

YOUR DUES PAY FOR THIS PAPER,
READ IT REGULARLY . . .

Utility Reporter

Official Publication of I. B. E. W. Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland 12, Calif.

VOL. VII—NO. 1

OAKLAND, CALIFORNIA

MAY, 1959

CONTRACT NEGOTIATIONS UNDERWAY WITH PACIFIC GAS AND ELECTRIC CO.

YOUR Business Manager's COLUMN

by Ronald J. Weakley

Considerable time and effort is necessary in order to prepare and distribute the Utility Reporter. Part of the membership's dues are allotted to this function of the Union's administration.

If we had advertisers, which we do not and will not, or if our readers could cancel subscriptions or voluntarily subscribe, we would have three measures of reader reception of our efforts.



R. T. Weakley

Once, we ran a sample survey of reader attitudes toward the paper but we found it inconclusive. Also, questions by this writer directed to individual members and group meetings, elicited very little conclusive response. Most say they read the paper. All say they don't want it discontinued. A scant few indicated constructive suggestions for improvement.

We try to discuss items of importance, and of interest and attempt to stimulate thought and discussion among the members and other readers.

In order to sample opinions of individual readers, I am going to ask those who are interested enough to read this column to respond by writing constructive criticism concerning the paper itself, its content, makeup and his column.

We are seriously interested in improvement. This is your paper's dues paying readers and you

(Continued on Page 2)



Your Union's 'PG&E System Wage and Contract Negotiating Committee'

Back row, left to right:

JAMES A. FOUNTAIN, a Clerk "B" in the Electric Operating Department in Ukiah, North Bay Division, has worked with the Company since 1947 and is currently serving Local 1245 as Shop Steward in the Ukiah area.

ANTHONY J. BOKER, Tractor Operator in the General Construction Department, has worked for the Company for 10 years, during which he has been an enthusiastic and active member of Local 1245.

BOBBY ROBINSON, Electrician in the Substation Maint. Dept. in Bakersfield, has worked for the Company in both General Const. Dept. and San Joaquin Div. during his 10 years with the Company. His Union activities include Shop Steward, Chairman of the Bakersfield Unit, Benefit Advisory Committeeman, and Substation and Hydro Depts. Job Definitions Committeeman.

HARRY F. DEDERMAN, Lineman in the Electric Overhead Dept. in San Francisco, has worked with the Company for 8

years and has served Local 1245 as a Shop Steward and Unit Chairman of the San Francisco Electric, Garage and Warehouse Unit.

Front row, left to right:

JOSEPH S. KREINS, Senior Service Operator in Oakland, has worked for the Company for nearly 22 years. His many past and present Union activities include Shop Steward, Grievance Committee Chairman, Chairman of the Hayward Unit, Central Area Executive Board Member, President of Local 1245, delegate to State Fed. Convention, IBEW Convention and numerous other IBEW Conferences and meetings.

PETER E. PELUCCA, Lineman in the General Construction Dept., has worked off and on with the Company since 1950 in both the Gen. Const. Dept. and in Stockton Division, with his latest employment dating from 1956. His Local 1245 activities include Shop Steward and General Construction Expenses Committeeman.

MELVIN J. ROBINS, Electrician at Pittsburg Power Plant, has worked for the Company since 1947. Coming to Local 1245 on a traveling card from Local 574 in Bremerton, Washington, he has served Local 1245 as East Bay Division Grievance Committeeman and Vice Chairman of Concord Unit 2316.

WILLIAM M. FLEMING, Emergency Relief 1st Operator at Davis Substation in Sacramento Division, has worked for the Company in both Shasta and Sacramento Divisions for nearly 15 years. His Local 1245 activities include service as Shasta Division Grievance Committeeman, Chief Shop Steward in the Battle Creek area in Shasta Divi-

sion and member of the Substation and Hydro Depts. Job Definitions Committee.

WESLEY R. BENNETT, Clerk "C" in the Gas Operating Department in Oakland, has worked with the Company for 4 years. He presently serves Local 1245 as Shop Steward at 102 Clay Street and as Chairman of the East Bay Area Clerical Unit.

The varied backgrounds and job classifications of your Union's 1959 Wage and Contract Negotiating Committee are such that this Committee is truly a representative one. We feel confident that with the able assistance of Bus. Mgr. R. T. Weakley, Asst. Bus. Mgr. L. L. Mitchell and Admin. Asst. Scott Wadsworth plus the necessary ingredient of full membership support of your Union's negotiating program, this Committee will obtain the best settlement possible during this session of negotiations with PG&E Co.

Job Security And Wages Are Top Objectives

1959 negotiations between Local 1245 and Pacific Gas and Electric Company are now in high gear.

When the 14 "Operation Security" Conference workshop sessions put together a summary of Union's 1959 bargaining program at Berkeley, this started a chain of events to date.

Union's Policy Committee, the day following the Conference, adopted a Policy Statement which was printed on the front page of the April issue of the UTILITY REPORTER. With unanimous approval of the Local Union Executive Board, the recommendations of the membership unit meetings were delivered to union's PG&E System Negotiating Committee along with the Policy Statement.

The Committee went to work and has been working almost continuously since the Conference.

On May 1, 1959, Union notified Company of its desire to amend the Agreements. At that time, Union suggested that the parties withhold proposals until after a meeting of the committees and then exchange proposals.

Subject matter of the first meeting held on May 14 concerned some matters which Union believed to be of general mutual interest. These matters are covered in letter form which was made available at unit meetings.

After the May 14 meeting, the

(Continued on Page 8)

NEW 2-YEAR PACT WITH CAL-PACIFIC

Local 1245 members employed by the Needles Division of California-Pacific Utilities Company voted on May 2 to accept a two-year Agreement which provides for a wage increase of from 10 to 14 cents per hour to be effective May 1, 1959 with a further adjustment in similar amounts to be effective May 1, 1960. In addition, improvements were made in the holiday, overtime, and Union-Company relationship provisions of the Agreement.

With respect to holidays, it was agreed that when two or

more holidays during the year occur on a Saturday, the holiday occurring on the second Saturday will be observed on the preceding Friday. The change in the overtime provis-

(Continued on Page 8)

Sierra Pacific Talks To Resume on June 2

Local 1245's Negotiating Committee composed of Orville Owen, Loretta Arneson, Lloyd Clark, Bus. Mgr. R. T. Weakley, Asst. Bus. Mgr. L. L. Mitchell and Bus. Rep. Roy Murray and Sierra Pacific Power Company's Committee composed of Ralph A. Holdcraft, Asst. Secty. and Asst. Treas., Neil W. Plath, Asst. Gen. Supt. and Frank Sperry, a New York labor consultant, opened formal negotiations on April 23, 1959. Union's proposals were reviewed and Company submitted proposals on contract revisions.

The Company Committee headed by Mr. Sperry has indicated a desire to redraft and clarify the contract language in order to more clearly indicate the intent. Both parties agree that this is desirable and have exchanged language revisions to do this. This has necessitated additional time being spent in bargaining sessions this year.

Upon completion of 5 days of discussions, the parties recessed until June 2, at which time it is expected that meetings will be continuous until bargaining is concluded.



The UTILITY REPORTER



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L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

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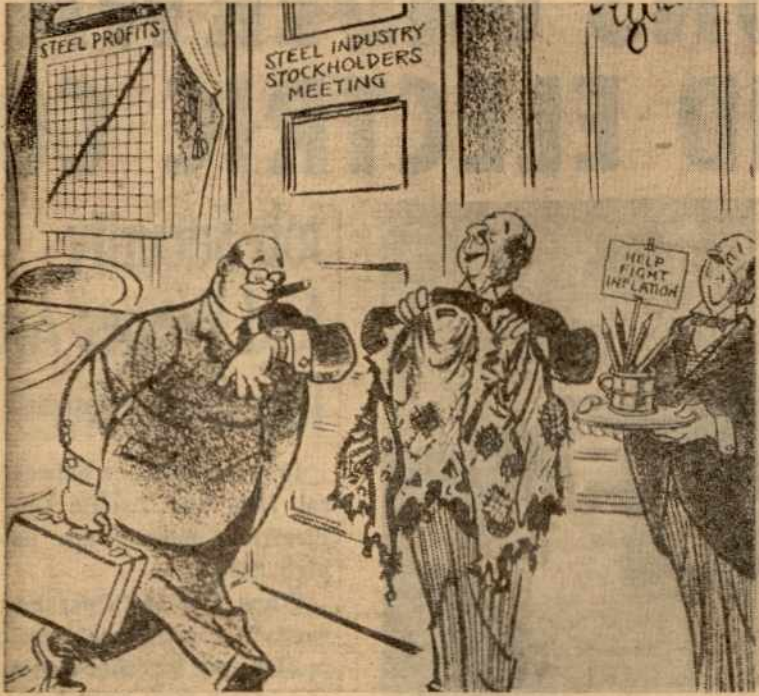
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"Very Good, sir—you just have time to change for the wage negotiating conference"



HERBLOCK—The Washington Post

Who's Advising Whom?

