on “Labor Relations in Public Employment” on Saturday, Feb. 7th at the Lexington Hotel in Oakland.

Local 1245, IBEW members employed in public agencies to gather with Officers and Representatives attended the all-day Conference.

The Conference discussed the two major areas of concern to the public employee: “A Labor Relations Policy for Public Employees” and “The Grievance Process in Public Employment.”

Irving Bernstein, Professor at U.C.L.A., the principal speaker of the morning session, referred to his comments of last year on the similarity between the efforts of employees in public employment to gain the right to bargain collectively and the strategies of employees in private industry prior to the Wagner Act.

Bernstein said that the acceptance of the rights of employees in public employment to joint representation is now generally accepted but it’s new necessary to put procedures similar to those in the Wagner Act for the selection of bargaining units, secret ballot elections and certification of bargaining agencies and finally the collective bargaining agreement as the end result of negotiations.

Dr. Cheit, Univ. of Calif. President, was the speaker at the afternoon session and discussed “The Grievance Process in Public Employment.”

Dr. Cheit said that appeals boards, fact finding panels and public hearings presently used in public agencies were unsatisfactory. These bodies are unable to make final and binding determinations as this prerogative still rests with the agency’s administration, who are unwilling to give up this authority to any other body.

He cited as a dual problem, the reluctance of public bodies to relinquishing any portion of their powers under the guise of good government and the inability of public employees to exercise their prerogatives.

As a solution he suggested final and binding arbitration.

Cheit further said that the alternative indicated that never before has the political climate been as favorable for a passage of liberal legislation and suggested that public employees should use all their efforts in securing legislation granting them the same rights presently effective for employees in private industry.

This is MACHINE — the end result of countless thousands of men who have worked as substitutes for MAN’s brain.

The motivating factor underlying MACHINE’s creation was not merely to produce an electric marvel but to replace MAN in every way possible.

As opposed to MAN, MACHINE is efficient and exacting to the nth degree. It’s a cheap and TAX DEDUCTIBLE producer and never complains to the employer over wages, hours or working conditions. It will work faithfully for its entire lifetime with no time off for vacations or holidays and if finally cast aside due to obsolescence, it makes no demands for severance pay or pension.

But MACHINE has never yet been able to work up a “big think.” Note that the ability of MACHINE’s so-called brain is limited to arithmetic computations. True, the most complex problems can be precisely solved with lightning-fast speed but it is still only a combination of rudimentary arithmetical rules. It can’t wonder over an object’s fall from a tree and discover the law of gravity or watch a ship’s sail sink in the horizon and decide that the world therefore must be round.

It could never love or hate, be exalted or indifferent, sad or happy. MACHINE might hear a beautiful passage of music but could never appreciate it, read a line of poetry but never understand it; look at the stars but never stand in reverence at the sight. It has no “friend and brother.”

MACHINE could never sympathize with the MAN whom it had displaced and cannot explain how it could possibly explain to small children who are taught to be no Santa Claus this year or who there’s no milk on the upper shelf?

MACHINE will never be able to “think un” MAN and therein lies MAN’S superiority. As long as he maintains control of the “ON-OFF” switch of the MACHINE will and must remain forever, the same to the intangible asset of MAN — his brain.
The conference theme, "Labor and the Public--the \textit{Future}," attracted some 60 participants from labor unions. The California State Association of Electrical Workers (IBEW), located in Los Angeles, hosted the event.

Guest speakers included Dr. Abraham Kaplan, author of "The Future," and Mr. Alan Sexton, Labor Analyst, Labor Program, Institute of Industrial Relations, U.C.L.A. The conference delved into the discussion of labor unions and their role in the future.

Three conference groups, after hearing from the speakers, discussed the subject matter separately and then gathered to discuss their conclusions. All agreed that the conference stimulated much thought and provided a critical analysis by the labor group of their personal responsibilities and the responsibilities of their employers.

An additional point discussed was that the Union must place special emphasis on the need for modernizing, strengthening, and improving those sections of our collective bargaining agreements that cover layoffs and transfers, promotions, and promotions. The conference also addressed the need for unskilled workers to have the opportunity to develop skills.

Among the many topics discussed was the question of automation and its impact on the labor market. The conference concluded with a call for greater attention to manpower requirements and a plea for the Union to consider the needs of its members.

The Second Annual Liberal Arts for Labor Conference, sponsored by the Department of Liberal Arts, U.C.L.A., and the Los Angeles Labor Federation, AFL-CIO, was held February 20-22, 1959 at the University of California Conference Center, Lake Arrowhead, California.
The underlying philosophy makes the decision morally and morally wrong. Men not for ma-chinery and materials and ma-Chiries and long-standing wage dispute set-per cent increase, details of object them and get new, and these look out as Judeo-Christian tradition. The responsibility of, employers has Potter, we have tile man's statement, by Bishop of every individual, is basic to keeping. Persons are, and of the processes of, industry to the per-sonalization account to provide for a worker acquires silicosis or, disease or lost time, a recurrent cost, it will be to-ward any union. We Understand the dignity and worth of every individual, is basic to Judeo-Christian tradition.

