

To see what is right and not to do it is want of courage.

---Confucius

# Utility Reporter

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

VOL. VII—No. 3

OAKLAND, CALIFORNIA

JULY, 1959

**YOUR Business Manager's COLUMN**  
by Ronald J. Weakley

## MEMBERS REJECT PG&E CO. OFFER

The current negotiations with Pacific Gas and Electric Company are keeping this writer busy. Elsewhere in this paper, the general matter is covered at some length so that no purpose would be served by reiteration in this column.

There is, however, the whole matter of relationships between this Local Union and this Company involved in these negotiations. We know we have made a few honest errors in our operations with respect to progress toward the goal of better relations. We know too, that we have tried very hard to assume our responsibilities and to carry them out under the most trying circumstances.

Some people in management seem to feel that our "responsibilities" are limited to acting as an agency to assist the Company in fulfilling its needs. While we do have organizational responsibilities pertaining to our participation in a contractual and cooperative relationship, ours or any other Union's first responsibility is to the members who belong to it.

We know that our negotiations have a latent effect on the general public and the results and the day to day application of those results must include joint responsibilities to the consumers. The extent to which we are bound to carry out responsibilities is limited to the requirements contained in our collective bargaining agreements. Activities by our members and by this Union over and above the printed requirements is de-

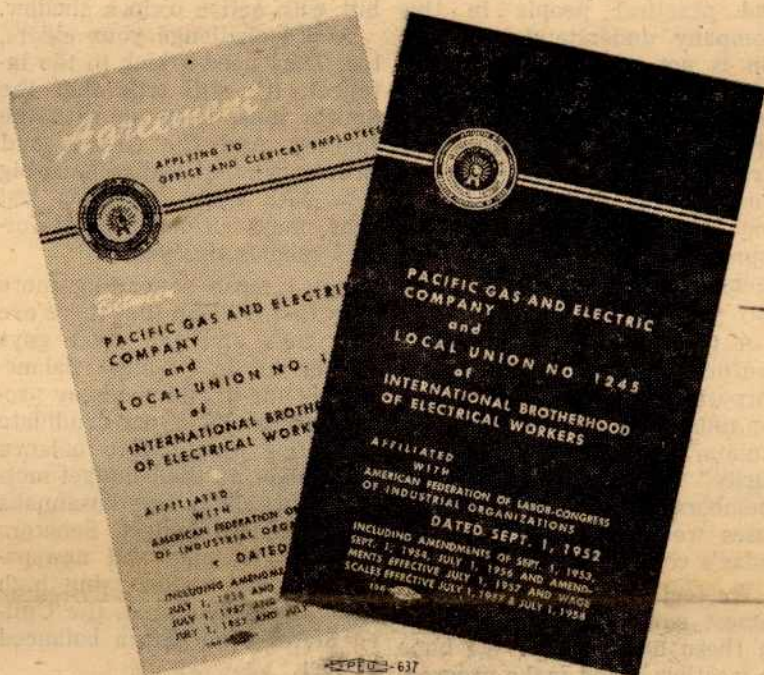
(Continued on Page 2)

### Wage Boost In Berkeley

On April 13th, Local 1245, IBEW, submitted proposals to the City of Berkeley in behalf of our members working in the City's Dept. of Electricity.

The first meeting was held with the Personnel Board in early May and two presentations were made by Adm. Asst. Al Hansen before the City Council in June.

On June 25th, the Council approved the Personnel Board's recommendation of a wage increase of 5 percent and an increased City contribution of \$3.50 from \$3.00 per month to the Group Hospital Plan, effective July 1, 1959.



Membership on PG&E rejects Company's proposed settlement to amend the above Physical and Clerical collective bargaining Agreements.

### Union Readies for SMUD Negotiations

On May 5th, Local 1245 submitted its proposals to the Sacramento Municipal Utility District with respect to suggested changes in the Civil Service Rules and other working conditions and benefits affecting employees of the District.

Included were proposals on the following items: Shift Premium, Promotional Examinations, Overtime Compensation, Holidays, Job Security and Retraining, Group Hospital and Medical Insurance, Group Life Insurance, Safety, and Payroll Deduction of Union Dues.

In addition, proposals were made for wage adjustments in various classifications to correct inequities together with a request for a fair and equitable general wage increase.

The first session with the District's Committee was held on June 26th, at which time Union's proposals were gone over for explanation and clarification of intent and purpose. Further sessions will be held starting Tuesday, July 21st when actual bargaining will commence.

Union's Committee members are: R. D. McBraunahue, Glenn Larson, Jerry Oliver, Richard Daugherty, Local 1245 Business Rep. Al Kaznowski, and Assistant Business Manager M. A. Walters.

The District's Committee is composed of Harold Warmoth, William Warner, Herbert Hunt, and Ray Eggers.

### Issues of Principle Overshadow Money

The membership of Local 1245 has turned down a 1959 contract settlement offer made by Pacific Gas and Electric Company on July 6, 1959. The package offer was presented at 65 meetings over the giant utility service area during the period of July 7th through July 17th.

Through secret ballot procedures, the package was rejected by both physical and clerical voters. The totals follow:

PHYSICAL		CLERICAL	
Yes	129	Yes	21
No	2,461	No	226
Not Voting	35	Not Voting	4
Void	23	Void	0
<b>Total</b>	<b>2,648</b>	<b>Total</b>	<b>251</b>

The package offer did not carry with it the recommendation of acceptance by the Union's Negotiating Committee.

The Company expressed an opinion that the offer was a good settlement and felt confident that the membership would accept it. Union's Committee, while unwilling to recommend acceptance, felt that the membership was entitled to consider the Company's offer and vote their desires through a secret ballot.

The complete content of the July 6, 1959 offer of the Company follows:

#### 1. GENERAL WAGE INCREASE (Physical Workers' Agreement) (Clerical Workers' Agreement)

The Company offers to grant a general wage increase of 5.5% to all employees represented by Local 1245 of International Brotherhood of Electrical Workers. Such general increase shall be applied to wage rates outlined in the effective wage schedules, except that for those classifications shown in Exhibit A and Ex-

(Continued on Page 6)

### Secret Ballot Determines Vote



DEMOCRACY IN ACTION. Typical of the 65 Local Unit Meetings held throughout the PG&E system, is this group of Hayward Unit members voting a secret ballot on acceptance or rejection of the Company's offer.

### Oakland Has Wage Raise

The Oakland City Council, at its budget meeting on July 16th, approved the City Manager's recommendations of a wage increase for members of the Dept. of Electricity of 7 percent plus \$15.00 for Linemen and Fire Alarm Operators and 7 percent plus \$21.00 for Radio Technicians.

According to Adm. Asst. Al Hansen, who met with the City Manager and City Council, an attempt was made to get the Council to establish a basic policy for the City Manager to use in future wage recommendations.

It was proposed that the prevailing rate of the Building Trades be used with consideration given for the difference in fringe benefits reducing the prevailing rate.

The Council stated that this was a matter which the Unions involved and the City Manager should get together on — in other words, no decision.





# The UTILITY REPORTER



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Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO.

Second Class Postage paid at Oakland, California

POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price . . . . \$1.20 per year. Single copies, 10 cents.

## YOUR Business Manager's COLUMN

by Ronald T. Weakley

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pendent upon the treatment afforded the membership and its Union.

The prime responsibility for good service at reasonable rates is that of the Company, as far as the consumer is concerned and as far as this Union is concerned.

The first two pages of our Agreements relate to joint obligations with respect to the parties themselves and to the consuming public. The interpretation and application of these stated principles are involved in some of the unresolved issues remaining in these negotiations at the time this column is written.

As some of the more capable and practical people in this Company understand, this Union is not an arm of management. It is an institution in itself, owned and operated solely by and for its membership. Its strength and its weaknesses are within itself and, although it may be somewhat insecure, it is separate and distinct from management and will remain that way.

A certain amount of honest conflict is inevitable between a corporate entity and a labor union unless it is either a company "union," or one which has "security" at the expense of its members as in some isolated cases we are reading about in today's commercial press.

We feel that we have a bit of honest conflict at the moment in these negotiations. We hope to weather it and make progress which will be beneficial to both parties.

Both sides have complained about the other's operations, principles, negotiating methods, and just about everything else at one time or another during these lengthy sessions. This is natural in that honest conflicts are never easily resolved.

This writer and the other members of the Union's Negotiating Committee carry no bitterness over this but feel that either faulty communications between the top levels of this relationship and the field, or insufficient understanding of the attitudes in the field, is largely responsible for the present bit of conflict.

Those in management who may feel that this Union is only good for what it can do to help the Company and should evaporate otherwise, better understand that neither proposition is now or ever going to be acceptable to the workers who own it any more than said propositions would be acceptable to the stockholders of the P.G.&E. or the consuming public.

We know we need more education in our Union but we are not alone. It must be remembered by management that there are no "industrial relations" worth a hoot without a real understanding of human relations.

### CREEPING PROGRESS

The DeMille Foundation, financed by the late Cecil B. DeMille to help win passage of anti-union "right-to-work" laws throughout the country, has been dissolved. The dissolution was announced by directors of the open shop group. The famous movie producer died last January.

## COLLEGE GRADS URGED TO BE NONCONFORMISTS

On Sunday June 7, AFL-CIO Education Director John D. Connors was awarded an honorary degree of Doctor of Education by the New Bedford Institute of Technology, New Bedford, Mass. He was further honored as the commencement speaker. Here are excerpts of his address to the students.

I suggest, young men and women, that too many young people today fear to be different. College teachers tell me that most of today's students are followers, not leaders; acceptors, not exceptors. I understand that other college undergraduates, both on the campus and after they have left the campus, think they're not conformists. They respond to the injunction: "Don't be a conformist like everybody else." So all the young men among them grow beards; all the young women wear leotards, and both recite what is supposed to be poetry. These young conforming non-conformists are—I understand—called "beatniks." I submit, young men and women, that a beatnik is a babbitt with a five o'clock shadow.

And I challenge your elders, too. They need a kick in the intellect. It's still true that the Smiths must keep up with the Joneses. And the Greens and Browns who all had to have big cars with huge rear fins last year, must all have small foreign models this year.

But I mean something more than that. I mean that there are bad guys and the good guys among words, "Budget balancing" is one of the good-guy propaganda terms. Every candidate for office promises to balance the budget. In their budget messages Presidents sing hosannahs to a balanced budget. Senators and Congressmen and newspaper editorial writers sing high its praises. Sometimes the United States even gets a balanced budget.

Labor believes in a growing America. We believe in an expanding economy, the kind that has been typical of this country, that has given it the highest standard of living in the world. Men of courage and vision don't want this nation to stand still. And if we build homes, schools, highways, if we put America back to work, we shall have increased purchasing power, the tax base will be broadened. And the fact is that we thus shall have a better chance of balancing the budget, at a higher level.

Another bugaboo and bad-guy word is "inflation." Unless we have a balanced budget, we are told, we shall have inflation. If we don't keep wages down, we shall have inflation. The White House, the Congress, the news-

paper editorials, and the so-called news magazines tell us inflation impends.

They have sold the people on this "phony" idea: that wage increases are inflationary. They have said this so often that the man in the street is inclined to agree with them.