Mr. President, where in the world do you find your economic advisers?

If the present Chairman of your Council of Economic Advisers, Dr. Saulnier, has your ear, and apparently he has, you are being ill-advised. In fact you're being fed a line of propaganda designed to discourage union members from pressing for wage increases they have justly earned and need to improve their standards of living.

According to statements which Dr. Saulnier made before a House Appropriations subcommittee recently, he believes that any increase in wages for steelworkers automatically calls for an increase in the price of steel. "An increase in the price of steel would, of course, increase the cost of production for a very wide range of commodities and for construction. So you could expect it to have an inflationary effect diffused widely through the economy," he added.

Your Adviser, Mr. President, is making an illogical and erroneous deduction when he assumes that the steel industry MUST automatically raise its prices if wages are increased. Undoubtedly, steel prices would be increased but not because of any wage increase. If past performance is any criterion, we think that a desire to increase profits motivates price hikes in the steel industry.

Just how much profit does the steel industry really want? A look at the first quarter profit reports showing steel company profits reveals a whopping 70 to 849 per cent increase above last year's respectable record. This, to us, looks like an ability to pay a wage increase without a price gouge.

Your Adviser, Mr. President, is also slightly mixed up in his theory that an increase in production costs of commodities using steel MUST follow any price increase in steel and would therefore have an inflationary effect on our economy.

The last \$4.50-a-ton increase in steel prices, which the industry tried to blame on wage increases, added the following costs to materials used in various products, according to the magazine "U.S. News and World Report:"

Product	Increase in Costs
Refrigerator	54c
Electric Stove	55c
Steel Desk	56c
Washing Machine	30c
Table Model TV	7c
Vacuum Cleaner	3c

We feel certain that 50c on a \$200 or \$300 item could be absorbed somewhere along the line and even if passed on to the consumer, we'd hardly call it inflationary.

We don't know who's advising your Adviser, Mr. President, but his theories and statements sound strangely similar to those coming from the National Association of Manufacturers, the U.S. Chamber of Commerce and the steel industry.

YOUR Business Manager's COLUMN

by Ronald T. Weakley

(Continued from Page 1)
 have prime rights to criticize and suggest improvement.

In order to raise the question, I have a bit of mild constructive criticism of the owners and readers of this newspaper. I know that tremendous talent is lying dormant, for your purposes, in this tremendous geography. We have excellent cartoonists, poets, writers, teachers, photographers, sportsmen, accomplished scientific and technical students and a host of marvelous hobbies carried on by the men and women of our Union.

The point is, we find ourselves on the editorial staff "making up a paper." We get stilted. A tremendous means of communication becomes a one way street.

Our experience at our recent Conference, "Operation Security," proves that people get tired of being talked to. They also want to talk. We want them to. In fact, one of the difficulties in our country's approach to foreign affairs is that we talk and tell people too much. We should listen more. This goes for companies, unions and government from top to bottom. All of us resent public servants talking to us and not listening to us. Well, we want to be talked to in connection with this paper. We invite constructive criticism. We invite our readers to contribute their talents to their newspaper.

Everyone wants to express his or her opinions through personal talents and here is an opportunity to display them to a circulation of over 10,000.

We could offer monetary recognition if that would help. If you think it would, write us and say so. Then our editorial board—your Executive Board, could give this matter proper consideration.

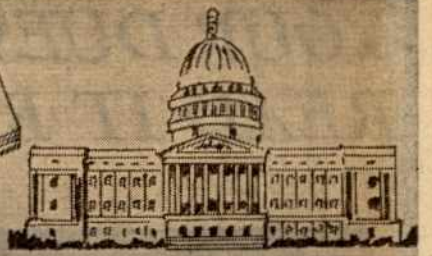
If payment isn't the issue, then perhaps just getting a talent before our readers is reward enough. That's up to you.

The point is that we could gain from the knowledge of our people who are experts in certain skills and technologies, become interested in hobbies and other methods of constructive use of leisure time, and get the benefit of this reservoir of individual thought and accomplishment. This is of benefit to all of us.

This paper is a medium of communication to the members and his family. We are sort of "square." We do not use "cheesecake," although a member who wins a beauty prize is of proper interest to our membership.

We don't use comics although a little humor might lighten the serious tone of our paper and we certainly have some humorists who can write. We don't use advertising both for ethical reasons and the belief that our people get enough of the "hard sell" on radio, TV, magazines, newspapers and other commercial media. Our problem as editors, is that we want a two-way street on communication through this newspaper.

Experts in the field of journalism, discounting some hacks of the "fourth estate," tell us that we are in "Sputnikland" and beam our paper over the heads of the "average reader." They tell us that one of the nation's largest magazines has a circulation of some 12 million. Also, that the deliberate beam is



A bill to abolish crossfiling in California's primary elections has been signed into law by Governor Edmund G. Brown. The bill was sponsored by the administration and handled by Assemblyman William A. Munnell (D) of Montebello and Senator James A. Cobey (D) of Merced.

A compromise aimed at breaking the long north-south deadlock over statewide water project development has been proposed by Governor Edmund G. Brown. The Governor is recommending a \$1,750,000,000 bond issue combined with a proviso that any water delivery contracts entered into by the state would be binding until the bonds were paid off. It is hoped by sponsors of the measure that this will get around the controversial constitutional amendment issue which has blocked water development agreement in recent years. The legislation is being handled by Senator Hugh M. Burns (D) of Fresno.

Legislation by Senator Luther Gibson (D) of Solano County to stiffen regulations governing the operation of trading stamp companies has been approved by the Senate Business and Professions Committee.

A bill to create a State Consumer Counsel to guard the interests of California consumers won final passage in the Assembly. The measure was handled by Senator Richard Richards (D) of Los Angeles and Assemblyman Richard T. Hanna (D) of Orange County.

Three major administration social insurance bills have made headway in Assembly Committees. The Finance and Insurance Committee approved one meas-

intended for the 7th grade child. This evaluation indicates that we should lower our standards to a 7th grader. We resent this idea and will, as long as I remain in charge of this newspaper, respect the intelligence of our people. We simply do not believe that our people fit the category of the professional idea of the "average reader."

Many leaders, in unions, management, journalism, and sadly enough, even in education, retain their positions through an appeal to ignorance. A real leader challenges ignorance and provides education in order to eliminate ignorance. His is the calculated risk but a good risk if he has faith in human beings and their dignity.

The reason I raise these issues in connection with this paper is that I founded it and did so for a purpose—to fight ignorance and to utilize a communicative process for progress and education for our members and their families.

The matter of a free press is extremely important to freedom itself. Complaints concerning a "kept press" do not apply to the Utility Reporter. Don't lose an opportunity to make it better by "talking back."

Therefore, we ask that you contribute ideas, talents and constructive criticism to this method of communication, the Utility Reporter. Let's make it both a better and more cooperative effort through the idea of a two-way street.

ure by Assemblyman William A. Munnell (D) of Montebello to boost maximum unemployment insurance benefits from \$40 to \$50 a week and another by Assemblyman Jesse M. Unruh (D) of Los Angeles to increase maximum disability insurance payments from \$50 to \$65 a week. The Ways and Means Committee gave its blessing to a bill by Assemblyman Robert Crown (D) of Alameda to hike maximum weekly workmens compensation benefits from \$50 to \$65.

The administration bill to create a State Economic Development Agency to encourage business activity in California was passed by the Senate and sent to the Assembly. Author of the measure is Senator James A. Cobey (D) of Merced.

A bill to prohibit allocation of county funds to Chambers of Commerce for advertising purposes has been introduced in the lower house by Assemblyman Bert DeLotto (D) of Fresno. DeLotto said his action was prompted by the fact that state and local Chambers of Commerce are opposing Governor Brown's fiscal program.

Legislation to prohibit fast tax writeoffs by private utility companies in California has been introduced by Senator John W. Holmdahl (D) of Alameda County. Holmdahl estimates passage of the measures would save utility customers 40 million dollars a year.

Mail Bag

Dear Mr. Weakley:
 Thanks for your giving the Constitution and By-Laws of your Union. They will be much instructive to understand what is the American labor union.

Since we left you, we visited many factories and institutions including PG&E, Detroit Edison Co., G.M., Ford, Sears Roebuck, University of California, and U.A.W.

I sincerely express thanks again for your instructive information at San Francisco, which has helped to know the American labor relations since we began the tour.

Now we are visiting Buffalo (Niagara Mohawk Power Co.). There we shall again face the problem of price-profit-wage relation.

Regretting the trouble we have caused you,

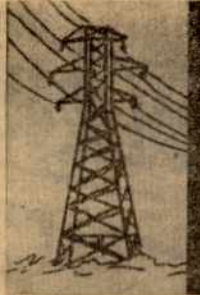
Yours truly,
 /s/ **Takoa Sasaki**
 Secretary of Wage Determination Study Group.

Dear Mr. Weakley:
 We arrived at Los Angeles on Sat. evening safely and thought we must write at once and thank you for all you did for us during our visit in your local. You treated us with such kindness as we both enjoyed ourselves extremely.