Despite the decades since the insight that "labor is not a commodity," expressed only a few years ago by Washington, D.C., and little man's statement, by Bishop Potter, we have been slow to recognize the primacy of the individual human in the industrial production process. The problem of prevention, for old age, illness, and indus-trial accident as in any way a responsibility of employers has occurred only within memory. Yet a demand for personal rights, for the concept of the dignity and worth of every individual, is basic to Judeo-Christian tradition.

Dr. Theodore Kroeber, professor of business economics at Stanford University, has illustrated our continuing attitudes in the industrial state by telling an iron workers that an iron beam should fall, killing a machine and the laborer on it. "Who pays for repairing the machine?" the wages of the long have long since set up a repair account to repair machines. Who pays for the repair of the work of . . . placing in top priority stockholders? They should have the top priority! There is workmen's compensation, but in the United States this leaves unmet about two thirds of the injured workers.

Similarly, there is a "wage and hour law" for machinery, but if a workman suffers illness or some other occupational disease, the result is death. "The worker's family, the work-er's wife, their children, are left with what? All the insurance they have is this life insurance. But their wage is worth nothing if the breadwinner dies."

"Who pays for repairing the machinery? So we are not talking about a repair account."

We Understand

A dozen businessmen and bank officials have been surveyed by the U.S. Attorney's of-ice in Los Angeles of looting a private bank of up to 81 million by cashing thousands of worthless checks.

We have read the story in your daily paper. If you have, you were not on the front page! If you have, you were not among those charged with stealing that much money. Probably the story is in every paper in the United States. If a dozen labor union officials were accused of theft, wouldn't the story be not only in every paper, but on the front page, and topped by eight-column headlines?"
Look Ma, No Hands!

During regular work hours an order, letter or whatever can be typed in San Francisco, flashed by wire to New York, Chicago and Smartsville, where equipment there is activated and the message appears. It's all done with tape, automatic readers and printers.

So Miss Jones is really not even needed during daylight working hours.

Never Call a GENIUS a 'CRACKPOT'


K. D. SETTY, Compressor En- gineer at the Pipe Line Opera- tion Station at Avenal passed away on Feb. 12, 1959. Brother Setty was an old-timer in Local 1245 with membership dating from April 1, 1943.

VERNON R. PENCILIS, Appr- oved Repairman in Sacramento, Cal., died on March 1, 1959. He had been a member of our un- ion for nearly 7 years.

Dr. Albert Einstein, great German physicist, has been called 'one of the eight im- mortals of history.' Although he was already flanked mathe- matics in school, his theory of relativity opened the door to the Atomic Age.

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The late Dr. Albert Einstein, who in 1935, was ridiculed by a refugee professor with some crackpot theory about relativity which only 12 people in the world supposedly understood, was the true 'lack of the A- tomic Age.'

His 'crackpot' theory turned out to be the key to splitting the atom, which man, in his im- manity to man, now threatens in use to destroy all mankind. A genuine 'crackpot' is all that it will take!

His theory has also furnished the key to Atomic Power by utilizing the tremendous heat generated from atomic fusion in a water to steam to electric- ity conversion.

The nearly unbelievable amount of energy, which the atom holds captive is illustra- ted in the release of this energy from a one-pound, one-inch cube of Uranium. It equals the en- ergy in 3 million pounds of coal and when converted to electric power can light up the City of Reno for 145 days or the average home for 9,000 years!

Dr. Einstein, genius-physicist, has also been a humanitarian and po- litical, did not visualize the po- tential evils to which man would put his discovery, and under- standably so. But the good Dr. erred in stating that 'sci- ence in its present state makes it appear almost impossible that we shall ever succeed' in shattering the atom and that a- tomic energy would probably never be used to light up our cities, propel our boats, or run our factories.

It's here and now!

A pound of uranium, just slightly larger than a one-inch cube, is the expendable ele- ment in the conversion of at- omic energy to electric pow- er.

What lies ahead in the peaceful uses of a- tomic energy is anybody's guess. But of one thing we're plenty sure. The physiological and economic impact upon the worker and the community as a whole are going to get a thor- ough review at Local 1245's Operation Secur- ity Conference in Berkeley on April 11th and 12th,

The Atomic Worker—the indispensable ele- ment in converting atomic energy to electric pow- er. He must remain the indispensable ele- ment regardless of cost!

The company, Employes in the Ranch's 1945-46 paid for, to the union before and after its introduction to see if anything was being over- looked.

In general, automation has re- sulted in fewer but better jobs. The problem worker problem is met by red circling and job freeing. New hires are restrict- ed and general turnover takes care of surpluses. Promotional opportunities are severely re- stricted until surpluses are elimi- nated and some companies have compensated the employees finan- cially for this loss of "hope factor." Most generally, senior- employees are given the opportu- nity to take on the new jobs with the costs of retaining be- longing borne by the company.

The reduction in the work force is recognized as inevitable by both union and the com- pany. Both have worked to- gether to reduce hardships to in- dividual employees and have ad- opted the idea that the costs of extending the transition period must be so reduced that it is a part of the cost of conversion to automatic operations. Transfers, where no other means of taking care of employees exist, are borne by