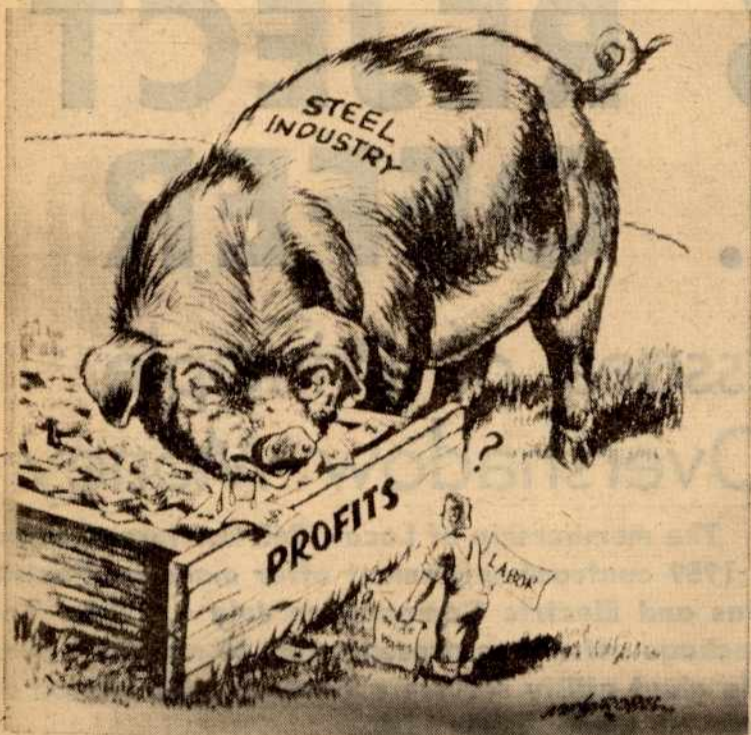
Another shibboleth is that we have a capitalist or free enterprise economy, and the same people who beat the drums for a balanced budget, and issue dire warnings about inflation, also label the minimum wage, unemployment compensation, public housing, urban redevelopment, and federal aid for education as "creeping socialism."

Our economic system today may not be classic capitalism. But neither is it socialistic. To suggest that the pure food and drug laws, child labor laws and the Social Security Act are socialism is to deny the meaning of the word. Yes—we may have moved toward a welfare state. The Constitution set that up as an objective of the Government of the United States: "to promote the general welfare."

Overseas, the communists have captured many of our good-guy terms. Peace is another of the good-guy words, but observant students of the international scene must note that the cries of "Peace" and the flutter of doves' wings which are heard periodically from Moscow and Peiping have been drowned out by the clank and crunch of Soviet tanks on the roads of Hungary and Tibet.

What I am suggesting is that you shouldn't allow yourselves to be victimized by this tyranny of semantics—that catchwords shouldn't lead you to accept ideas just because they are commonly accepted. The gist of my message to you graduates is: continue to be students, analyze, distinguish, have the facts so that you can compare, read conservative and liberal periodicals, keep and sharpen your habits of inquiry and study.

I suggest further that America is not a great nation because of its wealth, its skyscrapers, its automobiles, its military power, its great resources. The United States is great because of less material things—freedom, democracy and equality of opportunity. — AFL-CIO Education News and Views.



And they tell the Steelworkers they can't afford better wages!

## "Mine, Mine-All Mine!"

The weekly magazine, U. S. News & World Report, May 11, 1959, reports the following as examples of the profit trend in the Steel Industry:

	1st Quarter 1958	1st Quarter 1959	Change
U. S. Steel	\$62,427,000	\$106,585,00	UP 70.7%
Republic Steel	8,584,000	26,845,000	UP 212.7%
Armco Steel	9,331,000	21,152,000	UP 126.7%
Inland Steel	7,961,000	17,859,000	UP 124.3%
National Steel	3,801,000	16,504,000	UP 334.2%
Jones & Laughlin Steel	1,657,000	15,738,000	UP 849.8%

If you think the U.S. Steel Corp.—the company showing the "least" upward change in profits—is growing broke, consider this fact: The cost of one share of common stock in 1940 was about \$54 and paid a dividend of \$4. Today, that original one share has been divided into six shares and the six shares at press time, according to the New York Stock Exchange, have a market value of about \$867. Furthermore, each of the six shares paid a dividend of \$18 last year, or a total of \$108.

Another steel company pleading poverty is Bethlehem Steel Co., which, according to Business Week, paid its President, Arthur B. Homer, the top salary in the country in 1958—a measly \$511,249, or better than \$245 an hour.

A cute gimmick is the inclusion of such salaries in reporting "wage costs" and averaging them together with production workers' wages to arrive at an inflated picture of "average pay of employees." Deducted as salary items, executive salaries of even one-half million dollars are not counted as corporate profits. Additional executive earnings, sometimes nearly as large as the salary itself, are set aside, for tax purposes, as retirement benefits.

To nail down the lie that price increases in steel are caused by wage increases, a Wisconsin industrialist has charged that "while the steel industry is asking for a 'wage freeze,' steel warehouses which are controlled by Steel have quietly passed out price increases on small quantity orders for hot-rolled products and even BEFORE any wage settlement."

Looking at the whole picture, it's easy to see that if there's a villain in the act, it's the Steel Industry with its high-handed "administered" prices—a device by which they control prices without regard to costs, supply or demand—rather than the Steelworkers, who want only a fair share of the increased productivity and swollen profits.

## See What We Mean?

The Wall Street Journal on June 29, 1959 carried two stories—one on Page 1 dealing with the laments of businessmen over increasing costs and the horrible result of being forced to increase prices, another appeared on Page 9 which reported the sales and earnings of Friden, Inc., makers of office equipment.

Mr. Phillip Samwell, V.P. & Gen. Mgr. of Friden is quoted in both articles:

### PAGE 1

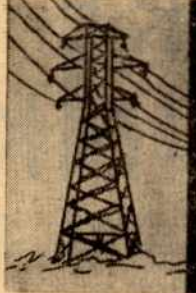
"We're presently considering a price increase on our whole product line, even discounting the prospect of a further increase in the price of steel. It doesn't make this a particularly opportune time for price increases, but we may be forced to it. We've been hit by rising costs on all fronts."

### PAGE 9

"... Earnings have trended downward because of a costly development program we've undertaken on a whole new line of products. But the earnings picture is definitely improving, and by the end of the year, I fully expect our earnings to compare favorably with . . . 1958."

It's quite apparent that these two statements don't jibe and really prove what we've said all along: Increasing costs—particularly labor costs—provide a very convenient "whipping boy" to justify price increases in order to maintain profits even when prior profits are plowed back to introduce a "whole new line of products."





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

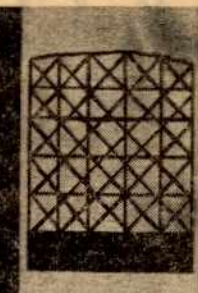
As the demand for skill goes up, the demand for unskilled workers will go down. Unskilled workers will be replaced by more skilled workers through additional training. The need for unskilled workers will be less than it is today. The expected growth in the labor force is estimated to be 10 and a

being treated are 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.

One of our members recently was displaced because of such a change in our business. All that he has fought and is fighting for job security is to protect those

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

The United States Commissioner of Education, Lawrence H. Dick, says among these things, the basic need is for a high quality of efficiency and productivity based upon an adequate supply of well-trained and well-educated workers.



# News from the Field

## San Jose Plans A Picnic and Barbecue

Local 1245's San Jose Unit has a hard working Committee, under the direction of Willard Hope, completing plans for the forthcoming Picnic and Barbecue to be held Saturday, August 8th.

The Unit has been raising money for over a year in order to make this an outing to remember and will be held at Trader Lou's Amusement Park on Monterey Highway in San Jose with a big Bar-B-Q slated for 4 p.m. Refreshments, including keg beer, will be served all day with games and prizes also planned.

If the successful Dinner held in San Jose last year is an example of what this Unit can do in Social Affairs, we predict that the Picnic will be a huge success. See you all at Trader Lou's on August 8th.

## Big 'Send Off' For Glen Clark

Friday evening, June 26th, saw a genial gathering of some 40 friends and members of Local 1245 honor Brother Glen Clark on his retirement from PG&E Co. Glen, after 37 years with the Company, elected an early retirement for health reasons.

The Woolgathers, popular Bakersfield restaurant, was the scene of the affair with John Stewart acting as MC. Ted Reese, a fellow Collector and long-time friend of Glen, presented him with a beautiful set of luggage from the group.

On behalf of Bus. Mgr. R. T. Weakley, Bus. Rep. Jack Wilson gave Brother Clark his Local 1245 Retirement Scroll and IBEW lapel pin.

All joined in wishing Glen many years of happy and well-earned retirement.

## Big House

In filling out an employment form, one applicant, on the line asking "length of residence in home town," wrote: "About 75 feet."

## Attend Union Meetings



**WHY YOUNG MEN GO WEST . . .** Local 1245 members of the Reno office of the Sierra Pacific Power Co. don Western garb during the recent 4th of July celebration in Reno. Standing left to right are Nancy Lewis, Betty Mirabelli, Ethel Bosetti, Gloria Perry, Janie McKibben, Thelma Schenk, and Loretta Arneson. Front, left to right are Mona Watts and Sylvia Crow.

## Weaverville Dine and Dance

On May 8th, Local 1245's Weaverville Unit held its 2nd Annual Dinner-Dance at the Gables in Weaverville. All members and their wives were invited to a free dinner, featuring a New York steak with all the trimmings and dancing for the rest of the evening.

Guests in attendance included Mr. and Mrs. Lee Coombs of Corning, Advisory Council Member and Mrs. Gerald Watson from Corning and Bus. Rep. and Mrs. Fred Lucas.

Attendance was high with only two members of the Unit and their wives not attending.

It was noted by all present that the Unit Executive Committee has done an exceptional job of handling the Social Fund by giving two free dinners with fun and dancing to members and their wives, and are looking forward to next year's 3rd Annual affair.

## Leave That Fawn Alone—It's Not An Orphan

The fish and game department has issued its annual warning to persons wandering in foothills and mountain areas to leave untouched any fawns they may stumble upon.

Every year in the spring and early summer a few uninformed persons assume that fawns found by themselves are orphaned. Some even pick them up and take them away—quite illegally. Actually they are really kidnapping the animals from their mothers, because a truly orphaned fawn is rare.

What happens is this: The very young deer are unable to keep up with the does as they browse. The mothers hide them and instinct makes the fawn stay put until the mothers return.

So don't pick up or disturb any fawns. It is against the law to be in possession of a wild fawn, regardless of the circumstances. This is intended both as a protection to the animals and also to the public, for "tame" deer often have injured or even killed human beings who didn't realize that such "harmless" creatures can, without warning suddenly revert to their wild ways.

## Patronize Union Stores

**Demand Union Label Goods and Services**

## STELLAR STAN-PAC GRIEVANCE REPS

Pictured here are Jim Dexter, left, Mechanic-Welder and Andrew Clayton, right, Line Mechanic, who have completed their first year as Union's members of Standard Pacific Gas Lines Grievance Committee.

By demonstrating their efficiency and responsibility, they have indeed earned the respect and confidence of their fellow employees whom they have so ably represented.



## X-ARM PREFAB IS LINE WORK

Prefabbing of X-Arms for the entire Sacramento Division is done by Lineman Harold Sherrets at PG&E's headquarters at 29th and Capitol Ave. in Sacramento.

Union has insisted that this work is "Line Work" and has succeeded in keeping this work within the Lineman classification.

## Local 1245 Units Aid Monterey Youth Camp

A drive to raise funds to send deserving children aged 7 to 12 to the Monterey Youth Camp sponsored by Organized Labor in Monterey County is well under way. At present, \$151 has been raised by Local 1245's four Units in Monterey County—Salinas, Monterey, King City-Soledad, and Watsonville-Moss Landing. The drive is continuing with more contributions expected.

It is hoped that enough money can be raised to have twelve encampments this year—six for boys and six for girls.

Mrs. Mae Cahoon, mother of Jim Cahoon, Helper in the Salinas Gas Dept., donated the land for the Youth Camp. Jim is a member of the Salinas Unit.