We feel confident that we'll be able to carry home so many things from your useful lectures.

The Operation Security Conference was one of the most unforgettable and instructive things in this country.

Give our best regards to all.
 /s/ **K. Koshimura**
 /s/ **H. Okamatsu**



of the next decade, largely because of the growing need for workers who can build, install, operate, maintain, and repair increasingly complicated machinery and equipment.

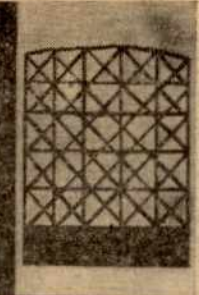
As the demand for skill goes up, the demand for non-skilled workers will go down. Learning to produce with the new machinery through automation will be a biological change that will allow workers less needed to add to this expected growth in the labor force.

being trained into the unskilled or semi-skilled workers. The companies are able to maintain or even improve productivity with new equipment and a smaller but more highly-skilled workforce. So skill improvement for the IBEW member is very definitely a matter of job security.

Some of our members have already been displaced because of technological change or other reasons, and the IBEW has fought and is fighting for job security provisions to protect these

Scientists say that the free world has about equal material resources. Our advantage is the superior skill of our craftsmen. We must maintain that advantage.

The United States Commissioner of Education, Lawrence H. Davis, said, "Among these skills are craftsmanship, efficiency and productivity based upon an adequate supply of well-trained and well-educated workers."



News from the Field



Educational Committees from Auburn, Grass Valley and Alta Units representing the entire Drum Division get the ball rolling on membership education.

Drum Division Underway On Membership Education

On March 31st, the Educational Committees from Auburn, Grass Valley and Alta Units met in a specially-called meeting to discuss Local 1245's program and formulate an operational policy for the Unit Educational Committees in Drum Division.

Attorney Ronald Cameron, candidate for the vacated 7th Senatorial Dist. seat, appeared as a guest to speak in behalf of his candidacy and answer questions from the committee members on his stand on various legislative issues.

After considerable discussion of ways and means to accomplish an effective comprehensive membership education program, the joint Committees reached the following conclusions:

1. There is a need to spread education throughout the entire membership on political, economic and Union issues, in order to develop an understanding among the people on matters of Union program and needs.
2. Meeting attendance and participation by members can be increased by the development

of individual interest and active participation in the educational program at Unit meetings.

3. There is a definite need for the Union to operate in areas other than mere service and collective bargaining if the best interests of the membership are to be served by the Union. It is indicated that these should be the study of the challenges presented by new technologies, publicity of the Union's program, and direct political action by the Union members.

4. The Educational Committees can be most effective if joint meetings are held on a Division basis at regular intervals.

Cal-Pac Sets Safety Record



Employees of the Needles Division of the California-Pacific Utilities Co. recently received an Achievement Safety Award from the Calif. Compensation Insurance Fund for working 2 years without a lost-time accident.

Neil M. Jones, field services representative of the Fund, shown at left, made the award to Tim Ray, Chairman of the local Safety Committee for 1958,

while Bob Scoular, 1957 Safety Chairman witnessed the ceremony and received congratulations for his part in helping to achieve the enviable record.

Both Tim Ray and Bob Scoular have been active Local 1245 members and have done a splendid job in spearheading the Safety program on Cal-Pac properties, a program which Local 1245 is indeed vitally interested.

Camillo Agostini Honored at Dinner



BRO. AGOSTINI

Camillo Agostini, a member of Local 1245 for the past 17 years, was honored at a retirement dinner by his fellow employees on April 4th at the Veterans' Memorial Hall in Spreckles.

Brother Agostini was born and raised in the Salinas area and went to work with the PG&E Co. in 1929. Employed as a Truck Driver, he also gave driving tests to new employees and will long be remembered for his sound advice on good driving habits.

Brother Agostini was given a camera from his fellow employees and Business Representative Spike Ensley presented Camillo with his Local 1245 Retirement Scroll and IBEW lapel pin in behalf of the Business Manager and fellow Union members.

His plans for the future are to see as much of the country as possible and we all wish Brother Camillo Agostini many years of happy retired life.

FORGETFUL ROBOT

Automation may do a lot of things faster and differently than humans but this isn't always to the good.

The Post Office's automatic mail sorter, which was installed last year but has been operating less than a month, gave out a shower of sparks and then started chewing packages. The machine may have a great "memory" but it just forgot to be gentle with the packages.

Head & Shoulders Above In More Ways Than One

Gary Alcorn, son of Richard Alcorn, Line Sub-foreman for PG&E in Fresno, was recently awarded Fresno State College's most valuable basketball player award for the third consecutive year.

During his three years of basketball, the 6 foot, 9 inch Alcorn shattered every scoring and rebound record in Fresno State's basketball history.

Young Alcorn, having won the trophy for the third time will get to keep it permanently and another trophy will be awarded next year.

As a result of his outstanding playing, he has been offered a contract with the professional Detroit Pistons plus other possibilities from Amateur Athletic Union teams in the National Industrial League.

His father, Dick, a long-time member of Local 1245, should indeed be proud of such a son. Congratulations to you both.



GARY ALCORN

(Picture, courtesy of Fresno Bee)

Hooray For Colusa Unit



Under the leadership of Unit Chairman Ed Lykins, Local 1245's Colusa Unit members are shown giving close attention to the reports brought back from the 'Operation Security' Conference by delegates Joe Skinner, Gene Clark, Coy Damron, Delbert Clark and Ed Lykins.

Following several hours of discussion of the program and policies outlined by the Local Union Executive Board and Policy Committee, the group acted during their April 14th meeting to signify their endorsement and affirm their support of Local 1245's program.

"We feel that the Conference delegates have accurately evaluated our present needs in the collective bargaining field, we endorse the negotiating policy

that came out of that Conference, and during the forthcoming negotiations, we will solidly support every phase of the Union program", was the statement of the Unit members.

Although it is one of the smaller Units in the Local Union, Colusa Unit has achieved the enviable record of 100% membership of all PG&E employees in their area, and has one of the best records of attendance of any Unit in the Union.



Kitchen Crew, left to right, Dick Tingley, Willie Williams, Clint Smith and Clarence French.



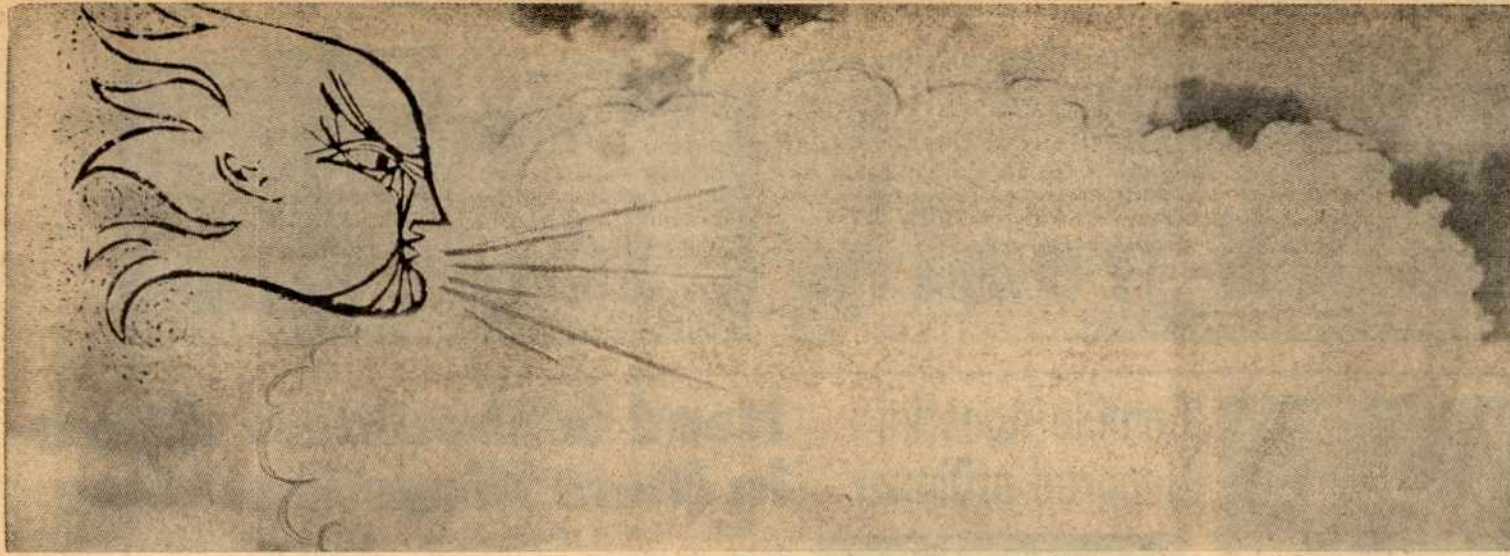
Modesto Unit members line up for refreshments after Unit meeting.

