Always vote for a principle, though you may vote alone, and you may cherish the sweet reflection that your vote is never lost . . .

John Q Adams

Utility Q Reporter
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JUNE, 1959

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Oakland, California

YOUR
Business Manager's
COLUMN
by Ronald J. Weakley

This column is written at the critical time in major negotiations with our largest employer. We hope to be able to present a satisfactory settlement to our members shortly.

We have done well in recent years in improving the personal and family welfare of those we are privileged to represent. However, we cannot overlook the fact that another group occupies the chair across from us at the bargaining table. This group is also responsible for the results of collective bargaining. We must understand that.

Jointly, we work hard at trying to meet the needs of the respective parties at the same time, not to lose the identity of our respective positions in our economic society. The pressures of monetary and human considerations form the base of our discussions. Debate is often so times sharp but we keep our attention on the fact that the result is important, not the argument. We do not try our cases in the newspapers although what we do affects a large percentage of California's population.

Chief, we work hard, do the best job possible, and when we finish, we put the outcome to interim committee by being watched closely by those who make up this operation.

Some new ingredients are present in our current negotiations. Technology changes many of the time-honored ideas of the role of Unions in our industrial society. Automation and the drive for increasing productive efficiency develop a host of problems for the worker.

We endeavor to meet the needs of our people and at the same time, try to reconcile the inevitable changes in the industry which lends itself to the use of new labor-saving devices. This is a real tough job for negotiators and this is a real tough year at the table.

This writer sincerely believes that this is a point in the Union-Company relationship which will not stage for better or worse. We know that nothing is static in this fast-changing industry. In spite of efficiency drives, a major consideration of management must be the people who make up this operation.

There is a balance between efficiency needs and employee needs. Should it get too far out (Continued on Page 2)

NEW SIERRA PACIFIC CONTRACT

Wage Boost
Plus Inequities, Conditions

Local 1245 IBEW and Sierra Pacific Power Company concluded 1959 wage and contract negotiations with the adoption of the new Agreement by the membership in Sierra Pacific at a special meeting in Reno, Nevada, on June 17th.

Union’s Committee Members
Ovville Owen, Loretta Arness, Lloyd Clark, with the assistance of Business Manager R. T. Weakley, Asst. Business Manager L.L. Mitchell, and Business Representative Roy D. Murray are to be complimented for their hard work and successful bargaining at the new 1959 Agreement, as are Company members Ralph A. Holdcraft, Asst. Secretary-Treasurer, Neil W. Plath, Asst. Gen. Sup., and Arnold J. Murphy, a New York labor consultant.

The new layoffs agreement, provides for a 5 percent general wage increase, effective May 1, 1959, after the adoption of the following inequity adjustments:

Senior Warehouseman, 10¢ per hour.

Gas, 5¢ per hour.

Water Treatment Operator, 7¢ per hour.

Operator, Reno, 5¢ per hour.

All clerical wage scales were revised in Time Progression with accompanying decrease in required time to progress from minimum to maximum of the progression. This resulted in adjustments of 15¢ to 25¢ per hour for thirty office employees.

Established several new classifications of work with a number of incumbent employees receiving wage revisions up to 30¢ per hour.

Including the inequity adjustments the settlement, wage-wise, will result in wage increases ranging from 5¢ to 33¢ per hour.

The total settlement comes to over 5½ percent.

Working conditions changes in the new Agreement are:

Probationary employees to receive same fringe benefits as regular employees.

Established "part-time" employee and changed "casuals" to "temporary" employees.

Chief, established new classifications with guarantees of retroactive wages.

Provide reimbursement for use of private automobile at (Continued on Page 8)

Public Employees Slapped Again! AB 570 Dumped

The Senate Finance Commit-

 Moderate Employees

Ten Meetings, Still No

Settlement on PG & E

After ten meetings of the Ne-

egotiating Committee of Local

1245 and Pacific Gas and Elec-

tric Company since opening the

Agreements, a settlement still

cannot be reported.

A number of proposals have

been exchanged to date but they have not yet provided an-

swers to the problems which are both numerous and important to

each party.

PG&E, being one of the larg-
est utilities in the industry, is being watched closely by those

who recognize the impact of a

settlement here.

Major issues are still unre-
solved at press time, although a

number of minor ones are tenta-

tively resolved. Money, hours of

work, fringe items, job and un-

ion security issues are getting into focus as the parties strive to

get together an acceptable package to submit to the mem-

bership.

General Construction expen-
ditures and the method of qualifying exams for them remains as one of the toughest problems facing the parties.