The Officers and members of Local 1245 wish to salute Mrs. Cahoon for her great contribution to such a worthy cause and for her many, many hours of

hard work in making this Camp a success.

As contributions are far behind what is needed to keep the Camp operating, we urge that those who can possibly do so send a check or money-order to: Monterey Youth Foundation, 778 Hawthorne St., Monterey, Calif.

## BON VOYAGE, BUD

Local 1245 Treasurer Tom (Bud) Kerin is on a leave of absence from the City of Oakland and is taking an extensive ocean trip through the Western Pacific where he will revisit many of the islands which he saw — under different circumstances, to be sure — during World War II.

Prior to his departure his friends and fellow employees gave him a goingaway party. They somehow inveigled Bud to sit in on a poker game and we understand that as a result his trip was somewhat shortened.



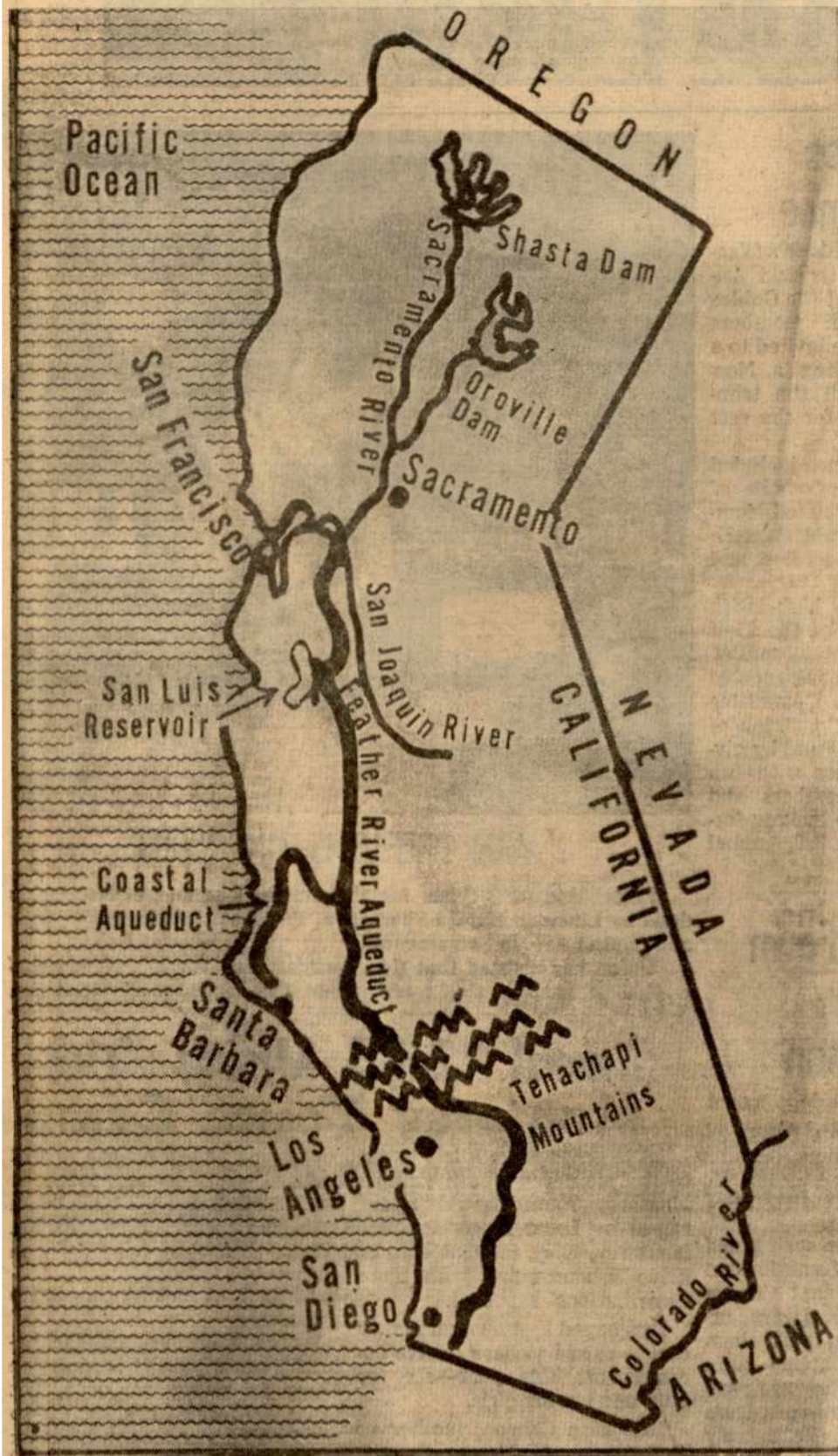
"For his 30 years of distinguished and loyal service in the company, I should like to present this token of our gratitude to whatsizname here."

**Report All Safety Violations Immediately**





# WATER, WATER, EVERYWHERE BUT WHO'S TO GET THE DRINK?



GOVERNOR EDMUND G. BROWN in an address before the Feather River Project Association on July 10th made the following remarks about California's vast water project as pictured on this page:

"This is the greatest single project ever conceived in any state in the American union.

"The key dam at Oroville will be the highest dam in the United States, towering over the great Hoover, Shasta, Grand Coulee, and Trinity dams.

"The great aqueducts carrying the water south will stretch 760 miles—a distance equivalent to that from Chicago to New Orleans or between Paris and Rome.

"The project will have enough concrete to build three Hoover dams and enough steel to construct seven Golden Gate bridges.

"It is estimated that the program will serve areas inhabited by 21 million people by the year 1985—and that almost 8 million of those people will be using project water in one way or another.

"The project is by itself expected to make possible a population increase of 5,200,000 by that time—some 25 years off—and to produce approximately 2 million new jobs.

"Now let me say at the outset that I am against any individuals, whether large landholders or others, realizing huge profits as the result of the State's attempt to bring water to all the needy areas of the State. I want to do everything I can to prevent such unjust enrichment, but I quite frankly am not at all sure that I know what the best method is. Simple acreage limitation doesn't really meet this problem head-on. As one of the acreage limitation's longtime defenders in litigation I know it has its faults as well as its virtues."

Editor's Note: Read on Governor Brown!

## L.U. 1245 States Policy on Water Projects, Bargaining

At its July 10th meeting, IBEW Local 1245's Executive Board clearly stated this Local Union's policy position on three current and vitally important issues through the adoption of the following resolutions relating to State Water Facilities, State and Local Government Projects and Collective Bargaining in Public Employment:

### STATE WATER FACILITIES

WHEREAS: The California State Legislature, during its 1959 regular session, did pass the California Water Resources Development Bond Act, which provides for a bond issue of One Billion Seven Hundred Fifty Million dollars (\$1,750,000,000) to be used by the Department of Water Resources for the development of the water resources of the State, and

WHEREAS: The California Water Resources Development Bond Act shall be submitted to the people of the State of California for their ratification at the next general election, to be held in the month of November, 1960, and,

WHEREAS: This nor any other State legislation makes any provisions whatsoever for protecting taxpayers from the monopolization of benefits and the enrichment of large landholders if the people of California should ratify the California Water Resources Development Bond Act, and

WHEREAS: Ratification of the California Water Resources Development Bond Act would truly put the State of California into the water and power business, at times in competition with private enterprise, and

WHEREAS: This nor any other State legislation clearly sets forth State policy with respect to power development and/or sale of excess power, and

WHEREAS: This nor any other State legislation makes any provisions for the protection of the rights to self-organization and collective bargaining for the employees on State Water Facilities or related projects,

NOW THEREFORE BE IT RESOLVED: That Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, while recognizing the need for full development of California's water resources, go on record as opposing the California Water Resources Development Bond Act as passed by the California State Legislature during its 1959 regular session, and

BE IT FURTHER RESOLVED: That Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, call upon Governor Edmund G. Brown to call a special session of the California State Legislature during its 1960 budget session to consider the matters aforementioned, and

BE IT FURTHER RESOLVED: That Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, urge the California State Legislature in special session to enact legislation to:

1. Enact into State law the principles of the Federal Reclamation Law with respect to excess land provisions.
2. Clearly establish that water is the primary concern and that power is secondary and that power development is to be utilized to enhance the integrated development and economic feasibility of water development.
3. Establish policies for the pricing of irrigation, domestic and industrial water.
4. Establish policies under which hydro-electric power generated by units of the State system shall be distributed, with provision that:
  - a. in no event shall power be sold by the State to any entity engaged in the retail distribution of electrical energy at a price which is below cost to the State. Such costs to include reasonable provisions for the retirement of capital outlay allocations for power with interest and/or the retirement of State facilities;
  - b. sale of electrical energy to any entity shall be based on a competitive basis with consideration being given to the fact that the State will suffer loss in tax revenues should such sale be to a public agency.
5. Establish policies wherein additional power which may be required for pumping purposes shall be purchased at the rate most favorable to State facilities. Determination of such rate to be made after competitive bidding by potential suppliers.
6. Establish policies under which persons employed either on California Water Facilities, related projects or projects directly benefited shall have the rights to self-organization in a bona fide labor organization and to collective bargaining, and

(Continued on next page)

## A Bee Stings Itself

Have you ever seen a Bee sting itself? One did a few days ago. This daily newspaper (the Fresno Bee) stated:

"United States Senator Paul Douglas of Illinois, who recently appeared in the zealot's role for the 160-acre limitation in the upper house, never has been an outstanding champion of western reclamation."

**THE FACTS:** Douglas has opposed SOME bills for water development on two grounds—(1) when they contain language which would permit the breakdown of the so-called 160-acre limitation to the sole benefit of the corporate farms. (2) when the soil and climate are so poor that the land cannot justify the huge federal expenditure. He called the upper Colorado project "the greatest boondoggle of all time."

This daily newspaper stated:

"And it is noteworthy that just a year ago Douglas himself sponsored a bill to modify the 160-acre clause in reclamation law."

**THE FACTS:** The bill which Douglas sponsored last year—S 1425—would have removed from the small reclamation projects act the so-called Engle formula inserted in 1956. This formula allows large landowners to buy their way around the so-called 160-acre limitation by permitting them to pay interest rates on water charges serving lands above the limitation—but not to repay the other subsidies involved in reclamation projects. Douglas also laid before the Senate subcommittee on irrigation and reclamation two other bills:

- (1) to prevent evasion on the limitation by passing title to minor children.
- (2) to permit the delivery of water from a federal water project to any number of acres if the large landowner will pay ALL charges for bringing the water to the land.

Zealot, indeed.

(From the VALLEY LABOR CITIZEN)



# FEPC FIGHT LOOMS IN CALIF. DON'T SIGN THAT PETITION

On April 16th, Governor Brown signed into California law a Fair Employment Practices Act guaranteeing to members of minority groups the opportunity to be employed in any occupation for which the individual is qualified regardless of race, color, creed or national origin.

The ink had hardly dried on the Governor's signature before notice was given by a J. Rupert Mason, retired San Francisco investment banker, that he intends to lead a campaign to nullify the law by putting the measure to a referendum vote. The reason, he states in typical reactionary manner, is that the Act will reduce employment opportunities and increase the cost of living.

Mason has engaged the services of California's leading petition circulator, Joseph Robinson, to obtain the necessary 262,789 signatures of registered Calif. voters on petitions in order to get the measure on the ballot. If these signatures are obtained, the subject matter, in the form of an initiative measure, will be placed on the Presidential election ballot in November, 1960.

Governor Brown had attached top priority to the FEPC legislation, long advocated by California Labor, and hailed its passage by the Assembly and Senate as a major achievement in his program of "responsible liberalism." If the measure does go to a referendum vote, he has promised to stomp the whole State in behalf of FEPC.