THE MODESTO UNIT REALLY KNOWS HOW

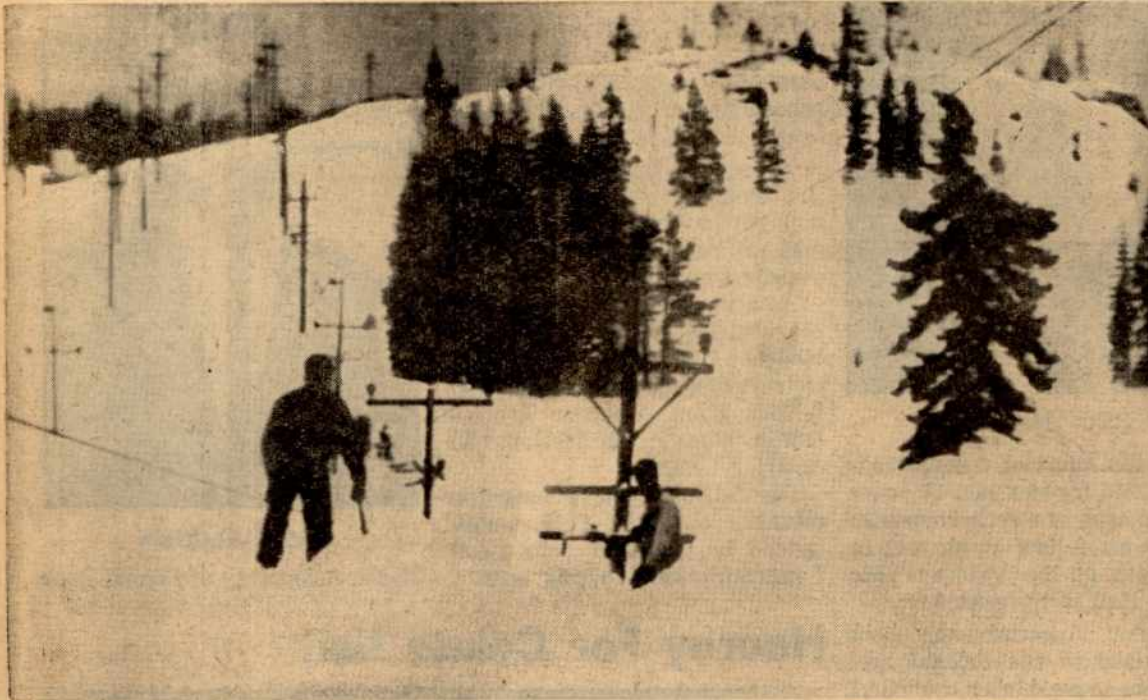
For many years the Modesto Unit, comprised of members from Modesto, Oakdale, Newman, Gustine, Patterson and Turlock, has maintained and

improved meeting attendance. One of the contributing factors, along with well planned and well run meetings, has been the Unit's Social Committee

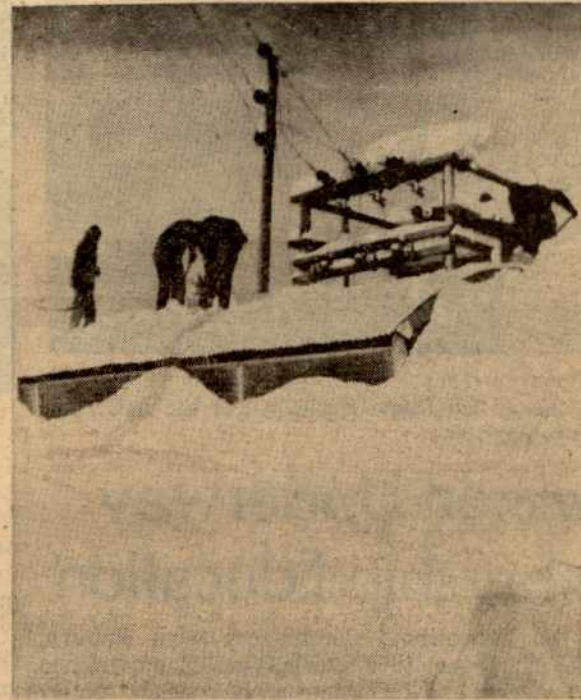
established many years ago. The refreshment break has provided a welcome opportunity for members from different areas to get together.



Serving



Sierra Pacific Linemen in the high Sierras must be expert skiers and snowshoe men. Above shows line crew members uncovering a 2.5 KV line, normally 27 feet above ground level.



Winter in Truckee means "shoveling out" so crews can get equipment out to go to work.

- Sierra Pacific with Local 1245, Electric Power to Nevada extending miles and westerly and also provides C in the Reno-Sparks

- Although the employees reside "WORK" state, be eligible employees which certainly att and adherence to tism.

- The Company California, close to subjected to some storms in the cour snowfall of 400 inches total snow Summit for the 19

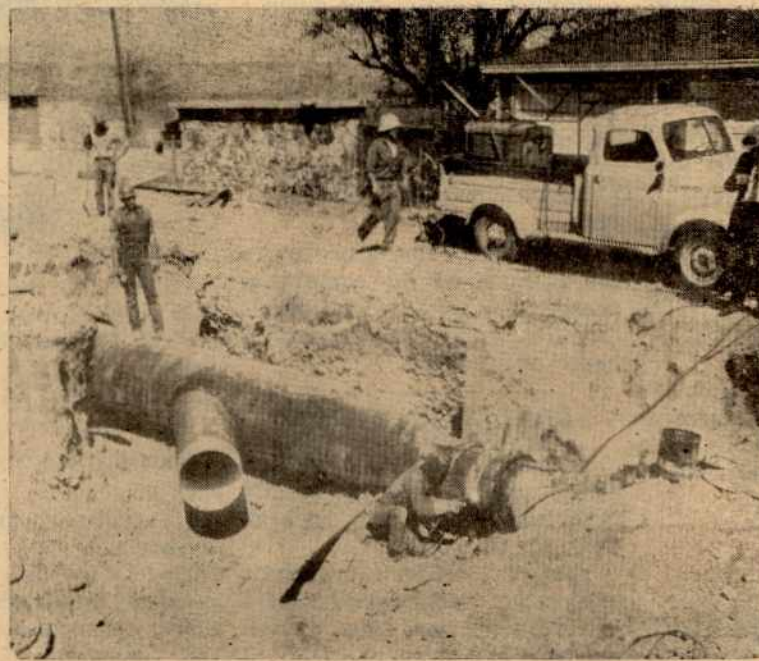
- Despite the conditions, interr minimum through of Local 1245 mem

- The Company has made the nee power to picture 1960 Winter Olymp side of Lake Tahoe peaks rising to an provides ideal cond to be held. We sin of the 34,000 daily the Winter Olympi

- Sierra Pacific ploeyes, we salute



Customer Service Clerks Elsie Tietjen, left, Carolyn McKinnon, center and Jean Jensen, right, all staunch Local 1245 supporters, receiving calls from some of the Company's more than 66,000 customers regarding address changes, installations and service.



Sierra Pacific's water distribution system supplies water for domestic, commercial and industrial use in the cities of Reno and Sparks. Shown is a construction crew installing new water mains at outlet of Highland Reservoir.

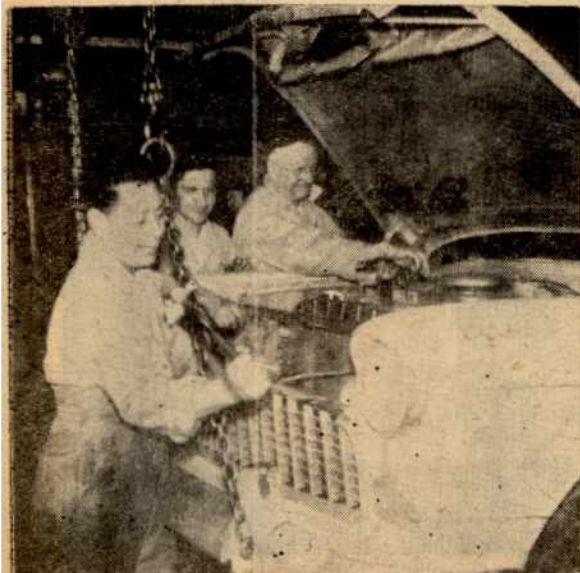
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We wish to thank the Sierra Pacific Power Co. and the many members who furnished the pictures used on this page.

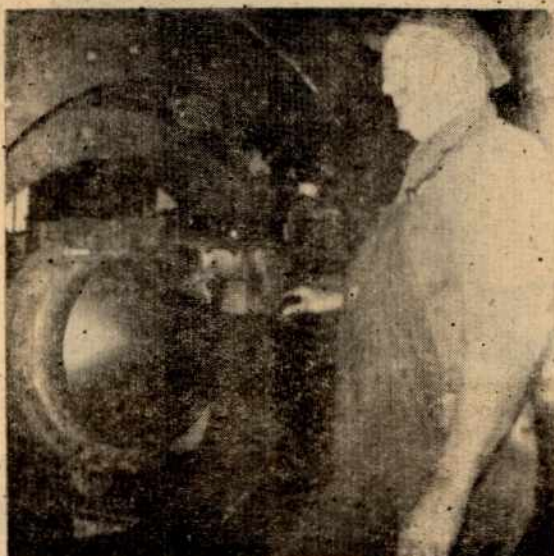
* *



"REDDY KILOWATT" electric utility ind garb for Sierra Pac



The Company's fleet of passenger cars, pickups, flatbeds, stakesides, line trucks, carry-alls, dump trucks, front-end loaders, hoists, Sno-Cats, and other mobile equipment requires constant attention from Local 1245 members, left to right, Dan Barreto, Rudy Milabar and Herb Parker, all Garage Mechanics.