In general, the Union is seek-

ing a better settlement than any seen to date in the country-

pointing out the financial health of the Company and the increas-
ed productivity of its workers.

Coast settlements to date, indi-

cate that money, with some

fringes, is beginning to shape a

pattern.

Straight wage items in South-

eran, California Edison, Southern

California Gas, and Southern

Counties Gas, hit 5½ percent. To date, San Diego Gas and Elec-
tric and California Electric Power

negotiations are not settled. Offers of 5½ percent have not received membership acceptance as part of a total package.

A $3.10 Lineman rate and an

1½% shift differential are

shaping up in the California pri-

vate utilities.

While the general wage appli-
cation on Sierra Pacific Power was pegged at 5 percent, the fo-
total wage adjustment exceeded

5½ percent due to spreading additional wage monies among certain classifications in order to minimize major inequities in the former wage structure.

Northwest settlements on pri-

cate and government utilities

show about 42 per cent but due to (Continued on Page 6)

Ten Meetings, Still No Settlement on PG & E

Local 1245 members in Sierra Pacific Power Co. recently Negotiating Committee's report on results of negotiations and ratify the new 1-year Agreement.

(Continued on Page 8)
Attack on Bargaining

Collective bargaining has served America well. It has provided for America's much vaunted efficiency, and has contributed to the great day of high standards of living.

Collective bargaining is an essential part of the American scene. Although bargaining is proclaimed by national policy and by law to be necessary and desirable, and is accepted by workers, it is attacked with increasing intensity.

Undoubtedly, the stage for today's attack was set by the McClellan Committee. While the committee has uncovered corruption in only a relative handful of unions, it has sometimes looked upon labor as an anti-labor crusade.

Taking advantage of this situation, anti-labor organizations such as the chamber of commerce have, through their prosperity psychology, deluded the public into believing that collective bargaining is the cause of all business failures and depression. The fact is that the collective bargaining process has been responsible for a great increase in the cost of living. In the last two decades, the cost of living has doubled, and yet wages have increased only one-third. That is the cause of the high cost of living.

The Administration must hear its share of blame for this situation. It has not only failed to provide the proper labor laws, but has also fostered inflationary business practices. The administration has been responsible for the high cost of living.

Of course, the situation is serious when one considers the history of the National Labor Relations Board. Under the leadership of Mr. Leonid, the board has done a great deal of good. It has provided an honest and impartial forum for the settlement of labor disputes.

In conclusion, the NLRB has been responsible for preventing and settling labor disputes, and for maintaining industrial peace. It has been a valuable asset to American business.

**Editor's Note:**

The content of this page is a continuation of the previous page, discussing the impact of collective bargaining on American society. It highlights the positive contributions of collective bargaining and criticizes those who attack it, emphasizing the importance of fair and balanced collective bargaining processes for the betterment of society.
Moss Landing Unit Sponsors Dodgers

Little League baseball is well underway in the Watsonville area as it is elsewhere.

Members of Local 1245's Moss Landing Unit are the proud sponsors of the Dodgers in the American League, with Don Dolly, Control Operator, as manager.

Other members of the Moss Landing Unit who are active in the Little League are Dave Nieboer, Senior Control Operator, who is president of the Watsonville Little League; Al Taylor, Warehouseman; Don Christensen, Assistant; and Sid Rock, Helper. All are Managers of Little League teams.

Congratulations fellow for taking on such a worthwhile project and may you all have a successful season.

Marysville Clerks Get the Word

Automation of Clerical processes and operation of the Company's new E.D.P. Center in San Francisco were the chief topics of a report made to Colgate-Di

Renu INSTALLS NEW OFFICERS

Past Chairman Thomas Lewis has been affiliated with the Renu Unit of the regular monthly purpose of the Cal-Union's 1959 negotiations program were outlined.

Union Meetings
When C. J. Haggerty, secretary of the California Labor Federation, criticized Governor Brown for seeking a new state legislature for failing to live up to their promises, he was reflecting an important national development in labor's political thinking.

Haggerty told the Upholsterers' Convention in San Francisco, "We have found a plate of something to run on, but not to stand on.

"We get lots of Democrats along with the Republicans," Haggerty said. "We had the right to expect legislation that would be of benefit to the people of California. But not one major piece of legislation has reached the Governor's desk." (Well, maybe one—FEPC—and the record may be somewhat improved by press time, but that doesn't alter the point.)

Haggerty concluded: "Well, governors come and governors go, but the labor movement must go on."