According to William Becker, Secretary of the California Committee for Fair Employment Practices, this J. Rupert Mason is well known in San Francisco as an opponent of liberal ideas in any form, as evidenced by his support of the Congress of Freedom, which describes itself as a "coalition of right wing forces."

Formed in 1952, the Congress of Freedom has held annual conventions — Mason being a frequent delegate—at which resolutions have been passed opposing desegregation, income taxes, Union Shop, the United Nations and Social Security. At its April, 1956 convention in Dallas, preceding the national election, the Congress of Freedom declared that it "has come to the conclusion that both major parties have been taken over by socialistic forces, that the socialistic revolution has taken place and that only a counter-revolution can still save the Christian States from succumbing to the fate of European nations."

At its 1955 convention in San Francisco, the featured speaker was Merwin K. Hart, whose right-wing pamphlets created such a furor in California's 1958 gubernatorial election. In this speech, Hart went to great lengths in attacking President Eisenhower along with former President Harry Truman.

The Board of Directors, Executive Committee and Advisory Committee of this reactionary organization, as well as its featured convention speakers have included a formidable list of persons who have contributed financially to, and been associated, with, movements of bigotry in the nation, from the White Citizens Councils (nice group! See Alabama story this page) to the professional anti-Semitic organizations.

On its own, the Congress of Freedom has steadfastly attacked both Democrats and Republicans, including Roosevelt and Eisenhower, Chief Justice Earl Warren, public health measures such as hospitals for the mentally ill, all advances toward equality of opportunity, old-age insurance and other social security measures, the free public school system, the American press, any participation by the U. S. in the United Nations, the Girl Scouts, income taxes, ad infinitum, ad nauseum.

As you can readily see, this group is about as progressive as a sleepwalker walking backward. They're the same type, if not the same persons, who lined up last year to cram a "right-

"Oh Boy" — Wait Till They Discover 'Black Beauty' "



A Mississippi legislator who recently wanted to ban a children's book called "The Rabbits' Wedding," because one rabbit was white and the other black, was quickly outdone by Miami's segregation leader David Hawthorn.

Hawthorn felt a version of "The Three Little Pigs" was an attempt to "brainwash" children on integration. One pig was white, one was black and white, and the third—the smart one, who built his house of bricks and survived—was black. Fortunately, Hawthorn got nowhere in the legislature. The only legislator to comment said, "I wouldn't touch it with a ten-foot pole."

## VERBOTEN!

### Alabama Style

After Hitler and his Nazi gang gained control of Germany, 'verboden' signs were a common sight there. Trade unions were forbidden, democracy was forbidden and so was the Jews' right to live.

Not so long ago, in Montgomery, Ala., the Citizens' Council issued its own 'verboden' sign. Making use of a half-page ad in a local newspaper, the Council declared:

"No white person should participate in any consultation directed towards 'working out' the 'school situation' with any person of either race who is promoting integration in any way . . . In no discussions between any groups of persons shall any proposals to alter or modify our segregation pattern in the schools be a subject of consideration or discussion. Any person who violates these standards will, in our sober opinion, be adjudged and marked by the people of these communities to be an enemy of the white people and a traitor to the heritage and cause of white people . . ."

The Council did not fail to mention what would happen to so-called traitors "to the heritage and cause of white people". The ad made clear that "an aroused and informed public will make it unprofitable and uncomfortable for any (such) person to remain in our community . . . From now on the Council must call a spade a spade, and name the names of friend and enemy."

The Citizen's Council meant what it said. The segregationists hounded members of interracial groups, took flash pictures and noted license numbers of their cars as they came out of the meetings.

Soon after the segregationists revealed the names, license numbers, and telephone numbers in their publications, the integra-

tionists received anonymous telephone calls in which vile and obscene insults were hurled against them.

There had been some carelessness in taking down license numbers. Soon ads appeared in the local press saying: "We are segregationists, we were not at the meeting . . . etc."

It didn't take long for frightened people to disassociate themselves from one another. Husbands hesitated to defend wives and churches hesitated to defend their members.

The segregationists were successful in raping the minds of Montgomery's citizens. Their fear of being ostracized from the community was so great that they readily conformed, submitted to the will of the segregationists. In doing so, they gave up their individuality, their self-respect for a program that runs contrary to Christian thought and the Constitution of the United States.

Like the Germans who under Hitler were made to believe they were Germans only if they were Nazis, the citizens of Montgomery are "good" Alabamans as long as they support the segregationists' point of view.



## L.U. 1245 States Policy

Continued from preceding page

BE IT FURTHER RESOLVED: That the support and assistance of the California State Association of Electrical Workers and the California Labor Federation, AFL-CIO, in implementing this resolution be sought, and

BE IT FURTHER RESOLVED: That copies of this resolution be sent to the California State Association of Electrical Workers and to the California Labor Federation, AFL-CIO, requesting not only its adoption but also the full implementation and coordination of the labor movement in California in its support.

### STATE AND LOCAL GOVERNMENT PROJECTS

WHEREAS: There is an increasing tendency for Local Government agencies in California to undertake projects, which are in competition with private enterprise, and

WHEREAS: Some of the projects authorized by the California State Legislature, not only duplicate projects of private enterprise, where the rights of self organization and collective bargaining are protected, but in some cases replace them, and

WHEREAS: To date no action has been taken by the California State Legislature to guarantee the right of "self organization" nor to permit the rights of "collective bargaining" to employees involved in the maintenance, operation and repair of such projects, and

WHEREAS: In some cases "prevailing rate" provisions are not included for the construction of these projects,

NOW THEREFORE BE IT RESOLVED: That Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, go on record opposing legislation, authorizing the construction of any such project, which does not contain provisions:

1. guaranteeing the right of self organization,
2. guaranteeing the rights of collective bargaining, upon majority determination, for employees involved in the operation, maintenance and repair of the project, and
3. providing for "prevailing rate" in the construction of the project, and .

BE IT FURTHER RESOLVED: That the support and assistance of the California State Association of Electrical Workers and the California Labor Federation, AFL-CIO, in implementing this resolution be sought, and

BE IT FURTHER RESOLVED: That copies of this resolution be sent to the California State Association of Electrical Workers and to the California Labor Federation, AFL-CIO, requesting its adoption by these two organizations, and

BE IT FURTHER RESOLVED: That the California Labor Federation, AFL-CIO, forward copies of this resolution to the National AFL-CIO requesting adoption of the principle involved.

### COLLECTIVE BARGAINING IN PUBLIC EMPLOYMENT

WHEREAS: The California State Legislature, during its 1959 regular session, had before it several bills which would have provided the rights of self-organization and collective bargaining, including that of written Agreement, to persons engaged in public employment, and

WHEREAS: These bills were either sent to interim committee for study or denied passage, except for one bill which provides the right of self-organization for firefighters, and

WHEREAS: These rights are long overdue to public employees, and

WHEREAS: The arguments used by opponents to these bills closely paralleled the arguments used by opponents of these rights for persons in private employment in the 1930's,

NOW THEREFORE BE IT RESOLVED: That Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, continue its efforts to have legislation enacted which would provide as a minimum the following:

1. The right to self-organization, to form, join or assist labor organizations, to present grievances and recommendations regarding wages, salaries, hours, and working conditions to the governing body and to discuss same with such governing body to all persons engaged in public employment and
2. The additional rights of collective bargaining, including that of written Agreement, enjoyed by persons in private employment, when the public body is engaged in operations which are in competition to private enterprise.

BE IT FURTHER RESOLVED: That the support and assistance of the California State Association of Electrical Workers and the California Labor Federation, AFL-CIO, in implementing this resolution be sought, and

BE IT FURTHER RESOLVED: That copies of this resolution be sent to the California State Association of Electrical Workers and to the California Labor Federation, AFL-CIO, requesting not only its adoption but also the full implementation and coordination of the labor movement in California in its support.

to-seab" law down the throats of California workers. Now they want to repeal a law which represents one of the great triumphs for the advancement of civilization in our State, a law which preserves the basic rights of ALL Americans.

We urge you NOT TO SIGN ANY PETITION calling for placing a Fair Employment Practices Act on the 1960 ballot and ask that you alert your friends and neighbors about this petition with a request that they NOT SIGN.



# Local 1245 Membership Rejects PG&E

(Continued from Page 1)

hibit B attached, the wage increase of 5.5% shall be applied after adjustments noted therein have been made.

## 2. CLASSIFICATION ADJUSTMENTS (Physical Workers' Agreement)

a. Company offers to adjust the wage schedules for certain classifications. Such adjustments are outlined in Exhibit A attached.

b. Company offers to reclassify, establish wage rates and define duties for certain classifications as outlined in Exhibit B attached.

## 3. AMENDMENTS TO AGREEMENTS

a. Company offers amendments to the following Titles of the Physical Workers' Agreement:

Title 102—Grievance Procedure	Title 301—Expenses
Title 202—Hours	Title 303—Inclement Weather
Title 205—Job Bidding and Promotion	

Such amendments are set forth in Exhibit C attached. Other Sections will be amended where necessary to cover routine procedural matters.

b. Company offers amendments to the following Titles of the Clerical Workers' Agreement:

Title 9—Grievance Procedure
Title 10—Hours of Work
Exhibit B—Promotion and Transfer Units

Such amendments are set forth in Exhibit D attached. Other Sections will be amended where necessary to cover routine procedural matters.

c. Company offers to establish clerical lines of progression and agrees to meet with the Union concerning this subject.

## 4. SHIFT PREMIUMS (Physical Workers' Agreement) (Clerical Workers' Agreement)

Company offers to increase shift premiums as follows:

Shift	Present Premium	Adjusted Premium
Second	6c	8c
Third	9c	12c

## 5. GROUP INSURANCE

Company offers to revise the Group Life Insurance Plan to provide insurance of \$1,000 for retired employees without increase in premium to employees, this revision to become effective July 1, 1959.

## 6. PSE HOSPITAL PLAN

Company offers to further participate in the PSE Hospital Plan by contributing an additional \$1.50 per month per employee member. Such \$1.50 will be applied to reduce the employee's premium. Company will make the first of such contributions to the Plan in the month of July, 1959, however the application to reduce the employee's premium cannot be accomplished until new hospital payroll deduction forms are completed by employees and forwarded to Company. It is Company's understanding that this can be done by September 1, 1959, on which date and thereafter the \$1.50 contribution by Company will be applied to reduce employee's premiums.

## 7. TERMS OF AGREEMENTS

The Company's offer for the term of the Physical Workers' Agreement and the Clerical Workers' Agreement is as follows:

Amended agreements will become effective July 1, 1959, and continue in effect as amended for the term July 1, 1959, to June 30, 1961, and shall continue thereafter from year to year unless written notice of termination is given by either party to the other sixty (60) days prior to the end of the then current terms, except that, sixty (60) days prior to July 1, 1960, either party may reopen the subject of wages solely for the purpose of general changes in basic wage schedules included as Exhibit X of the Physical Workers' Agreement and Exhibit F of the Clerical Workers' Agreement.

### EXHIBIT A

#### CLASSIFICATION WAGE ADJUSTMENTS

Classification	Present Wage	Adjusted Wage
Asst. 1st Operator		
Oakland Pwr. Plnt.	Start \$102.35 per week	\$114.15 per week
	End 6 mo. 108.45 per week	
	End 1 yr. 110.60 per week	
Senior Strkpr.	114.15 per week	117.55 per week
Storekeeper	110.60 per week	112.70 per week

### EXHIBIT B

#### RECLASSIFICATIONS

1. Reclassify the 2nd Operator classification at Cottonwood Substation to Assistant First Operator, with the following wage rates and job definition:

Present—2nd Operator	Reclassified—Asst. 1st Operator
Start \$87.90 per week	Start \$ 99.70 per week
End 6 mo. 91.05 " "	End 6 mo. 105.30 " "
End 1 yr. 95.70 " "	End 1 yr. 109.00 " "
End 18 mo. 99.70 " "	

Assistant First Operator  
A shift employee who under the direction of a First Operator performs switching, tends equipment, keeps records, directs switching on lines and at other Stations under the jurisdiction of Cottonwood Substation and receives and dispatches calls by telephone or radio dealing with service to customers and certain switching operations. In addition, he may be required to care for buildings and grounds. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

An Emergency Relief Assistant First Operator is an Assistant First Operator whose primary duties are to stand shifts as assigned and relieve other Assistant First Operators. In addition, he may be required to perform the routine electrical, mechanical and building maintenance at substations and perform the duties of a Choreman.

