'Operation Security' Is Theme of Fourth Annual Joint Meeting

CONGRESS WORKS OUT BROAD FUTURE PROGRAM

IBEW-Local 1245 Policy Statement

After evaluating the conclusions drawn by the delegates to the 4th Annual Joint Executive Operation Security Conference, Local 1245's Policy Committee made the following recommendations to the Union's Executive Board which was concerned in the Board and adopted as the Local Union's policy:

1. The Negotiating Committee shall be granted the authority to prepare and submit the proposals for 1959 negotiations based on the following policy:

   a. The principal issue shall be the development of proposals to provide the maintenance of present employees on the payroll together with a broader recognition of the Union as a needed institution.

   b. Every effort should be made to protect the purchasing power and improve the standards of living of all employees.

2. Proposals to develop more jobs by what- ever methods should be sought to provide for future security.

3. Promotional opportunities should be advanced by development of proposals to guarantee qualified personnel in all lines of endeavor.

4. Items which are shown to be industry patterns should be sought, to maintain parity with other utilities.

The Negotiating Committee shall be given full power to act relative to negotiations and subject to final determination by ratification of negotiations by the membership.

Participants at the 'Operation Security' Conference listening to one of the speakers.
MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered. "To do so," he stated, "we find that man's relationship to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.

MAN-TECHNOLOGY RELATIONSHIPS

Local 1245 Assistant Business Manager L. L. Mitchell, in his address "Man-Technology Relationships" before the delegates to the New Era of Technology Conference, pointed to the need to find a balance among policies designed to introduce new technology. "To do this," he said, "we must review man's relationships to nature, his society, and how they have been altered."

Many examples were shown where man has been reduced and yet production is increasing. In the face of the facts, industry continues to deny that automation is not reducing employment opportunities. It becomes clear that industry's claims and promises are in no way relative to their present practice and policies.

He went on to review the decade preceding the economic collapse of 1929. Even though several major industries were not successful in recovery at an unprecedented rate, hence the benefit of automation, many of the companies found that automation was drawing them back to 1929 and 1938 relative to production and employment. During that period, employment was not keeping up with production.

It was stated that collective bargaining, that wages were not shared with the new technologies. Past job security was somewhat relative to the specific company or utility industry, but it is certainly not the case today. We are experiencing a new era where the relationship of the nation to the employer and human dignity," he added.

"Man-technology relationships" have introduced new problems, and history could repeat itself. Until we have altered the few, Mitchell emphasized.
Union's Social Activities Get a Preliminary Look-See

On March 21st, a Committee composed of three Local Union Officers and five members from the Business Staff, met at the Capitol Inn in Sacramento to study and make recommendations for setting up a Local Union Social Activity Program.

Members of the Committee, shown left to right, are: Axt, Bus Mgr., Michael, Bus, Rep. Fred Lomas, Central Area Board Member Dick Sands, Northern Area Board Member Bob Glasgow and Pres. Chan. Mnsic Bus Rep., Al Kamowski member of this Committee, is missing from the picture, as he was the photographer.

The Committee's recommendations will be presented to the Executive Board, at its next meeting, for consideration.

Sf & M Line Crews Deserve and Get Praise

Local 1245 B/EW members in he Mother Lode area of the Sierra Nevada mountains agree that in replacing the hundreds of poles and lines damaged by the heavy snow, rain and wind.

Sierra Pacific
Loses Shannan

Paul Shannan, longest time Sierra Pacific Power Co. employee, is retiring from the company on Feb. 1st.

It is March 4th meeting, the San Fran. Band, was present at his retirement. Shannan was in attendance with a number of gifts. Brother Shannan will be missed, we are sure of it, for PG&E's history.

Local 1245 Retirement Scroll and Lapel Pin

Shannan was presented his IBEW retirement Scroll and Lapel Pin and Local 1245's Retiree Certificate by crews from Oakdale, Newman, Stockton and General Construction Dept., combined to repair the widespread damage.

Departing in the middle of the night on Feb. 12th, under the worst possible working conditions, crews worked their way into the damaged area where the heavy wet snow had caused hundreds of lines breaks with many poles snapped off under the heavy strain. Three days and nights later some crews were still repairing the extensive damage.

Some of the crews averaged 64 hours of work in the 3-day period. With no little opportunity to change into dry clothes, and missing several of their contractual meals due to the adverse conditions.

Needless to say, Management and residents of the Mother Lode area are high in their praise of the Union men who, like thousands of others in our line work continually, under the worst possible conditions, unceasingly to serve fellow citizens can work, play and sleep in warmth and safety.

In answer to a congratulatory letter from Local 1245 Business Manager R. T. Westley, Mr. Tobriner wrote:

Dear Friends,

Thank you deeply for your kind note of congratulations. It has been a great pleasure to serve Local 1245, and I am sorry that my personal participation must cease. I hope, however, that you will still be dealing with our office, and in that way I shall surely see you from time to time.