Machinist Lyman Lightfoot, Local 1245 member, repairs a Turbine in one of the Company's five hydro plants.



Engineering Dept. employees Vinee Hoppe, left and Lou Vannucci, right, both Local 1245 members, checking on blue prints just run on the "Speedmaster" blue print machine.



Warehouse employ Joe Pierceall and members, handle Line, Gas and Wat Reno area, as well in Portola, Trucke California and Cars and Sparks in Neva



SIERRA PACIFIC POWER CO.

the Land of the Tall, Tall Snows

Power Co., under contract IBEW, since 1945, supplies about 15,000 sq. miles in Nevada from Reno about 225 miles to California about 50 miles and Water to the residents in the area.

Majority of Sierra Pacific's service area in Nevada, a "RIGHT-TO-WORK" area, more than 80 percent of the employees belong to Local 1245, IBEW, due to their understanding of the principles of Trade Unionism.

Facilities around Truckee, including the historic Donner Summit, are among the most severe winter weather areas, with an average annual snowfall of 100 inches. As an extreme, 800 inches was measured at Donner Summit in the 1952 winter season.

Despite successive inclement weather conditions, service is kept to a high level by a loyal and efficient service crew of men and women in the area.

Working with Local 1245 members, the company has many installations to supply power to Squaw Valley, site of the 1960 Winter Olympics. Located on the California-Nevada border, the Valley with surrounding mountains at an elevation of nearly 9,000 feet, is a mecca for the various contests. Spectators hope that you'll be one of the many expected to attend the games.

Sierra Pacific Power Co. and its good employees.



Due to extremely heavy snow fall, many deer are trapped in the deep drifts and would die of starvation were it not for the efforts of the Truckee line crews, who go out in "Sno-cats", rescue the trapped animals and transport them to lower elevations where the deer are released.



"Hard-rock miner," a familiar figure in the industry, dons hard-rock miner's cap, the Power Company's symbol.



Service to the Company's customers in the Reno-Sparks area is provided by Electric Troublemakers, Gas Servicemen and Water Servicemen. Shown in the Reno Service Dept. office is the service group including Service Clerks.



Shown at Meter Test Bench Section at Reno Electric Meter Shop where meters are tested, repaired and returned to service, are, left to right, John Gisclone, part-time employee and college student, and Local 1245 members Norman Harris, Meter Clerk and Shop Steward; Gene Thraikill, Meterman; and Reno Unit Chairman George MacDonald, Meterman.



Left to right, Walt Weiss, Paul Jesch, all Local 1245 members, are shown in the distribution of materials to sub-stores in the metropolitan area. Distribution to sub-stores in Tahoe City and Bijou in Nevada, City, Yerington, Lovelock and Reno.



The "Grand-daddy" of gas meters on the Company's gas system, weighing over one-half ton, has a capacity of 10,000 cu. ft. per hour. Local 1245 members of the Service Crew shown are, left to right, Chas. Lercari, Bob Hedges and Sam Nagel.



Local 1245 member Chas. Lercari, Meter Repairman, tests one of the approximately 8500 gas meters in service in the Company's gas system which serves the cities of Reno and Sparks.

TRINITY POWER BATTLE RAGES

The fight over whether there will be all Federal or joint development of construction and operation of the power facilities on the Trinity River Project is now entering the critical stage. This session of Congress probably will settle the issue one way or the other.

The joint development (partnership) bills died in Committee last session although 17 of the 30 House Interior Committee Members in the last session, wrote to the Congress asking that no monies be appropriated for Federal construction of Trinity power facilities until Congress got a chance to act on the Secretary of the Interior's recommendation supporting P.G. and E.'s offer to construct the power facilities and purchase the falling water for generation, thereby making a substantial saving to the Government.

This year, identical bills, H.R. 5549 and H.R. 5521, were introduced in the House which provide for joint development of the Project and add a "recapture" section which provides that:

"The United States shall have the right upon not less than two years' notice in writing given by the Secretary to the Company, to take over, at any time after July 1, 1967, or after the date on which the San Luis project begins operation, whichever date is earlier . . .",

by paying the Company: "its net investment therein not to exceed the fair value of the property taken".

These bills have not yet been acted upon but proponents of all Federal Trinity are seeking appropriations for Federal construction of the power facilities in spite of the fact that Congress hasn't even had a chance to consider private development of Trinity power with the initial attendant savings of some \$60 million to the tax paying public.

At hearings held in Washington on May 6, 1959, Business Manager Ronald T. Weakley appeared before the Subcommittee on Public Works of the House Appropriations Committee and delivered a strong statement in favor of joint development and in opposition to appropriations for all Federal development of Trinity.

Subsequently, at hearings held in Sacramento on May 12, 1959, held before the Assembly Water Committee, Business Manager Weakley appeared in opposition to Assembly Joint Resolutions No. 23 and No. 25 which would memorialize the Congress to reject the joint development (partnership) plan and proceed with appropriating monies for all Federal development of Trinity.

Weakley's statement follows: "I am appearing here in opposition to Assembly Joint Resolutions Nos. 23 and 25 which would memorialize Congress to reject the joint development proposal for construction and operation of the Trinity River Project."

Our Local Union represents some 15,000 Utility workers in both private and publicly owned Utilities working and paying taxes in 47 of California's Counties.

Our members in the private Utilities work under collective bargaining agreements covering wages, working conditions and other benefits as a result of certification by the National Labor Relations Board.

The legal and responsible application of sound contractual industrial relations has provided continuous service to the mil-

ions of people in our service area, unmarred by strikes or interruptions due to Labor-Management conflict.

Private construction and operation of the power facilities on the Trinity River Project will protect our right to collective bargaining and will, we believe, save money for our already over-taxed members and their families.

A large block of power made available to Municipal Utility Districts and local agencies will provide a means of further expansion into the power business. When this happens in California under present law, our members lose the right to collective bargaining and legal contracts.

Public agencies engaged in the power business, particularly in the distribution and customer service phase, generally do not allow and in fact, usually prohibit, the right of free organization, collective bargaining, and the right of contract.

In 1957 and currently in this session, we have sought and are seeking laws designed to provide for legal collective bargaining in Municipal Utility Districts. Major opponents to these measures were and are the representatives of public agencies engaged in the power business.

Under existing conditions, our bitter experience shows, the right to contractual coverage in such matters as effective organization, grievance procedure, safety provisions, wages, working conditions and other employee benefits are materially weakened for utility workers providing service under public agency operation.

We represent some employees in the Sacramento Municipal Utility District. We have managed to elevate and to maintain decent wages and conditions there, but are denied the protection of a legal collective bargaining agreement, and this is a burning desire on the part of our members employed in S.M.U.D.

Many public power agencies are unorganized and have comparatively poor wages and work-

Public Pension Funds Rely 43% On Utility Issues

Pension funds operated for state, county, city, district and school employees in California have 43 per cent of their assets invested in public utility bonds and debentures, a survey by Pacific Gas and Electric Company disclosed recently.

The funds have combined assets of almost \$2.4 billion, an amount greater than the total resources of any but 10 of the nation's largest commercial banks. Of the more than \$1 billion invested in public utilities, \$156 million is invested in utilities operating in California and the PG&E portion represents \$41 million.

PG&E undertook the survey, said its vice president and treasurer, K. C. Christensen, as part of its continuing inquiry into the potential markets for its securities.

Membership in the various California public employee pension funds, the survey disclosed, includes about 544,000 active participants and about 56,000 who are enjoying retirement benefits. The largest single group is the California State Employees' Retirement System with 203,000 members, of whom half are employees of city, county and other local public agencies participating in the State system on a contractual basis.

ing conditions due to anti-labor employment practices in many such California agencies.

We fought, as did our fellow members in our public agencies, a bitter fight against Proposition 18. Yet, we have worse laws presently on the books affecting public power agency employees.

We will continue to oppose any expansion of this unfair treatment and any project which will further it.

We find that private development will provide additional needed employment for our members and protect the right to free collective bargaining under Federal Law.

Federal development and power marketing will, our experience shows, lead to the expansion of unfair treatment of utility workers through loss of rights enjoyed by the rest of Labor.

Now, as to the "partnership" principle. This type of joint development, we note, is nothing new in California. In fact the Legislature is presently considering a number of such proposals in various forms in various areas. If these California projects are satisfactory, we see no reason why joint development of the Trinity River Project is not satisfactory.

Here too, we shall oppose any further expansion of local public power projects where our rights are impaired, even though they may not be a major political controversy such as Trinity, and we shall seek any needed legislative provisions necessary to protect our people.