In New York: "We are supposed to be a part of this movement," said Mayor Robert F. Kennedy, "but the labor movement has reached the point where the workers of this state, I am sure, are appreciative of the action in enacting "the most important piece of legislation related to workmen's compensation in my fifteen years as legislative representative of organized labor in the state.

"Fifteen years ago, I was the author of the Alameda Co. (AB 1015) was passed by the Senate without opposition. It was later signed into law by Governor Edmund G. Brown. The bill raises the temporary disability benefit from $1.50 to $20 a week. The minimum benefit amount is increased from $15 to $75 a week for temporary disability, and from $3750 to $7500, and permanent disability the injured worker would be given a right to select his own consulting physician at the expense of the employer.

"The amendment lost 25-49. It was the same group that voted "no" when the final vote on SB 1106 was taken. The $1.75 billion water bond was not defeated because it was the right thing to do. It was defeated because it was the wrong thing to do. The bond issue now will go on the ballot for November, 1960. Governor Brown, while he was being considered, promised that the problem of irrigating the San Joaquin Valley would be a straight account of a top priority. Indeed, the problems of the San Joaquin Valley are among the most important problems ever facing this country."

Water Unlimited

The $1.75 billion water bond bill, SB 1106 (Burns, D-Fresno) passed the legislature without opposition. It was later signed into law by Governor Brown. It is a bond issue to provide $1.75 billion for the construction of a new water project in the state. The project will increase the water supply for the San Joaquin Valley from 1.2 million acre-feet per year to 6.6 million acre-feet per year.

The San Joaquin Valley is a prime agricultural area of the state, but it is also a region that is suffering from a water shortage. The new water project will provide the valley with the water it needs to grow the crops it produces.

The bond issue will provide $1.75 billion for the construction of the new water project. The project will be financed by the sale of bonds. The bonds will be sold to investors who will finance the construction of the project. The investors will be repaid with interest from the water sold to the state.

The bond issue will provide for the construction of a new dam, a new irrigation canal, and a new water treatment plant. The project will be located in the San Joaquin Valley. The project will be completed within five years.

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Organizing in the Dark of the Morning

In the darkness before dawn farm workers look forward to a day when the rising sun will mean more to them than sweat... when they will emerge from the darkness and disease and hunger of their exploited lives to share the dignity of union membership... For now the whole AFL-CIO is behind a drive to organize them... Valley unionists, a few earnest ones who have seen the starved look of jobless migrants competing for work, have volunteered to help tell the farm workers about the union... and among them there in the shadows was Key Black, news editor of the Valley Union. This is her account:

By KAY BLACK

At 3:30 a.m. the sounds of Stockton are peaceful and serene. They look made for poets walking and cats seeking companionship and lovers taking it as they find the way home.

But stroll a few blocks west from the center of town, to the vicinity of the Farm Labor Office, and there you will find a regiment of early risers—the anachronistic men who sweat....

Men who cheat sleep rather than miss their appointed griefings when the squeaking buses of the labor contractors begin arriving.

The crowd under the mustard street lights, forged with old, sweat-caked dust, is not belligerent, not fretful or antagonistic. It has a quality of resignation, but also a quality of hope and anticipation and even liveliness in the knots of young men who laugh and spin on their heels and joke in the cold dark.

"We've come to wait the reaper and the photographer from the San Francisco paper," said one.

"I went among them in old jeans," said another. "The word got around—but it's a killer of a job.

"By five o'clock the sky was graying and the steady street was showing its neglected face. The scene began to change. There was much gesticulation and head-nodding. As Raul spotted us and moved on the elderly man called in Spanish to three or four of the men leashing the building for explanations.

"With Delmer and Norman Smith, chairman of the Agricultural Workers Organizing Committee, I went among them in old jeans, unshaven and wearing a jacket. We came on Raul, talking earnestly in Spanish to an elderly gentleman who listened without expression, then broke into eager response, much gesticulation and head-nodding. As Raul spotted us and moved on the elderly man called in Spanish to three or four of the men leashing the building for explanations.

"There were women in the crowd now, I noticed, and a silent, fretful or antagonistic. It has a quality of resignation, but also a quality of hope and anticipation, and even liveliness in the knots of young men who laugh and spin on their heels and joke.

"Trees probably big, scrawny, unfruitful or antagonistic. It has a quality of resignation, but also a quality of hope and anticipation, and even liveliness in the knots of young men who laugh and spin on their heels and joke in the cold dark.