Sincerely,

Mathew O. Tobriner

Among speakers at the Conference was Kenichi Koshimura, Executive Board Member of the Electric Power Workers' Union of Japan.

Winded among the guests at the Conference were (left) Asst. Lts. Mgr. Mike Kelly and Asst. Bus. Mgr. Mike Piszczarski (seating) both from IBEW Local 47.

Delegates Walt Kaufman, left, and Phil Coffin, right, talking with Local 1245 President Charles Massie, center.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

Delegates Walt Kaufmann, left, and Phil Coffin, right, talking with Local 1245 President Charles Massie, center.

Chatting during a Conference break are group of delegates and guests.

Local 1245 Business Staff making preparations for the Conference.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

Chatting during a Conference break are group of delegates and guests.

Local 1245 Business Staff making preparations for the Conference.


Delegates Walt Kaufmann, left, and Phil Coffin, right, talking with Local 1245 President Charles Massie, center.

Chatting during a Conference break are group of delegates and guests.

Local 1245 Business Staff making preparations for the Conference.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.


Delegates Walt Kaufmann, left, and Phil Coffin, right, talking with Local 1245 President Charles Massie, center.

Chatting during a Conference break are group of delegates and guests.

Local 1245 Business Staff making preparations for the Conference.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.


Delegates Walt Kaufmann, left, and Phil Coffin, right, talking with Local 1245 President Charles Massie, center.

Chatting during a Conference break are group of delegates and guests.

Local 1245 Business Staff making preparations for the Conference.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.

In the Conference Headquarters room are left to right: Bus. Rep. Fred Lucas, Joan Mills from Local 1245's Business Office and Admin. Asst. Al Hansen on the phone.
Camera Catches Highlights

Security

which hung behind the speakers' platform.

Something tickled the "funny bones" of Mike Kelly, Asst. Bus. Mgr. IBEW Local 47; Joan Mills, Local 1245 Office Secretary; Mort Raphael, CORO Foundation and Nick Frye, Bus. Mgr. IBEW Local 551, Santa Rosa.

Among those at the Conference who travelled great distances are left, V. G. Pearson, Bus. Mgr. IBEW Local 57, Salt Lake City, and right, J. R. Aeemmer, Bus. Mgr. IBEW Local 111, Denver, Colorado.

Local 1245 Vice President Marvin C. Brooks, right, chatting with Calif. Chief of Industrial Safety Thomas N. Saunders while delegate Royally McIranschue from SMUD, left, looks.


Listening to after dinner speaker is an attentive group of delegates.

Assistant Business Manager M. A. Walters, left, and Howard Sevey, Office Manager, register delegate.

Local 1245 Negotiating Committee Members Bill Fleming, left and Mel Robbins, right, talking to AFL-CIO Regional Director Dan Flanagan.

Portion of Local 1245 Executive Board listening to a Conference speaker.
Did you ever suspect you were on the receiving end of the U. S. Foreign Aid Program?

For more than a decade, an outfit called the Mutual Security Program has spent billions on foreign aid. But recent analyses of what really became of those "giveaways" offer some striking and surprising facts. Here are a few figures on how "foreign aid" spending affects you:

- Some 715,000 jobs in 1957 were directly attributable to foreign aid expenditures.
- 5,561 U. S. firms in 50 cities in 42 states shared over 100 million dollars in military contracts from Mutual Security funds and the three-year period ending March 31, 1957.
- Military procurement contracts from Mutual Security funds in fiscal 1957 amounted to national $5 billion, $31 million dollars to 100 firms, representing 12 states during the four-year period ending in June 1957. During the first eight months of the fiscal year 1958 this type of purchase provided a further 20 million dollars in contracts to domestic business.

Other agencies that consume some portion of foreign aid funds have gone to buy from American firms:
- Current Technical Service contracts involved 340 foreign firms, 220 United States firms, 12,000 employees of foreign aid funds, and other professionals: engineers, architects, electricians, surveyors, engineers, and others who have been hired.

Yes, it is a paradox but there is no doubt that the Mutual Security Program, and others backed because they believed it essential to make America's world responsibilities possible also turns out to be of direct benefit to the people at home, particularly in a time of recession.

Here's how: a time of economic uncertainty with these benefits in mind, people have the need for military security and the quest for a peace more secure—there are reasons for backing foreign aid.

"It's awfully nice to know that people all around the world trust us—peaceful world and a prosperous America—go hand-in-hand as far as the Mutual Security Program is concerned."

How is that possible, really?

Here is how a program that is concerned with supplying military strength to America's allies and economic help to our friends abroad can be of direct benefit to American taxpayers?

The answer is easy, if you keep in mind that between 66 and 70 percent of the foreign aid money Congress votes each year never leaves the United States. It is spent here in the United States.

The Defense Department, the State Department, the Treasury, the Export-Import Bank, and some federal agencies that make up the Mutual Security Program are the beneficiaries of the funds.

But there is another side to this story: The "purchaser be fully informed" statement of the Mutual Security program is not enough. The average American must also be made aware of the benefits derived from these programs.