Again on principle. We note that some of our leading California exponents of public power are quietly but effectively attacking the fundamental principle of the reclamation laws—the 160 acre limitation. If we are viewed as a selfish interest when we try to protect the rights of a minority group of workers, how about the big land owners who are using some of these public power enthusiasts for a real selfish purpose?

We had a taste of this same thing on the minimum wage legislation. We know who wants to grab the water and who wants to keep agricultural workers in an economic straitjacket.

The members of our Union are also citizens and taxpayers. We are just as concerned as other citizens regarding proper and beneficial utilization of our natural resources. We want adequate flood control, wild life protection, irrigation water, reasonable power rates and reasonable taxation.

However, underwriting tax free public power agency bonds as against private tax paying investment is, we believe, a bad bargain for all of us. After these agencies are set up, we find that instead of Federal Power being used to pay for water development, these agencies get power at below cost to the extent that all of the taxpayers are paying for subsidies to a favored few consumers.

We believe it is time to re-appraise the whole concept of public power. It is understandable that when private capital is unable to undertake a given power project, that the Government should do so.

We fail, however, to understand why an unfair tax policy should be adopted just because some would like to nationalize the power industry.

I make no brief here for the power companies. They are regulated on a State and Federal basis and can stand on the record so far as providing the capital and developing the power to

meet the needs of California's tremendous post-war expansion.

Most basic American industries are not subject to Federal and State regulations covering the private Electric Light and Power Industry. Beyond mere regulation, our industry is subjected to local, regional and, if some groups like the American Public Power Association could have their way, nationalization of the Electric Power Industry.

Should this principle of public ownership be applied to oil, steel, coal, automobiles and other basic American industries, many people, including our colleagues in the Unions which represent them, would raise the roof.

Very few people seem to care about what happens to utility workers who serve the people under public ownership. This gradual denial of rights enjoyed by other workers is highly resented by our skilled workers who render important public service no matter how great the discomfort or personal danger.

Our members have a big stake in this matter. Millions of dollars involved in future pension rights are at stake in that the whole picture of future employment can be changed overnight should public preference agencies further invade the business of our employers.

Last year, I testified before the House Subcommittee on Irrigation and Reclamation in favor of joint development of the Trinity River Project. The Bills were not reported out for consideration by the Congress although Congress by its own action required this action in order that it might legislate on the matter before appropriating money for the construction of the power facilities, according to my understanding.

We still believe that Congress should act on current Bills which would provide private capital and get on with the job rather than tack on millions of dollars to the project cost out of our already tremendous tax load.

To sum up, our members, by resolution, have directed me to support the principle of joint development of Trinity for their protection both as free workers and as tax payers.

On the matter before this Committee, our Union respectfully asks that you consider the foregoing remarks in support of our opposition to Federal construction, operation and transmission of the power facilities of the Trinity River Project and further, our opposition to the specific Bills on the matter now before your Committee."

The policy of Local 1245 on the Trinity issue is being implemented as committee opportunities occur at whatever level and in all pertinent legislative bodies.

New A-Power Use Bypasses Turbines

The first conversion of atomic energy to electric power, bypassing the use of steam turbines, was recently announced by the Los Alamos Scientific Laboratory.

A spokesman said the experiment may mean "a revolution in the design of future fission reactors and the ultimate use of atomic energy."

The small-scale experiment "far exceeded all expectations" when a plasma thermocouple designed to light a bulb for a few minutes operated for 12 hours before the experiment ended.

The super-secret laboratory said present nuclear fission reactors produce high pressure



BRO. ESPLY

Local 1245 Member In Auburn Is Major in U.S.A.A.F.

Recently promoted to the post of Major in the USAAF, Local 1245 member Gilbert C. Espley is shown in his new uniform, bearing the identification of his group and rank.

Carl, as he is known to his friends, is an active Union member in the Drum Division, serving as a member of the Division Joint Grievance Committee, as the Drum Division representative on the Local Union's system Benefit Advisory Committee and a conference delegate from his Local Unit.

His military career began when he went into active duty in the British Royal Air Force in 1941 and served in continuous active service through 1948. His duty assignments took him to the Middle East where he saw service in Egypt, Palestine, Syria and various posts in North Africa for some 2½ years.

Brother Espley came to the United States in 1952, and accepted employment with the PG&E Co. in Auburn as a Clerk C and has subsequently risen to Clerk A in the Division Accounting Dept., his present classification.

In addition to his work with PG&E and his Union activity, he remained a member of the Royal Air Force Reserve up to 1955, when he joined the U. S. Auxiliary Air Force with rating of Second Lieutenant.

He is now a Major in the USAAF, the Personnel officer of Sacramento Valley Group 4 at McLellan Air Force Base, and a member of the USAAF Search and Rescue Team. His activities in that field often take him into the remote and inaccessible areas of the high Sierras, participating in search and rescue efforts to bring in "downed" fliers.

Carl has a fine family of six youngsters, 4 boys and 2 girls, five of whom he brought with him from England, along with his lovely wife, Jane.

We salute Carl Espley for his record of achievement, his unselfish contribution to the welfare of mankind through his military and search and rescue work and his devoted participation in the affairs of his Union.



Family Features



Live a Little Longer Had Your Polio Shots?

By DR. WILLIAM A. SAWYER
IAM Medical Consultant

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

Public Health officials fear there will be a rise in polio this summer because 98,000,000 Americans have had no Salk vaccine. Only about half of the 24,000,000 children under six have received the three shots. The vaccine gives up to 90 per cent protection to those who have had three injections—the first two given at an interval of two to four weeks and the third given seven months later.

Why is it that so great a benefit to mankind is so ignored? Until recently polio was a widespread and growing danger. Nothing could be done to control it. Now with the development of the Salk vaccine it has been reduced to its lowest levels in many years. Nevertheless, the elimination of this crippling disease is far from being accomplished.

In 1955-57, the number of cases of polio fell sharply, probably due to the vaccine. In 1958 there was an increase in paralytic cases, due to epidemics in unvaccinated children in certain crowded city areas. There were nearly 58,000 cases in 1952, before the development of the vaccine, and only 5,485 in 1957, two years after the vaccine.

Unquestionably there is a preventative value in the Salk vaccine, and if everyone under 40 were given the three shots, and such a program were continued, it would not be long before polio would be as rare as smallpox.

Who are the people who are resisting the benefits of vaccination? Surveys have shown that it's those in the lower income groups, chiefly in our larger cities. There are apparently many

reasons why they do not seek vaccinations—among them indifference, fear of the needle, cost, and the inconvenience of time and place.

How much the economic part has kept people away is not precisely known, since in some cities, like Washington, D. C., offers of free vaccine have gone begging within the past year. There are not many communities that would refuse to provide the vaccination if individuals would ask for it.

Perhaps the only sure way of getting everyone under 40 vaccinated will be laws requiring it, as has been done with smallpox. Of course we want to give the voluntary way a chance first.

The percentage of protection rises most prominently after the third shot, but even one or two shots give substantial protection. In the three epidemic areas of 1958, very few persons who were vaccinated got paralytic polio. The Salk vaccine does protect, but people must be sufficiently interested to get the injections. (Many doctors now recommend a fourth shot, a year after the first 3 are completed.)

A significant development for the under-five years olds is the four-in-one vaccine to protect pre-school children against polio, whooping cough, diphtheria and tetanus—all in one shot.

It may be several months before this is available. Parents should not wait for it, but should proceed to obtain polio vaccinations for all their young children, with the full series of three injections. This multiple vaccine is designed only for young children under five.

I hope that all local union groups will give full support to vaccinations in the next few months.

Wives Underpaid But Fond of Job

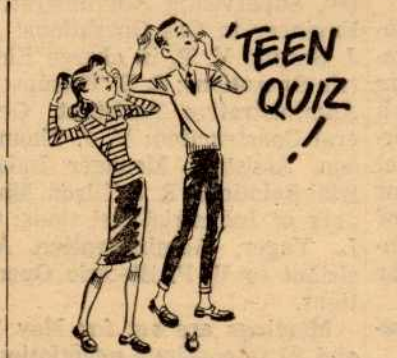
In our research operations we have come across some startling bits of information which we believe should be in the hands of all our members who are husbands. One word of warning, however. Don't let your wives read this.

American Home magazine has added new fuel to the age-old debate on who works harder, the man at his job or his wife at home.

The average housewife, the magazine claims, puts in a work-week worth \$194. If she's the average mother of growing children, her workweek averages from 80 to 100 hours and she performs 21 to 30 different jobs.

If perchance your wife gets wind of this and some rather loud demands are made for a substantial wage increase and/or a reduction in hours of work, the following little gem is an "ace-in-the-hole" to use in your negotiations.

A nation-wide survey conducted by the University of Michigan's Institute for Social Research reveals that, even though they may be overworked and underpaid, at least HALF of the country's married women say that they FIND SATISFACTION in doing housework.



DO YOU KNOW that 11,634 minors were illegally employed in the U.S. during the fiscal year ending June 30, 1958.