"The labor office was open now this time... and again a brassy loudspeaker repeated a message we had already heard from some prowling contractor: "Cherries for Idaho pickers. Need 50 cherry-pickers at this good rate."" Oh, huh," said Delmer. "Trees probably big, scrawny, unfruitful or antagonistic.

"We're floaters," said one. "How much and where do we get it?"

"You could have a traveling contract," said Delmer. "Day labor, and pick cherry-pickers for $1.25 a bucket!"

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Some busses filled up fast. Some gathered in a few and the contractor made an extra effort by walking through the crowd and calling his names.

"Cherries for Idaho pickers. Need 50 cherry-pickers at this good rate."

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"You could have a traveling contract," said Delmer. "Day labor, and pick cherry-pickers for $1.25 a bucket!"

So we looked at each other and agreed on breakfast, not really considering our own good fortune. And all at once the sun came up over Stockton and it was hot June day.

Brown Announces Reform Of State Labor Policies

The state's farm labor placement service, long under labor attack, is about to undergo reform. G. A. Brown has announced a 10-point program developed by the State Department of Employment at the direction of the Governor. The reform is as follows:

1. We will provide a new farm placement agency for the crop-area to become dominated by foreign nationals.

2. We will work closely with all growers whenever practical.

3. We will establish a new, separate section for the placement of labor in the farm labor market.

4. We will work closely with other State and federal agencies for the crop-area to become dominated by foreign nationals.

5. We will work closely with the Governor's request. Its aim is to "improve the Farm Placement Service both to agricultural workers and farm workers," and its result is "to strengthen the farm worker supply, and will relax the employment, is was the beginning of the new policies which are being carried out."

6. We will work closely with the Governor's request. Its aim is to "improve the Farm Placement Service both to agricultural workers and farm workers," and its result is "to strengthen the farm worker supply, and will relax the employment, is was the beginning of the new policies which are being carried out."

7. We will work closely with all growers whenever practical. The average annual wage of farm workers in 1957 was only 1.50. Tax-supported relief kept them alive because legislators have passed a mineral to require decent minimum wages.

8. We are making certain in other public service agencies that the Farm Placement Service is able to function effectively, and that the farm labor market is able to function effectively, and that the farm labor market is function in such a human-to-human operation that cuts all the non-essentials down to size.

9. We are issuing specifications to all growers and associations using foreign labor, and will enforce our observance.

10. We will listen to and work with unions and other public groups that have a legitimate interest in the program that are organized for this purpose.

FARM WAGES

The average annual wage of farm workers in 1957 was only 1.50. Tax-supported relief kept them alive because legislators have passed a mineral to require decent minimum wages.

A democratic union requires an active membership. Attend meetings... fake part in your union.

In middle full, I climbed a ladder and sang to the day's of work. The average annual wage of farm workers in 1957 was only 1.50. Tax-supported relief kept them alive because legislators have passed a mineral to require decent minimum wages.

A democratic union requires an active membership. Attend meetings... fake part in your union.
In response to requests for assistance on asking the U. S. Senate Appropriations Committee to deny spending the money of the nation’s taxpayers for the development of the power facilities on the Trinity River Project, a large number of sister IBEW Local Unions of the nation sent their representatives.

The telegrams poured into Washington, D.C. from over the nation and the working workers on the testimony. The telegrams were signed by the members of the Local Unions representing approximately 3000 members responsible for the fair distribution of the national reclamation funds to the fair agricultural workers and to the poor farm workers, and also to the farmers who lack the capital to engage in agriculture.

The telegrams were delivered to the Assistant Business Manager of the Local Union, who assured the public that the telegrams were received and in the powerful attempt to make the public believe that the telegrams were delivered to the powerful Business Manager of the United States.

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A few years ago, when as a member of the staff of the Federal Reserve Board, I was unemployable in a time of layoffs, I wrote an article entitled "Unemployment: The Fear of Loss." Since then I have been keenly aware that there are 8,000,000 unemployed, the "one" at the end, and all others, are people, not just figures. I sometimes wonder whether economists always grasp, or recall, that simple fact.

Perhaps I just don't understand what they are saying too well. But the truth is, I am really jobs, by a group of over 4,000 economists from 350 universities the country over to a questionnaire sent them by the Joint Economic Committee. It is likely that many of them are willing to treat people only as statistics, putting their fear of rising prices ahead of their fear of unemployment.