2. Reclassify Junior Pump Tester to Assistant Pump Tester with no change in wage rate.

3. Reclassify Apprentice Serviceman to Serviceman. Revise the

wage rate and job definition of Serviceman as follows:

Start	\$ 94.15 per week
End 6 mo.	97.20 " "
End 1 yr.	102.00 " "
End 18 mo.	107.05 " "
End 2 yrs.	110.60 " "

## SERVICEMAN

An employee who performs work in connection with providing and maintaining service to the public, such as: handling gas and electric meter operations, adjustments and complaints, service complaints, and "no light" complaints; installing and altering meter installations; and installing, maintaining and servicing domestic and commercial gas equipment. He must be able to perform these duties with skill and efficiency. Before entering this classification an employee must have successfully completed Company's Gas Serviceman's Training Course.

Company offers to reclassify present Apprentice Servicemen who have one year or more of classification seniority to the top rate of Serviceman, i.e., \$110.60 per week, and Apprentice Servicemen who have less than one year of classification seniority to the one year step of Serviceman, i.e., \$102 per week.

4. Add the classification of Water Treatment Plant Operator to the list of classification of service employees in Exhibit IV under caption of Water Department.

### EXHIBIT C

#### AMENDMENTS TO THE PHYSICAL WORKERS' AGREEMENT TITLE 102—GRIEVANCE PROCEDURE

##### Section 102.6

Grievances on the following enumerated subjects shall be determined by the grievance procedure established herein; provided they are referred to Company within the time limit specified:

(a) Interpretation or application of any of the terms of this Agreement.

(b) Discharge, demotion or discipline of an individual employee.

(c) Disputes as to whether a matter is a proper subject for the grievance procedure.

It is the desire of Company and Union that grievances be settled promptly. To facilitate such settlement, grievances shall be filed not more than thirty (30) calendar days following the date of the action complained of, or the date the employee became aware of the incident which is the basis for the grievance.

##### Section 102.7

The initial step in the adjustment of a grievance shall be a discussion between Union's Shop Steward and the foreman or other immediate supervisor directly involved. The foreman and Shop Steward, together with a Union Representative may discuss the grievance with the General Foreman or other supervisor of corresponding authority. The purpose of such discussions shall be to reach a satisfactory disposition of the grievance. Discussions shall be at such time and place as not to interfere with the work then in progress. Within five (5) work days after receipt of Union's written grievance the foreman shall make a report thereon to the Shop Steward. If no reply is received within the specified time limit or the grievance is not settled, Union may refer the grievance to the next step in the grievance procedure as provided in Sections 102.8 and 102.9. Shop Stewards shall be employees of Company and Union may designate as many Shop Stewards as it deems necessary for the proper administration of its affairs and for the execution of the provisions of this Agreement.

To implement this policy it is proposed that a form be adopted by Company and Union which will contain such items as the basis of the grievance, the grievant's name, the contract section, if any, which it is alleged has been violated, the date the grievance was first discussed at the initial step of the grievance procedure, and the signatures of the Union Shop Steward and Company supervisor involved in such discussion.

#### TITLE 202—HOURS

##### Section 202.17

Add to such Section the following sub-Section (c):  
Conditions involving the need for the extended utilization of pipe-wrapping and meter shop facilities and work involving cleaning debris from the water intake of hydro or power plants where extra precautionary measures are required to protect such property.

#### TITLE 205—JOB BIDDING AND PROMOTION

##### Section 205.14

Renumber Section 205.14(a).

##### Section 205.14(b)

In determining the ability and personal qualifications of employees whose bids have been submitted to fill vacancies in classifications listed in Exhibit XI, consideration shall be given to the following:

(1) The employee's personal qualifications of leadership and supervisory ability.

(2) The employee's ability to cooperate with associates in the performance of his work.

(3) The employee's knowledge of the job and his ability to do the work.

##### Section 205.16

Any employee aggrieved by Company's application and interpretation of the seniority and the job bidding policies established herein may thereon invoke the grievance procedure of this Agreement, provided, however, that the provisions of Section 102.12 shall not apply to appointments made to fill vacancies in classifications listed in Exhibit XI.

### EXHIBIT XI

#### CLASSIFICATIONS TO BE FILLED IN ACCORDANCE WITH THE PROVISIONS OF SECTION 205.14(b)

##### DIVISION CLASSIFICATIONS

- Building Maintenance Subforeman
- Electrician Subforeman (Underground)
- Garage Subforeman
- Light Crew Foreman

Line Subforeman  
Maintenance Subforeman (Elect. & Mech.)

Meter Subforeman (Electric)  
Senior Storekeeper  
Service Subforeman  
Subforeman (Water)  
Underground Subforeman

DEPARTMENT PIPE LINE OPERATIONS  
Garage Subforeman  
Meter Subforeman  
Plant Maintenance Subforeman  
Repair Subforeman

STORES DIVISION CLASSIFICATIONS  
Maintenance Subforeman  
Subforeman (Machine Shop)

#### TITLE 301—

301.1 Employees who are employed at one rate of pay and who are transferred to one at a new location, or who are laid off within 30 days after layoff for lack of work shall be allowed expenses as provided in Section 301.2.

301.2 Expense allowances provided in Section 301.9 shall be paid to an employee to which he has been transferred, or to which he has been re-employed, or to which he is instructed to report is outside the quarters area. An employee's home located within 25 road miles from the principal business district of the city in which he is located.

301.3 "Residence" of an employee shall be defined as follows:

(a) If he is the head of a household and his principal place of abode continues to maintain when he is transferred to the city or town on Company's premises, the abode is located shall be designated as his residence if it is not located in a city or town deemed to be the city or town of his address, or the city or town closest to his address.

(b) If his residence is not designated as such in section (a), he shall be deemed to have his residence in the town in which he was first employed thereafter be deemed to automatically be his residence in any city or town in which he has worked 26 consecutive weeks (182 days) to his job headquarters if it is in the city or town of a city or town.

301.4 Subject to the provision of Section 301.3, an employee shall provide his own board and lodging allowances as follows:

(a) Provided he maintains a residence in the city or town of section 301.3 (a), Company shall allow him \$6.00 a day for each scheduled workday which fall on a workday and prearranged workdays. Such allowance shall not exceed 52 consecutive weeks (364 days) after if he continues to work at such location, shall, upon the expiration of such allowance, be reduced to \$4.50 per day he works at such location. If he changes his residence, and the provisions of section 301.3 (a) not thereafter apply at such location, the provisions of section 301.3 (b) shall continue as provided herein until he has worked 182 days from his starting date that such change in residence occurs later.

(b) If his residence is determined to be in the city or town of section 301.3 (b), Company shall give him an expense allowance of \$6.00 for each scheduled day he works, including prearranged workdays, shall be entitled to such allowance for 52 consecutive weeks (182 days) at such location.

(c) The continuity of the contract shall be in Subsections (a) and (b) and special assignment of an employee to another work week periods shall be extended to the period of time of such a special assignment.

(d) Each employee who establishes a residence in the city or town of section 301.3(a) shall in writing notify Company for such purpose shall be provided in Section 301.5.

301.5 If an employee in lieu of board and lodging under Subsection (a) and use Company provided camp and board and lodging shall provide him with board and lodging for the period he works at a location where board and lodging is not available.

301.6 An employee may receive board and lodging either Subsections (a) or (b) of Section 301.4, but in no event shall Company provide board and lodging under both subsections concurrently.

Note: Continue numbering will be Section 301.7.

It is understood that Company agreement which will provide for the expense allowance until September 1, 1959 the foregoing amendments and the headquarters areas determined by the provisions of Section 301.3 who qualify for expenses under Section 301.4 have their residence determined



# Contract Offer By Secret Ballot Vote

Maint.) (Gas Plant) (Steam-  
Gas)

## POSITIONS CLASSIFICATIONS

## EXPENSES

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

When an employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

on a completed form as described in Section 301.4(d) as amended. The residence of employees who qualify for expenses under Section 301.3(a) shall be the same as their residence area as of August 30, 1959.

## TITLE 303—INCLEMENT WEATHER

### Section 303.4

When a regular employee is directed by the Foreman or Supervisor in charge, not to report for work on any day in his basic workweek because of inclement weather or other similar cause beyond the Employee's control, he shall be paid the sum of six dollars (\$6.00) or, if he lives at a Company-operated or Company-designated Boarding House or Camp, he shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees during the time they receive expense allowance as provided in Section 301.4 and 301.9 hereof.

## EXHIBIT D

### AMENDMENTS TO THE CLERICAL WORKERS' AGREEMENT TITLE 9—GRIEVANCE PROCEDURE

#### Section 9.5

Grievances on the following enumerated subjects shall be determined by the grievance procedure established herein, provided they are referred to Company within the time limit specified:

- Interpretation or application of any of the terms of this Agreement;
- Discharge, demotion or discipline of an individual employee;
- Disputes as to whether a matter is a proper subject for the grievance procedure.

It is the desire of Company and Union that grievances be settled promptly. To facilitate such settlement, grievances shall be filed not more than thirty (30) calendar days following the date of the action complained of, or the date the employee became aware of the incident which is the basis for the grievance.

#### Section 9.6

The initial step in the adjustment of a grievance shall be a discussion between Union's shop steward and the immediate supervisor directly involved. The supervisor and shop steward, together with a Union Representative, may discuss the grievance with the next higher ranking department supervisor in charge. The purpose of such discussions shall be to reach a satisfactory disposition of the grievance. Discussions shall be at such time and place as not to interfere with the work then in progress. Within five (5) work days after receipt of Union's written grievance, the immediate supervisor shall make a report thereon to the shop steward. If no reply is received within specified time limit, or the grievance is not settled, Union may refer the grievance to the next step in the grievance procedure as provided in Sections 9.7 and 9.8. Shop Stewards shall be employees of Company and Union may designate as many Shop Stewards as it deems necessary for the proper administration of its affairs and for the execution of the provisions of this agreement.

To implement this policy, it is proposed that a form be adopted by Company and Union which will contain such items as the basis of the grievance, the grievant's name, and contract section, if any, which it is alleged has been violated, the date the grievance was first discussed at the initial step of the grievance procedure, and the signatures of the Union Shop Steward and Company supervisor involved in such discussion.

## TITLE 10—HOURS OF WORK

### Section 10.6

Nothing contained in this Agreement shall be construed to limit the right of Company to establish hours of work at times other than as provided in Section 10.4 for such employees as stub-clerks, cash posters and machine operators. Other employees whose work involves operations required on electronic data processing and electronic accounting may be regularly scheduled to work eight hour periods at other than hours established in Section 10.4.

## EXHIBIT B

### PROMOTION AND TRANSFER UNITS

Following is a list of the promotion and transfer units which have been established in the clerical and office forces of Pacific Gas & Electric Company for which Local 1245, International Brotherhood of Electrical Workers, AFL-CIO, is the certified collective bargaining representative (new promotion and transfer units may be established or existing units modified or discontinued by agreement between Company and Union):

Before the Agreement is executed Company offers to meet with Union and review the requirements for promotion and transfer units after which such units as are established will be included in this Exhibit.