U.S. Dept. of Labor investigators found nearly one-half of the minors working unlawfully in industry were under 16 years of age, the minimum age for general employment as provided by the Fair Labor Standards Act. The rest were 16 or 17 employed in occupations declared hazardous. The minimum age for these jobs is 18.

Let us know how you make out.

search reveals that, even though they may be overworked and underpaid, at least HALF of the country's married women say that they FIND SATISFACTION in doing housework.



By Clair M. Cook

Executive Director, Religion and Labor Foundation

Although steel negotiations are currently on stage, front and center, for an absorbing drama whose action the public is watching with the eye of a critic, the skirmishing of the railroad industry with its twenty-three labor organizations in the Railway Labor Executives Association has already begun. National rail agreements expire next November 1, and the companies have announced they will ask a fifteen-cent hourly reduction. Charges of "featherbedding" have been made in the press in an apparent drive to win public support for management in advance of negotiations.

The word "featherbedding," by the way, is supposed to have come from an incident about the turn of the century when a union business representative complained to a Rock Island trainmaster about the uncomfortable and unsanitary corn shuck mattresses provided on cabooses for layovers. "What do your blasted brakemen want," the official roared, "featherbeds?"

But "featherbedding" has certainly never been exclusively a worker transgression; often while the workers tossed on their corn shucks it has been management who is coddled with featherbeds. In 1956 the American Institute of Management surveyed 23,000 corporations, finding that in nine out of ten cases at least one management man was holding down an unnecessary job. In one instance, when two medium-sized Eastern banks merged, four vice-presidents were left on the payroll but without responsibilities.

Now comes a report from the Railway Labor Executives Association turning the tables on management's "featherbedding" charges. Using figures from reports made by the companies themselves to the Interstate Commerce Commission, they have compiled for 34 railroads a comparison between 1955 and 1957 on five items: salary paid the top man; total salaries of the top five executives plus any others earning over \$20,000; number of officials; number of employees; and cost of officials per employee. In most cases the number of employees is down, but in only one instance was there a lowering of the executive cost per employee.

As a release from the RLEA points out, while the carriers were dropping 72,055 workers from their payrolls between 1955 and 1957, they were adding 190 new officials and increasing executive payrolls by nearly \$22 million. On the Boston and Maine, as a most glaring example, new President Pat McGinnis got the presidential salary tripled to \$75,000, while on the Southern 31 officials be-

came 57 in the two-year period, with a \$27,000 raise (to \$129,000) for the president. Cost of Southern officials is highest of any road, with \$83.61 for each of the nearly 20,000 employees. Lowest cost per employee is the \$19.31 of the Louisville and Nashville, one of the few to increase employment in the period.

With the upward trend in numbers and salaries of rail officials so general, it surely seems hypocritical for them to call for a cut in pay for the worker. After all, they don't seem to be sleeping on those corn-shuck mattresses up in the front office.

SOUP TO NONSENSE

Quiet Family Life

By Jane Goodsell

Our house has eight unsound-proofed rooms and a basement. We have three children, all daughters. We possess three phonographs, a piano, two radios, a ukulele, a set of bongo drums and several hundred objects which make a loud noise when dropped, which is frequently.

All the children have voices, which are usually raised.

Our oldest daughter is currently engaged in learning the words to songs on the Hit Parade, and our middle daughter practices belching, croaking like the little green frog and, sometimes, her scales on the piano. Our youngest daughter yells and shrieks and giggles and sings and blows her toy trumpet and beats her toy drum and plays her record player at full volume.

Our middle daughter goes up and down stairs three at a time. Our oldest daughter takes the last six steps in one leap, landing with a thud that makes the house shake. The way all three children slam doors makes their mother shake.

Our oldest daughter watches television while she is doing her Latin while she argues with her sister who is seeing how far she can count while she jumps rope, which excites the dog who runs in circles and barks.

The children have a father, who sings lusty ballads in the basement where he pounds and saws and hammers and drops things and hurts his fingers and swears loudly.

The children's father has a wife who turns on the radio in the kitchen where the dishwasher is swishing and the electric mixer is whirring and she is banging pot lids around as she calls upstairs to the children and downstairs to her husband, none of whom can hear what she is saying.

The family pet is a dachshund who barks because the doorbell

Plastic Bags Are A Killer

At least 20 small children suffocated in the U. S. in the first three months of this year as a result of pulling plastic food or garment bags over their heads. This fact calls for a sharp warning to parents to destroy these bags immediately. Don't let them lie around as they're a deadly plaything.

Dr. Paul B. Jarrett of Phoenix, Arizona, where four deaths occurred recently, has asked that the entire nation be alerted to the danger. He said that the friction, as children pull the bags over their heads, causes an electrostatic charge which makes the thin material adhere so tightly to a small child's face that suffocation can result within seconds.

This dangerous material won't tear when a child fights it, and unable to struggle out of the plastic film, the child immediately smothers.

So if you have any of these transparent plastic bags in your home, DESTROY THEM IMMEDIATELY.

is ringing or because somebody is walking past the house or because another dog is barking or just because he feels like barking.

The scene is constantly shifting. Sometimes it is the wife who is upstairs, running the vacuum, while the husband shaves with an electric razor while the middle daughter is in the basement jumping on a pogo stick while the telephone is ringing and the oldest daughter is drumming on the piano and the youngest daughter is watching television and howling for a cookie.

This mode of living is known as quiet family life.

CSAA Says Much Money Wasted On Premium Gas

American motorists use gasoline at the rate of some 150 million gallons per day. Tens of millions of dollars are spent every year on premium gasolines for automobiles that do not need it, says the California Automobile Association.

It is difficult to generalize on the octane requirements of different cars, says the AAA motorists' organization, but most models more than four years old having a compression ratio of no more than 8 to 1 will give complete satisfactory performance on regular gas. Some '53 and '59 models, especially those with six-cylinder engines, will also operate satisfactorily on regular fuel. Today's "regular" gasoline has approximately the same octane rating as so-called "premium" gasoline marketed five or six years ago, reports the CSAA.

Demand Union Services

1959 Contract Proposals

(Continued from Page 1)
parties agreed to exchange proposals which occurred May 20.

Union Proposals

1. Job Security

A. Provide that no regular employee shall be laid off during the term of the Agreements.

B. Provide that in the application of Titles 206 and 306 of the Physical Agreement and Title 19 of the Clerical Agreement, no regular employee shall suffer a wage reduction due to lack of work.

C. Provide that regular employees who become physically incapable of performing regular duties shall be retained in his or her regular classification and assigned duties within the affected employee's capabilities.

2. Improvement and Stabilization of Employee Purchasing Power

A. Provide for the following inequity adjustments before application of a general wage increase:

(1) Adjust Pressure Operator (Bakersfield) to:

Start—\$107.35; 6 mos.—\$110.60; 1 yr.—\$112.70.

(2) Adjust Tapping Machine Operator (Stores) to \$112.70.

(3) Adjust Assistant First Operator (Oakland Power Plant) equal to Potrero—\$114.85.

(4) Reclassify present Second Operators at Cottonwood Sub to "Assistant First Operator"—\$114.85.

(5) Adjust Warehouse classification as follows:

Senior Storekeeper—\$121.15;

Storekeeper — \$118.20; Senior Warehouseman—\$112.70; Warehouse Attendant—\$107.05.

Warehouseman—Start \$92.60; 6 mo.—\$95.35; 1 yr.—\$98.50; 18 mo.—\$101.65.

(6) Adjust Division Operators: East Bay and San Francisco Divisions

Start—\$129.15; 6 mos.—\$134.30; 1 yr.—\$139.40.

Stockton Division

Start — \$124.15; 6 mos. — \$129.15.

(7) Adjust Distribution Operators:

Start — \$119.15; 6 mos. — \$124.15.

(8) Eliminate Meterman (Electric); extend Apprentice progression to 30 months.

(9) Clarify area of work of Electrician and Technician (Electrical and Communication)

B. Wage schedules shall be adjusted to reflect a fair and equitable general wage increase, applied to all classifications represented by Local 1245 of the International Brotherhood of Electrical workers including physical and clerical employees.

C. Provide that any employee who through no fault of his own is not provided work on each regular work day within his standard workweek shall nevertheless be paid for the regularly scheduled hours.

3. Implementation of Job Security Through Minimizing Annual Hours of Work and Establishment of Definite Scheduled Working Hours

A. Provide for 8 guaranteed holidays.

B. Provide that all work performed on an employee's second scheduled day off shall be compensated for at two (2) times the straight rate of pay.

C. Provide that any employee who works sixteen (16) hours in the aggregate in any twenty-four (24) hour period, shall if possible, be released for at least eight (8) hours. Should it be necessary to continue working, the rate of pay for such work shall be two (2) times the straight rate of pay until such time as the employee is released

for at least eight (8) hours. An upon return to his headquarters. Where such rest period overlaps the employee's regular work day, the employee shall lose no pay thereby.