The average American has not been made aware of the benefits derived from these programs.

It may be that the foreign aid program is, in a way, a "cancer" of the United States, in its form of purchases made by those countries — purchases which could not otherwise have occurred.

In fact, the National Planning Association, a private research organization, says the United States derives a gross national benefit in the form of increased trade from its "effective" Mutual Security programs. According to this organization, Mutual Security purchases are worth more to the United States than it costs from the foreign aid money that never leaves this country.

Countries receiving assistance are profiting as well.

On the economic side, the four-year Marshall Plan sparked a recovery in Western Europe...
The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

Religion and Labor

By Clair M. Cook
Executive Director, Religion and Labor Foundation

"The American labor movement," writes a nationally syndicated columnist, "is facing a crisis of life-and-death character, a challenge of historic proportions." These words could have been written 15 years ago. But "white collar" workers and "blue collar" workers are increasingly becoming the same. The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.

The crisis, the challenge, to which Miss Porter refers is that of internal dissension, contention for leadership, and the threat of anti-unionism from within the ranks of the world's trade unionists. The labor movement is aware of the implications. It must organize its leadership, its strategy, and its tactics in response to this crisis of life-and-death character, a challenge of historic proportions.
THOMAS N. SAUNDERS

GOVERNMENT EYES ATOMIC RADIATION

California has been concerned about the hazards of radiation to the California industrial worker since 1930, Mr. Thomas N. Saunders, Chief of the California State Division of Industrial Safety, told the participants in the "Operation Security" Conference in Berkeley on April 11th.

"We were the first state in the nation to adopt safety or radiation hazards," he said, "and we are constantly alert to changes in industrial uses of atomic energy and the impact they will have on the safety of our state's working population."

Mr. Saunders pointed out that California has established a comprehensive monitoring system for industries and not regulated by the Atomic Energy Commission, which use nuclear materials.

Joint Conference

(Continued from Page 1) included a look at the future problems of Utility employees in the peaceful use of the atom, the development and possible effects of automation on the Utility employee and how your Union can meet the challenge of the new technology.

The summary of the fourteen workshops provided the basis for the Policy Committee's recommendations to the Executive Board, which is reported on page one of this issue. In presenting the issues the Conference each delegate prepared an evaluation sheet, listing his reactions to the Conference. Although there were some criticisms—all constructive and valuable in planning future conferences—an overwhelming majority of the delegates rated the "Operation Security" Conference a success.

Speaking to the delegates is Dan Flanagan, AFL-CIO Regional Director.

Demand Union Service

LET'S GO TO THE AFL-CIO UNION-INDUSTRIES SHOW!

IT'S IN SAN FRANCISCO
Brooks Hall, Civic Center May 1 through 6, 1959
FREE ADMISSION FREE PRIZES
See Labor and Management on Display

Sponsored and produced by
UNION LABEL AND SERVICE TRADES DEPT. AFL-CIO

1909 OUR GOLDEN ANNIVERSARY 1959

Labor Exhibition in S.F. May 1-6

Organized labor in San Francisco and the East Bay area is in high gear in preparation for the staging of the national trade union movement's greatest single public relations effort of the year. Known as the AFL-CIO Union-Industries Show, this world's largest labor-management exhibition will run 11 days in the San Francisco Civic Center—Admission—Free.

Produced by the AFL-CIO

AFL-CIO National Label and Service Trades Department under the direction of the Department's Secretary-Treasurer Joseph Lewis, this 1959 Union-Industries Show has its more than $20 million worth of action-packed displays and America's largest labor-management bargain. Over 800,000 worth of free samples and souvenirs will be distributed.

In San Francisco to supervise the massive panoramas of all things union, Show Director Lewis pointed out the serious purposes of the exhibition. Lewis states this week that the main objectives of the Union Industries Show is to focus public attention on the good relations that exist between AFL-CIO unions and their employers.

Capital gains in this week's Union-Industries Show in an electric kitchen, two streets, gas and electric lights, a fiberglass boat, clothing, hundreds of fresh meats, tobacco and cigarettes by the thousands, hand-made chinaware, and scores of others.

N. E. AMUNDISON

1950s. The efficiency expert worked on the problem of making people work more efficiently. The systems analyst's objective is to replace people with machines.

The utility worker is being affected in the same ways that workers in steel production, coal mining, automobile manufacturing, oil refining, and most American industry are being affected. Fewer people will be needed to perform the work. Job requirements are changing, greater skills are needed. Promotional opportunities are being severely curtailed.

Utility workers will have to make many personal adjustments in their work life and home life. Security and stability are no longer a part of employment in the utility industry.

Amundison went on to cite a number of personal and financial advantages in working for the utility companies and outlines a plan to meet the challenge of the new technology. His conclusion left little doubt that the American Union has yet faced.

J. C. Schrafer, Clerk in San Francisco, gave a personal account of his unionization experience. Brother Schrafer joined Local 1245 in Jan., 1943.

PATRONIZE UNION STORES

Read it regularly