## BASIS FOR UNION'S REJECTION

Union's Committee had expressed to the Company Committee that the major bars to gaining a favorable recommendation were based on the following needs:

- Removal of the periods under the maintenance of membership provisions which provide for withdrawal from the Union.
- Retention of the Apprentice Gas Serviceman's classification and the single rate Journeyman Gas Serviceman.
- Reduction of the qualifying period of five consecutive days for clerical temporary upgrades to one day.
- Immediate application of the \$1.50 to reduce the employees' PSE hospitalization premium and knowledge of the use of premiums as applied to benefits.
- A two year term with only a wage opener must include, in addition to the other points outlined, 8 guaranteed holidays effective July 1, 1960.

In trying to identify the major objections at the Unit meetings, principled issues overshadowed money issues in the discussions carried on in connection with the Company's offer.

General opposition was based upon the 5 points listed above plus major objections to the Company's proposal on the method

of selection of Sub-Foremen.

The membership further expressed a strong desire for improved Job Security provisions which they felt should be in the Contracts.

Both the Sub-Foreman and Job Security issues were strong matters of contention during the negotiating sessions. The Company had modified its original position with respect to the method of selecting Sub-Foremen so that Union's Committee felt that the inclusion of the modified proposal would not be a bar to a settlement.

The matter of Job Security was thoroughly debated. Union, through its policy position developed at its "Operation Security" Conference, pressed hard for some improvement in the Contracts in order to meet what the membership believes to be a serious need at present and in the future. Current changes in the economy and increased use of modern technology has obviously increased the membership's awareness of this major problem.

Union had originally proposed three points on the matter of Job Security. They were:

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.

Company's answer to Union's three points were submitted in writing. They were:

### JOB SECURITY

A. & B. Company has considered Union's proposals that no regular employee be laid off during the term of the agreements, and that no regular employee shall suffer a wage reduction due to lack of work. The motivation for such proposals is understandable. However, Company does not agree that the acceptance of Union's proposals would minimize lay-off and demotion problems. Acceptance could, in fact, lead to consequences more serious than those which have been experienced in the past, as well as instill in the minds of employees a sense of job security which would be misleading.

It is recognized that the progress of technological change serves to emphasize the possibility of loss of jobs and can be a matter of concern among employees. When such changes have been made, the Company has endeavored to provide reasonable safeguards for the security of the employees and their jobs. There are other factors, however, which relate to Union's proposals and which must be considered in Company's operations. For example, adjustments in the economy occur as the items which measure its effect on business activity go up and down. In periods of recession the work force is usually reduced for economy reasons. The extent of such reductions is governed by circumstances beyond the Company's control. For this reason the Company does not consider that it should make commitments in advance to cover such unforeseeable conditions.

Over the past several years accepted devices of modern technology have been utilized by Company in order to increase efficiency of operations, reduce costs and at the same time give the customer the best possible service for the rates which are in effect. The introduction of these devices has also served to increase the number of skilled jobs in Company's system and thereby create greater job opportunities for Company employees.

Where the installation of new equipment has resulted in the elimination of jobs, the Company has exerted every reasonable effort to lessen the impact upon the employees involved. Company's labor force has been maintained at a stable level over a period of years thereby reducing demotions and lay-offs. The transfer of employees from one job to another within wage grades has been effected in many cases where jobs were discontinued. Senior employees with many years of service in the Company have been given the utmost consideration when involved in lay-off and demotion problems. In these matters the cooperation of the Union has been sought and in many cases the problems have been overcome by the cooperative effort of Union and Company in this regard. The Company intends to continue this approach in the future; however, it believes that the contract provisions which are now in effect and the policies which are now utilized provide the means by which this can best be done.

C. This proposal by Union refers to a subject which has been discussed at the bargaining table on many occasions in the past. Company continues to believe that it puts forth every effort to take care of deserving employees who are unable to perform their work because of disability. Union's proposal places obligations on the part of the Company which it does not desire to accept.

\* \* \* \* \*

Union made a number of major modifications in order to meet Company's objections but was unsuccessful in obtaining any contractual offers from Company on this issue.

Realizing that this issue posed a major bar to a settlement, the Committee, in expressing its objection to the July 6th Company offer, did not include the issues involving Job Security.

On July 21, 1959, Union's and Company's Committees met and discussed the results of the membership's vote as well as the issues still before the parties. Questions of interpretation of the Company's offer which had been raised at the Unit meetings were discussed.

The issue of the method of selection of Sub-Foremen and the issue of Job Security were again discussed along with the five objections raised by Union's Committee at the time the package offer was made by the Company.

The discussions did not produce any change on the positions of the parties as of the July 21st meeting. The parties then recessed to review the situation and a meeting has been scheduled for July 28, 1959. Should any further developments occur following the press deadline of this paper, the membership will be advised through bulletins and at Unit meetings.



# The Return of Frankenstein

Advocates of the "right-to-work" drive against union security were decisively defeated at the polls in California and other states last November, but they are a long way from being finally licked.

Testimony to this fact is an item appearing in the June 8th issue of the Wall Street Journal which reported a hush-hush strategy meeting of "right-to-work" leaders in Kansas City.

Only "selected members" of the National Right-to-Work Committee were notified of the meeting and attendance was by invitation only. An effort was made to keep the meeting totally secret by listing the hotel conference room in the name of E. M. Greb, a Kansas City small businessman. Those attending were instructed, in making hotel reservations, to merely refer to "the E. M. Greb meeting", because it was not billed as a "right-to-work" session.

"This is a closed meeting for persons actively interested in getting and keeping right-to-work," the invitation to the sessions said. "Its purpose is not to discuss WHY right-to-work laws are necessary, but rather HOW to pass and protect them."

On the agenda were instructions on how to organize and conduct a successful state campaign and the role of employee groups, businessmen, press, clergy and educators was explained.

The use of the phrase "right-to-work" to describe the union-busting laws was discussed and reportedly it was felt that the "right-to-work" label has been thoroughly discredited in promoting the legislation. "Freedom of association" is the phrase that is expected to be widely adopted.

So beware! This union hating

group is carefully preparing for the famous statement of Thomas Jefferson: "Eternal vigilance is the price of liberty."



## Newspaper Headlines Haven't Changed Much

"LABOR BILL LIKELY TO HOLD CONGRESS, EARLY ADJOURNMENT NOT PROBABLE"

"PUBLISHERS FIGHT LABOR MEASURE"

"SENATE INQUIRY TERMED POLITICAL RACKET, A PUBLIC CIRCUS"

"PRESIDENT CONFERS ON STEEL PROBLEM"

"BALANCED BUDGET URGED FOR SOUND CREDIT"

"GENEVA CONFERENCE QUILTS TILL OCTOBER"

These are newspaper headlines, some of which suggest that Washington thrives on controversy. Do we have Congressional sideshows and spectacles? Is there too much partisan wrangling? Does friction between the Congress and the President impede national progress? There are those who feel the answer to such questions is "Yes."

However, we may feel, these questions are not new. The headlines which I have just quoted were taken from newspapers of June 12, 1934. Some have a remarkably contemporary flavor.

In June, 1934, Rexford Tugwell was under strong fire at a Senate hearing on his confirmation as Under Secretary of Agriculture. One Senator described the inquiry as "a political racket" and "a public circus." In his column, Arthur Krock agreed that the Tugwell hearing was indeed "slapstick" and "a political burlesque," but declared that the real target was President Roosevelt. The current furor over presidential appointees is reminiscent of the Tugwell affair. Some of the hearings during the fight for confirmation of Mrs. Luce as Ambassador to Brazil and Lewis Strauss as Secretary of Commerce certainly might be described as "slapstick" and "a public circus."

President Roosevelt, not surprisingly, was very much in the news. His advisers, commonly referred to as "brain trust," were being both criticized and defended. One individual advocated a brain trust in preference to "farmers, shopkeepers and lawyers who are elected to Congress not because they are authorities on government but simply because they are popular."

During the past twenty-five years we perhaps should have learned something from experience, and gained a sharper sense of responsibility. But today's headlines, if compared with those of 1934, suggest that we have not.

(From ROLL CALL — The Newspaper of Capitol Hill)

Trade in Union Stores



We've run across two newspaper clippings which, we believe, go together to make a shocking story. One, an Associated Press report from St. Louis, tells about an aged couple named Palmisano, who committed suicide because they were sick and had no money to pay doctors.

Mrs. Palmisano left a note saying: "Please, for God's sake, try and help the sick and aged."

The other article tells of the recent American Medical Association convention in Atlantic City, where the AMA made gestures toward easing its old hostility toward "group" medical service systems.

Speakers at the AMA convention made it clear, however, that the "organized doctors" still bitterly oppose, and denounce as "socialized medicine," any Federal health insurance for the aged such as proposed in a bill introduced by Congressman For-

and (Dem., R. I.). The Forand Bill would expand the Social Security system to give retired older folks the medical care they need but can't pay for now.

If the AMA had withdrawn its bitter opposition to the Forand Bill and previous similar proposals, people like the Palmisanos might be alive and well today.

Editor's Note: Write to your Congressman urging support of the "Forand Bill."



# Labor Protests: Justice Closed Eyes To Murder of So. Calif. Unionist

Trade union members in Los Angeles are shocked and outraged by the incredibly light sentence meted out by a jury to the deliberate killer of a painter's union business agent.

The murderer, a painting contractor, was found guilty only of manslaughter and was sentenced to a term of one to 10 years, meaning that he may be free in just a year or two.

Because of their intense concern over this appalling lack of even-handed justice, the Painters District Council, Building and Construction Trades Council and the Los Angeles County Federation of Labor joined in bringing the facts in the case to the public through a paid advertisement in the daily newspapers.

This is the story, essentially as the ad told it:

Last December 4 on a construction site adjacent to a swimming pool in West Hollywood Howard Newman walked up to Roderick Mackenzie and shot him in the stomach. Mortally wounded, Mackenzie staggered a few steps and fell. Newman, cursing "you're going to die you s.o.b.," fired twice more. Then he walked up, placed the gun barrel behind Mackenzie's ear, and fired a final shot.

Eye-witnesses testified unanimously that there had been no words of argument, no aggressive action on Mackenzie's part. The two men barely knew each other. Newman himself admitted that he had

arisen that morning at 5 a.m. taken a gun from the trunk of his car, loaded it and put it in his pocket. On the way to work he test-fired the gun. Then he reloaded it and proceeded to the scene of the shooting. Newman's first plea was not guilty and not guilty by reason of insanity. Three court-appointed psychiatrists adjudged him completely sane. He changed his insanity plea to not guilty and went on trial for murder.

Howard Newman was found guilty. But not of first-degree murder (defined as willful, deliberate, premeditated killing). Not even of second-degree murder (killing on a rash or sudden impulse). He was found guilty of manslaughter. This is a charge usually reserved for killings either by accidental means, with negligence, or committed in the heat of passion with extreme provocation. On May 19, 1959, he was sentenced to a term of from one to 10 years. There is an excellent possibility that he may be free in a year or two.

This was the judgment Howard Newman received for the brutal killing of a fellow human being . . .

Roderick Mackenzie was 66. He was happily married, with a son and daughter and four grandchildren, and lived in Culver City. He was active in the civic affairs . . .

Mackenzie also happened to be business representative for the District Council of Paint-

ers No. 36, AFL-CIO. This fact cost him his life. Howard Newman was a non-union painting contractor. And it was Mackenzie's legitimate, lawful job, as union representative, to call on Newman just as he called every week on other painting contractors, scores of whom told us of their high regard for Mackenzie as a gentleman and as a representative of organized labor. It was his duty to discuss the union status of Newman's employees and to seek Newman's participation in the Painting Contractors' agreement with the union (an agreement honored by more than 1600 painting contractors in Los Angeles County).