D. Provide revisions in Titles 202 and 302 of the Physical Agreement and Title 10 of the Clerical Agreement and related provisions, to clarify and to improve the provisions relating to the establishment of working schedules for all employees, necessary exceptions due to operational requirements, and equitable premiums for deviations from employee's established working schedules.

4. Development of Qualified Personnel to Improve Productivity and Safety

A. Provide agreed standards of job performance, standards of apprentice grading, and review of apprentice progressions.

B. Provide for automatic progression.

C. Provide that Company shall endeavor to retrain regular employees in situations where such employees' jobs have been eliminated or altered by operating revisions or applied technology.

D. Provide contractual procedure for discussing safety rule revisions or safety problems by Union's Safety Committee and Company's Safety Committee.

5. Improvement of Union Security Provisions

Provide for full Union shop for the collective bargaining units represented by Local 1245 of the International Brotherhood of Electrical Workers.

6. Improvements in Employee Welfare

A. Increase shift premium from 6c and 9c to 10c and 15c.

B. Revise the Group Life Insurance Plan in order to provide for a paid up policy in the amount of \$500 for each participating employee who has been covered for 15 years or at retirement date.

C. Improve present Hospital and Medical Plan and provide that Company shall pay the premium on the basis of employee coverage.

7. Provision for Joint Activity to Meet the Problems Relative to the Utilization of Nuclear Resources

Provide a contract section covering a procedure for meetings between the parties in order to discuss, pursuant to adequate notice by Company, amendments to the Agreements which will meet the problems concerning the manning, working conditions and wages of employees to be assigned to any operations of Company involving the uses of nuclear products.

8. General Provisions Applying to Physical Employees

A. Provide an equitable date for seniority determination on job bidding awards.

employee shall only be released B. Provide reasonable restrictions on temporary job vacancies.



"The clause in the union contract that you objected to, sir, was copied from Lincoln's Emancipation Proclamation!"

C. Review Section 500.5 as it relates to Section 107.1 for possible amendment.

D. Discuss amending appropriate definitions and wage schedules to cover aerial operations.

E. Discuss job headquarters for Emergency Relief Operators.

F. Discuss use of Troublemaker as universal classification.

G. Discuss working conditions of Service Operators.

9. General Provision Applying to Clerical Employees

A. Provide for improving the principle of equal pay for equal work by compensating temporarily upgraded employees for a minimum of 2 hours rather than 5 days.

B. Revise Title 18 by deleting Section 18.6 and add a provision in 18.8 to cover lateral transfers.

Broaden Promotion and Transfer Units and reduce requirements for transfer applications.

C. Revise 18.12 by adding a provision for written notice to the Union headquarters of the appointees to job vacancies.

D. Conclude negotiations on Lines of Progression.

E. Establish time progression method of wage payment in lieu of remaining wage ranges.

F. Review Section 24.4 as it relates to Section 20.2 for possible amendment.

10. Term of Agreements

The amended agreements shall become effective on July 1, 1959 and continue in effect as amended for the term July 1, 1959 to June 30, 1960.

Company Proposals

PHYSICAL AGREEMENT

Title 5. Union Activity

Section 5.4—Union representatives authorized to enter Company property shall contact employees during regular work hours only with the permission of the Company Supervisor in charge.

Title 102. Grievance Procedure

New Section—Provide time limits within which grievances must be filed and within which grievances shall be referred throughout the various steps of the grievance procedure.

Title 202. Hours

Section 202.17—Add a subsection to provide for situations not covered by subsections (a) and (b).

New Section—Include a provision that employees may report to temporary headquarters and return to their homes each day, and that under such circumstance payment of travel time will be required only for distances traveled in excess of the distance between the employees' homes and their regular Company headquarters.

Title 204. Wages and Classifications

Section 204.1—Provide that Company may establish paydays on any day of the week—Monday through Friday.

Title 205. Job Bidding and Promotion

Section 205.14—Exclude from the job bidding procedure all jobs involving supervisory duties.

Title 208. Overtime

Section 208.16—Limit the distribution of overtime under this Section to prearranged work. (See Title 212. Emergency Duty.)

Section 208.19—To clarify intent, delete reference to "emergency." The word "emergency" as used in this Section is subject to various interpretations.

CLERICAL AGREEMENT

Title 5. Union Activity

Section 5.4—Union representatives authorized to enter Company property shall contact em-

UNIT MEETINGS IN JUNE ARE VERY IMPORTANT

In accordance with Local 1245, IBEW By-Laws, all Units shall nominate and vote for their Unit officers at the regular June Meeting.

An all-out attendance at these June meetings is urged so that those Unit officers elected will result from the voting of the Unit's entire membership.

We'd like to remind you that the elected Unit officers are the delegates to Local 1245's periodic Joint Executive Conferences, which have proven to be of ever-increasing interest to those attending. Perhaps this could be an inducement for you to "throw your hat in the ring."

Aside from the Unit officers' election, progress of PG&E negotiations will also be an important item on the June meetings' agenda.

employees during regular work hours only with the permission of the Company Supervisor in charge.

Title 9. Grievance Procedure

New Section—Provide time limits within which grievances must be filed and within which grievances shall be referred throughout the various steps of the grievance procedure.

Title 10. Hours of Work

Section 10.6 — Include employees assigned to work which cannot conveniently or practicably be performed during the hours established by Section 10.4.

Title 13. Wages

Section 13.2 — Provide that Company may establish paydays on any day of the week—Monday through Friday.

It was further agreed that all unresolved interim negotiations' issues, including General Construction expenses, will be a part of these major negotiations.

The Union's Committee is composed of: Harry F. Dederman, San Francisco; William M. Fleming, Sacramento; Bobby G. Robinson, San Joaquin; Joseph S. Kreins, East Bay; Melvin J. Robins, East Bay; Peter E. Pelucca, General Construction; Anthony J. Boker, General Construction; James H. Fountain, North Bay Clerical; Wesley R. Bennett, East Bay Clerical. (See Page 1 for history of Committee members.)

Company's Committee includes: L. H. Anderson, V. P. & Assistant General Manager; P. E. Beckman, V. P. in charge Gas Operations; I. W. Bonbright, Industrial Relations Assistant; L. W. Coughlan, Comptroller; H. W. Haberkorn, V. P. in charge General Construction; E. F. Sibley, Supervising Administrative Engineer in Gas Operations; A. J. Swank, V. P. in charge Electric Operations; R. B. Thompson, Administrative Assistant, General Construction; V. J. Thompson, Assistant Manager Industrial Relations; R. J. Tilson, Manager of Industrial Relations; C. L. Yager, Administrative Assistant to V. P. Electric Operations.

Meetings are set for May 26 and 27 to continue negotiations.

All members are urged to read Union's bulletins on the boards, read the UTILITY REPORTER and ATTEND UNIT MEETINGS

In order to support your Committee, which is working hard in your behalf, don't pay attention to or spread irresponsible rumors. Get the facts through the proper channels.

Both Union and Company Committees are charged with a big responsibility. When these deliberations are concluded, the results will be submitted to the entire membership for secret ballot vote. In the meantime, sign up that non-member so that he or she may participate in the voting on ratification of future wages and conditions of all P. G.&E. employees in the bargaining units of IBEW Local 1245, the exclusive representative of all such employees.

New Pact For Cal-Pac

(Continued from Page 1)

sions increased the minimum pay for callout from one hour to two hours between 10:00 p.m. and 7:00 a.m. In addition, the Company agreed to notify Union whenever work is to be contracted out, to supply the Union with annual seniority lists and to provide sanitary storage facilities for employees' lunches.

The membership had rejected a previous Company offer of 11 cents for Journeymen and maintain the employee discounts on utility rates or 13 cents and give up the discounts. These discounts are of considerable value to the employees, amounting to a 50 percent reduction in electric, gas and base telephone rates and the membership was not desirous of giving them up. Neither did they feel that the 11 cents represented a sufficient wage increase. After Union called in the California State Conciliation Service, the final offer with the maintenance of employee discounts, was obtained.

Representing the Union in these negotiations were Charles Renfro, Gas Serviceman, Local 1245 Business Representative Jack Wilson and Assistant Business Manager Mert Walters. The Company was represented by Division Manager D. N. Baker and Personnel Director, D. M. Pritchett.

Trustee McCarthy Undergoes Surgery

Frank McCarthy, Local 1245 Trustee, recently underwent a serious emergency operation.

Frank, one of the Union's most active members in the East Bay area, entered the Peralta Hospital in Oakland on Sunday, April 26th for surgery as a result of a bleeding ulcer.

Brother McCarthy, who has served Local 1245 as a Shop Steward, Grievance Committeeman and as Trustee for the past several years, is employed in the Electric office in Oakland.

His many friends will be happy to know that he is recuperating in fine shape and hopes to be back on the job in about a month.



VERNON T. GRIFFITH, PG&E Serviceman in Sacramento, passed away on May 14. Brother Griffith, who was on leave of absence at the time of his death, had been a Local 1245 member since April, 1943.

HORACE A. HAWKESWOOD, Collector for PG&E in Monterey, died on May 6. Brother Hawkeswood's membership in Local 1245 dated from July, 1945.