So the major thought we could both have a "relatively high" price stability and "relatively high" unemployment, more than a quarter said I would as a job to do in the long run. In other words, you've put up with either some inflation or some unemployment. But what really worries me is the three-quarters of those who were asked in the next question to say they would accept five percent more unemployment if they would accept five percent or more unemployment, if necessary, in return for, say, ten percent more real income into the actual situation, 270 economists were asked whether they would have to cut five percent in real income. Some 70 percent of the doctors were willing to have as many people out of work as March and April showed or more, if only we can hold the line on prices. And those who would accept ten percent or more unemployment as to price at which maximum employment should be given the greater emphasis, on a fourth of those answering put prices above unemployment as their major concern.

How much influence this kind of thinking has on the administration's economic policies I do not know, but certainly the questionnaire was issued for the guidance of the Joint Economic Committee. Those points of view are very important in forming policies.

Unquestionably inflation—which twofold the economists accept as tolerable if it is under three percent a year—can be a very serious matter. If necessary, direct controls are favored by two-thirds of those in favor of consumer credit, and less than half of those in favor of more credit controls. However, 70 percent work in unemployment compensation, and 70 percent favor increased consumer credit. But less than 45 percent favor work in business investment, and 60 percent favor increased consumer credit. But less than 45 percent favor work in business investment, and 60 percent favor increased consumer credit.
Forand Bill Would Assure Old Folks of Medical Safety

The Forand Bill, H.R. 4700, backed by AFL-CIO provided:.

• 60 days hospitalization in 12 months.
• 120 days nursing care during 17 days of hospitalization, 10 of which may be for surgery.
• 120 days nursing care for those eligible to receive social security benefits.

Sierra Gains

Establishment of classifications considered Shift, Service, Operations Center, and Residential.

NRLB Chairman Blasts Anti-Union Employers

Boyd Leedom, NLRB Chairman, blasts the Florida Basket Association in Miami Beach which has refused the demands of bitter labor-management disputes, stereotypically criticized employers who are fighting union organization.

AB 570 Dumped

(Continued from Page 1)

Early Bird Saver

Start your vacation trip early in order to take advantage of the early bird specials. Flights are usually cheaper and the crowds are not as thick as they are later in the day.

Supervisory Force Grows As High Cost is Ignored

The high cost of supervision is certainly a factor in the high cost of living, and one that management and the press conveniently overlook.

Flash...

A few moments before the UTILITY REPORTER went to press we received word that Walt Kasten, well known to the readers of TUB, had suffered a heart attack and was in the Fresno Community Hospital.

The Whole Story

Many across the nation probably haven't heard of it, but the news broke that an unused building formerly used as a military base is in the course of the month of the latest conflict with the Harriet-Henderson Cotton Mills here, a major portion will go for modernization of the kind that helps fewer production workers.

The study looked at 50 companies. More than two-thirds reported increases in the number of management as compared with workers.

JOE KEENAN

Broader Medical Care Is Needed, Keenan Asserts

The government must "assume a greater responsibility in the field of medical care," Secretary Joseph D. Keenan of the International Brotherhood of Electricians, declared recently in Chicago.

Last year, during the recession half of all employed employees received raises. This plus the expansion of the super medical care and other non-production forces, is charged to costs as much as any production work-er wage. In view of this altered composition of the work force, the total production work-er wage bill has not risen significantly—if at all—in at least two years.

It might be well predictable that for our former economists who are so worried about production, we would want management to support it. Certainly, in view of today's work force composition, these costs are becoming increasingly important.

We, therefore, reject several examples of what is happening in industry. It represents a gavaging form shifted from the "batch" process to the continuous method between 1951 and 1957, the number of workers and employees increased 37.8 per cent while the production work-er wage bill has not risen significantly—if at all—in at least two years.

The high cost of supervision is certainly a factor in the high cost of living, and one that management and the press conveniently overlook.

(Continued from Page 1)

The Senate Finance Committee is supposed to concern itself only with financial aspects of policy bills.

AB 570 Dumped

(Continued from Page 1)

Supervisory Force Grows As High Cost is Ignored

(Continued from Page 1)

We wish Walt a speedy recovery.

AB 570 Dumped

(Continued from Page 1)

While it is the official position of the Assembly its application to utility districts engaged in independent operation, these costs are becoming increasingly important.

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We, therefore, reject several examples of what is happening in industry. It represents a gavaging form shifted from the "batch" process to the continuous method between 1951 and 1957, the number of workers and employees increased 37.8 per cent while the production work-er wage bill has not risen significantly—if at all—in at least two years.

The high cost of supervision is certainly a factor in the high cost of living, and one that management and the press conveniently overlook.

(Continued from Page 1)