And so, in the ordinary performance of his job, Roderick Mackenzie made an appointment to see Howard Newman on the morning of December 4 and proceeded to the construction site in West Hollywood where Newman was doing a painting job. Newman wasn't there, so Mackenzie waited. When Newman did arrive he walked up to Mackenzie and ordered him to walk into the swimming pool—in order to humiliate Mackenzie before the painters, Newman said later. All eyewitnesses agreed that Mackenzie refused, but quietly and with no display of belligerence or defensive action. It was then that Howard Newman pulled his gun and fired point-blank—not once, but repeatedly and over a time lapse of several minutes until he had emptied

4 of the gun's 5 chambers at the already dying Mackenzie.

For this killing of a respected citizen carrying out his job . . . a man he scarcely knew . . . in full view of many responsible eye-witnesses, a jury found Howard Newman guilty of "manslaughter" — almost the lightest judgment possible, short of acquittal. Newman himself expressed surprise at the light verdict.

How could it happen? We don't know the answer. But it poses some serious questions regarding equal and exact justice to all men. It was made clear that Howard Newman did not like unions. That was his privilege. But did this grant him license to shoot to death a union business representative? Shall we look tolerantly upon the killing of tax collectors because taxes may be unpopular with a few or with many people. Shall we deal less severely with the killing of people who are, by the jury's standards, too fat, too thin, too rich, too poor, too dark or too light?

Is this justice? You be the judge. We think that most Americans will agree that none of us can look the other way at even a single instance of injustice without doing eventual and permanent damage to the whole structure of justice. And we believe that the best way to combat injustices, such as the one we have related here, which drew only minor notice in the press, is to subject them to the strong light of public attention.



# Get Crooks - Not Unions!

## DEFEND YOUR UNION

Some Employers are trying to destroy your union.

They don't want to get the crooks. They like doing business with the crooks.

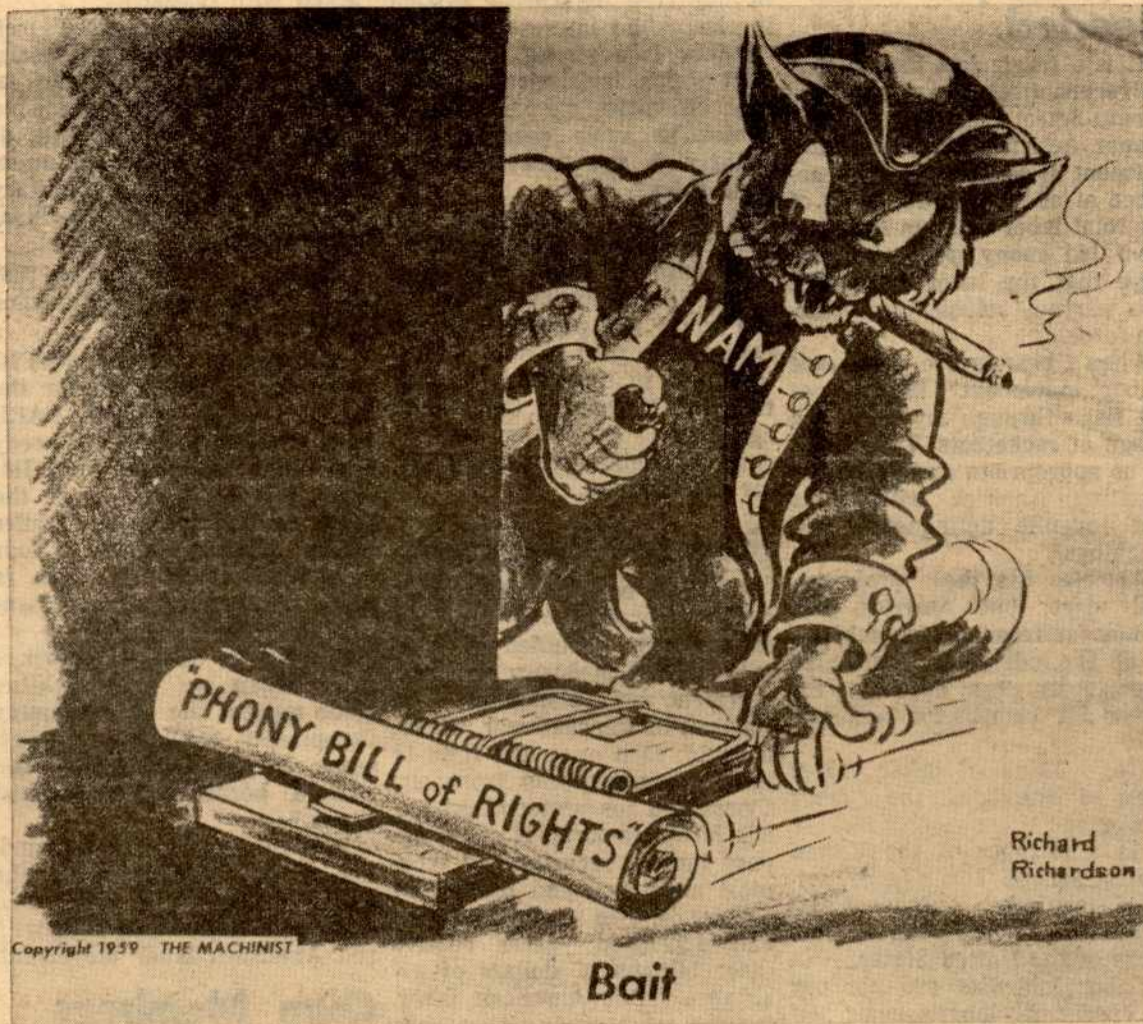
Unless you join this fight now they can block labor's battle against corruption. They can pass laws that will drastically weaken your union.

### WRITE YOUR CONGRESSMAN TODAY

Tell him you want to get at the crooks.

Tell him you won't stand for a law that hurts your union.

Tell him you want honest labor - management reform not labor ruin.



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"We support legislation that will get at the crooks.

"We oppose legislation which will do harm to the trade union movement."

With these words, AFL-CIO President George Meany summarized labor's opposition to the so-called "labor reform" bill passed by the Senate.

The Senate's amendments changed the bill (S.1555) from one which would have aided the trade union movement in its campaign against corruption into a measure which could do grave and irreparable harm to clean, decent American unions.

The following outlines the evils of this bill and summarizes the legislation the AFL-CIO seeks.

### Here's What They Say About 'Labor Reform'

The AFL-CIO theme of "Get Crooks, Not Unions" as applied to the Kennedy-Ervin "labor reform" bill, has become well known since it was first voiced by AFL-CIO President George Meany. Here are other not so widely-heralded comments on the same subject:

William Schnitzler, AFL-CIO secretary-treasurer: "We're facing, right now, the crossroads in the history of the labor movement. . . . We can't live with the Kennedy-Ervin Bill. It takes the word 'free' out of the free trade union movement and substitutes a government control far greater than any held over any other type of organization. It makes the U.S. Secretary of Labor the president of the AFL-CIO."

George Harrison, president

of the Brotherhood of Railway Clerks: The Kennedy-Ervin Bill, if enacted as it is "will destroy trade union responsibility by giving crackpots, radicals and communists a field day to tear the labor movement asunder."

Joseph Curran, president of the National Maritime Union: "If anything can paralyze this country by dividing our people, it is such ill-considered, hysterical and spiteful legislation as the (Kennedy-Ervin) bill that came out of the Senate."

## Where to Write



Your Congressman  
House Office Building  
Washington 25, D.C.

## How the Senate Bill Would Hurt Your Union

On the floor of the Senate amendments cutely titled a "Bill of Rights of Members of Labor Organizations" were added to the measure. Instead of establishing "rights" for union members, these amendments would destroy the most effective right a worker has—the right to a strong and effective union. Here's how:

- The bill says a union must accept every person who applies for membership. This would make it impossible for unions to keep out Communists, crooks or company spies who try to infiltrate our ranks to destroy unions.
- The bill pretends to guarantee equal rights for members. In practice it would mean the government would decide who could run for office, for it outlaws union constitutions prohibiting Communists and other destructive elements from being candidates.
- The bill limits methods by which union members can determine how their dues will be set. International unions would be required to set dues at conventions, and would be forbidden to do so by referendum.
- The bill substitutes the federal courts for normal, democratic trade union procedure, thus exposing unions to constant law suits by company agents, Communists or disgruntled candidates rejected by their fellow-members.
- The bill threatens local union officers with two years in prison and \$10,000 fines for such reasonable rulings as denying a drunk the right to speak at a meeting. An entire local union could be jailed for disciplining a worker who led a wildcat strike.
- The bill pretends to require equal reporting by

labor and management, but actually it allows employers to conceal anti-union expenditures. For example, an employer could maintain a regular, full-time labor spy on his payroll and never have to report it.

- The bill empowers the federal courts to decide for what purposes union funds may be spent. It exposes union officials to civil and criminal prosecution for carrying out a membership vote to extend strike

aid to another union. A single company spy could use this provision to keep a union or its officers in court all year, every year.

- The bill imposes new bans on peaceful picketing which would not only block traditional union activities but would invite unscrupulous employers to escape legitimate union organization by signing backdoor, sweetheart contracts with corrupt locals.

## Labor Wants an Anti-Racketeering Law

The AFL-CIO wants a sound, constructive law to get at the crooks in management and labor. We want:

- Public financial reports by unions and employers, policed by the Secretary of Labor to eliminate corruption.
- Safeguarding of union election processes by federal law.
- Elimination of improper trusteeships imposed for unethical purposes.
- Encouragement of voluntary codes of ethical practices by union and employers, including their own enforcement provisions, and establishment of a continuing study of labor-management relations through an advisory committee to the Secretary of Labor.

- Embezzlement of union funds to be made a federal crime.

- Overdue revision of Taft-Hartley in areas where labor, management, the Administration and Congress have long agreed justice requires it. These provisions would sanction pre-hire contracts in the construction industry, reinstate pre-hearing elections, restore the voting rights of economic strikers and eliminate the "jurisdictional no man's land" created by the NLRB.

Most of these measures were contained in the bill reported by the Senate labor committee. They will protect the democratic rights of union members and safeguard their funds. They will promote better relations between labor and management.



# Humphrey Tells What's RIGHT With Labor

(When labor makes news in most newspapers these days, it seems to be news unfavorable to unions. The overwhelmingly good record of labor in constructive activities doesn't rate the front pages. But in the U. S. Senate recently, Senator Hubert H. Humphrey restored the balance by describing "What's Right With Labor." Here is the bulk of his remarks.)

## Full Story Needed

It is a tragic fact indeed that the recent disclosures before the Senate Select Committee on Improper Activities in Labor-Management Relations, in the absence of adequate publishing of the total labor story in America, have led many people to believe that the labor movement is a narrow, selfish, irresponsible force.

When I hear or see the phrase "labor movement" there does not flash through my mind the image of racketeers. That would be as appropriate and as fair as equating America with slums and juvenile delinquency and lynchings.

America has those problems, and more, but America also stands for freedom, for achievement, for individual dignity, for opportunity, for decency, for honor for compassion and justice.

No, I think of other things when I think of the "labor movement."

As a member of the United States Senate, I can give personal testimony as to what American labor seeks from the Congress of the United States.

Labor lobbyists are not coy in expressing labor's goals. Of course, they seek legislation that will permit them to organize and to function with a minimum of government interference. But labor relations legislation is only a small part of their legislative program—albeit very important.

Labor asks that the federal minimum wage be increased and that its coverage be expanded. Very few union members need a federal minimum wage to protect them. Is this narrow self-interest legislation?

Labor asks for improvement in unemployment insurance. Union members would benefit from this, but there are a greater number of non-union workers who need this additional protection.

A growing number of union workers, as a matter of fact, look to union-negotiated supplementary unemployment insurance for their own protection. Don't all wage earners in the nation deserve adequate protection against the hazards of unemployment?

## Public Interest

Labor asks for health benefits for retired people. It asks for higher appropriations for medical research and hospitals and child welfare activities. Are not these desirable social goals?

Labor lobbies for public housing and slum clearance and urban redevelopment. Is this not in the public interest?

Labor seeks depressed areas legislation, help for community facilities, bigger public roads programs. Are these narrow, selfish interests?

Labor supports Federal aid to school construction, better salaries for teachers, liberal scholarship programs. Are not these proper goals for all America?

Labor favors multi-purpose river projects and atomic energy development for peaceful purposes and conservation of our natural resources. Shouldn't we welcome such support?

Labor supports programs designed to aid America's farmers, such as REA (Rural Electrification), and it backs legislation to preserve the family-size farm. Is not this in the best interest of our country?

Labor favors legislation designed to promote a vigorous and healthy climate for small

business. Is not such promotion of our free enterprise system in the public interest?

Labor is a strong backer of civil rights legislation, despite the difficulties such support causes in some parts of the country. Is not such support a good thing?

It is this concern with the general welfare that I find so right with the labor movement.

The free labor movement of the world has played, and will continue to play, a most important role in the effort to stop the onward rush of Communist aggression. In that movement, American labor has made a major contribution.

## Support Freedom

It would be very easy—and even understandable—for American labor, troubled as it is with its own problems of unemployment and automation—to stay out of international affairs, it could, as it once did, fight to keep all immigrants from our shores and for protectionist tariffs on all imports. It could oppose mutual security and technical assistance and insist that America's own underdeveloped and depressed areas receive these billions of dollars of assistance. But American labor, for the most part, understands the threat of the Soviets. It understands there can be no se-

curity for Americans in a world racked with insecurity.

The plight of the world's refugees has received very special consideration by American labor. And most heartening to me is the report that the bulk of the aid comes not from union treasuries, but from voluntary contributions from individual union members.

I read . . . a brief item that sums up the whole significance of this activity.

"In a letter to the AFL-CIO expressing appreciation for the recent sending of 700 CARE Food Crusade packages to needy area trade unionists, Fun Hoi Chiu, secretary general of the Hong Kong and Kowloon Trades Union Council stated: "Your help has a meaning which is more significant and important than its material value, as we look back on the last number of years when we were fighting alone against the overwhelming Communist influence which came directly from across the close border of Communist China."

It is this realistic understanding of our obligations in the world struggle for peace and freedom that I find so right with the American labor movement.

## Own Members

I have now spoken at some length about American labor's

role in the promotion of the general welfare and its contributions to the international peace and freedom we all seek.

I turn briefly now to discuss the tremendous contributions American trade unions have made to the well-being of their own members—and to the development of our very special kind of dynamic, ingenious economic system.

I do not intend to make a record here of the specific economic gains which unions have brought their members. The economics books and history books and government statistics are available for all to see.

From seven-day work weeks and fourteen-hour work days down to a standard five-day, 40-hour week. Improvements in wages to match our ever-increasing productivity. Humane working conditions in factory and mine and mill. Paid holidays and vacations and rest periods. Health benefits and pension rights and life insurance.

Are unions alone responsible for these gains? No. They have had allies in humane employers, in friendly governments, in social welfare groups.

In the economic sense, of course, every bit of progress had to be made possible by increasing productivity. But it is a matter of simple record that without the constant push for these gains by the organizations of working men and women very few of these gains would have come about as soon, as fully, or as democratically as they did.

Many, many years ago, the Apostle Paul said: "Be ye members one of another." This is what unions have done for millions of men and women. It has brought them together, made them members one of another, given them common tools for common goals. And as they gained strength through unity, each gained the strength to speak up for himself, to talk back when necessary, to complain when aggrieved.

But what is even more important for the cause of democracy itself is that every day of the year literally thousands of men and women are speaking out for their fellow workers. I am thinking of the shop stewards, the grievance committees, the negotiating committee, the local executive boards. This is industrial democracy in action.

## Nothing New

I have risen today to say some things about the labor movement that I believe deeply. There is nothing new or profound or especially controversial in what I have said.

In the heat of debate over some specific legislative proposals, I fear, or in the midst of exposes of wrongdoing in the labor movement, these basic truths about the labor movement tend to be overlooked.

These truths must not be overlooked. The value of a free, honest labor movement must always be remembered. As we take steps to help the labor movement prevent and correct abuses which have crept into it, let us take great pains not to hurt the labor movement itself, not to interfere with the progress which it has made for itself and for all America.



By HUBERT H. HUMPHREY

I rise today to discuss what's right with the American labor movement. If there is any area of human behavior where the dog-bites-man formula is true, it is the area of labor relations.

How often do we read articles about labor peace? How often are editorials written about honest labor leaders?

Isn't it true that a \$10,000 union contribution to a worthy charity is less newsworthy than a \$100 bribe to a cheap crook?

How often does a national magazine do a feature story on building tradesmen contributing their weekends to the rebuilding of a school or a hospital destroyed by fire?

But there seems never to be a shortage of front page space or editorial space when a strike is called or when some violence flares, or when a union official is called before an investigating committee.

Now, I do not want to be misunderstood. I think that strikes and violence and labor corruption are worthy of public attention. I think the public should be informed about the issues in a strike, why violence results, which union officials have violated their trust.

But the public should also have the full story of what decent, honorable, devoted trade-unionists are doing day by day for their fellow man, for country, and the cause of freedom in a troubled world.

Many of our finest economists, political scientists, sociologists, and philosophers have written at length about the basic meaning and goals of trade unionism.

**WORKING DAZE**

"Yes, indeed, Fullis, we've got a real live-wire organization here."

NATIONAL SAFETY COUNCIL

## TYPICAL GOOD THINGS ABOUT YOUR OWN UNION

UNITED BAY AREA CRUSADE

# HONOR

in recognition of outstanding support of health and welfare services of the Bay Area Community

INTERNATIONAL

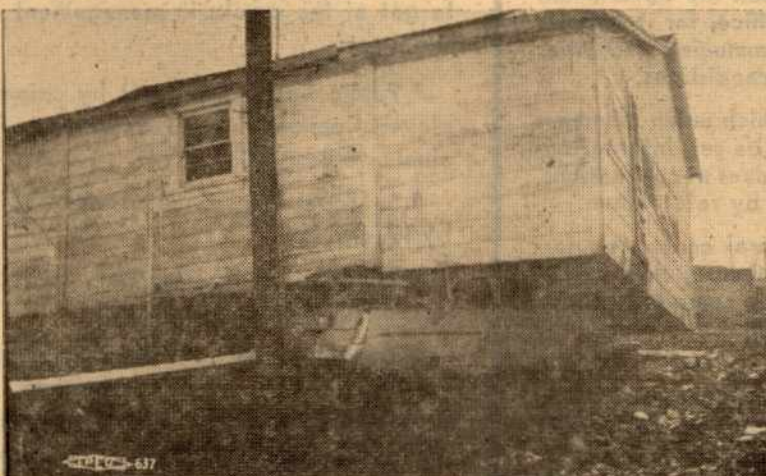
OF ELECTRICAL WORKERS

NO. 1245

*W. J. Stearns*  
President, United Bay Area Crusade  
*Esed W. Menell*  
District President

*Frank C. Oberacker*  
General Campaign Chairman  
*Delroy Eddy*  
District Campaign Chairman

Local 1245, IBEW, has for 3 consecutive years received awards for its "all-out" support of United Crusade.



Local 1245 donated \$16,377 to members in Northern California who had been affected by the disastrous flood during the 1955 Christmas season.







# Family Features



## SOUP TO NONSENSE

### Personality Quiz

By Jane Goodsell

When it comes to personality quizzes, some people can take them or leave them. Not me. I take them. All of them. I'm an addict.

When I see the words, "How Are You?" something comes over me. Fight as I do for the will power to turn the page, I simply cannot resist. One minute I am casually thumbing through a magazine while I wait for the iron to heat and the next thing I know, it is 45 minutes later, and I am still tapping my teeth with a pencil, probing my psyche for answers to a bunch of personal questions.

Why can't I stop? WHY? You'd think that a person with as much will power as I have (I rated six points above average on a test I took the other day titled "How Much Will Power Do You Have?") ought to be able to resist temptation.

Well, maybe I can lick it yet. In a pathetic effort to cure myself, I have devised a little personality test of my own. This time I'm asking the questions. You answer them. Go find a pencil!

#### How Trustworthy Are You?

If you have been told a secret in deepest confidence, do you (a) blab it to every other person you meet? (b) tell it to just one other person, and make her cross her heart not to tell? (c) not even hint at it to ANYBODY?

#### How Much Self-Control Do You Have?

Do you read other people's

mail (a) whenever you get a chance? (b) only when it looks interesting? (c) absolutely never?

#### How Well Do You Accept Criticism?

When you ask your husband how he likes your new hat, and says it makes you look remarkably like a Rhesus monkey, do you (a) throw crockery at him, and scream that you wish you'd never married him? (b) turn away, after making sure he has observed your trembling lip? (c) thank him for his opinion and return the hat to the store the next day?

#### How High Are Your Cultural Standards?

When you discover that the book you are reading consists of nothing but one sexy love scene after another do you (a) stay awake until 3 a.m. finishing it? (b) force yourself to finish it just to see what trash is being published nowadays? (c) toss it into the garbage can immediately?

#### How Good a Sport Are You?

When you lose a tennis tournament (golf game, election, debating contest etc.) that is very important to you, do you (a) throw a temper tantrum, and scream that your opponent cheated? (b) announce that you would have won except for the fact that you weren't feeling well? (c) philosophically accept the fact that you did your best and lost fairly and squarely?

#### How Jealous Are You?

When your husband makes an admiring comment about another woman, do you (a) compare your husband unfavorably with other men you might have married? (b) admit that the other woman is good looking if you like that cheap type? (c) agree that the lady really is lovely?

#### How Fair-Minded Are You?

When the driver of the car in front of yours backs into the parking space you had spotted for yourself, do you (a) want to murder him? (b) want to slap him? (c) tell yourself he has just as much right to it as you have?

Now let's tot up your answers and analyze them. If you have mostly (a) answers, you are badly maladjusted. If your answers are mostly in the (b) category, you are emotionally immature. If your answers are predominantly (c), you are a liar. Take the quiz over, and this time tell the truth.

## Polio on the Rise

With the peak season for polio still ahead, public health officials are concerned about the 85% increase in paralytic polio cases in California. Between January and May, 1958 there were 37 cases in the State. During this same 5-month period this year, there have been 64 cases. A high proportion of these cases were children under 5 years.

Pre-school children who have not been vaccinated for polio have not had sufficient time to develop any natural immunity which older persons may develop after prolonged exposure to polio viruses in the air.

Physicians are now recommending that babies receive their first polio shot at the age of 3 months, at the same time they receive shots for other communicable diseases. One of the nation's large pharmaceutical has just announced that it has placed on the market a quadruple vaccine which will protect in one combined shot against whooping cough, diphtheria, tetanus and polio.

Parents should get shots for themselves; a vaccinated child may become a "carrier" even though he himself is protected.

Our school-age population are the best protected group; but more incidence of the disease is



By Clair M. Cook

Executive Director, Religion and Labor Foundation

Doubtless the most economically oppressed workers of America are the million or so migrant farm laborers who follow the crops—hoeing sugar beets, picking tomatoes, harvesting onions, getting in the fruit crops, doing vital seasonal labor in field and orchard from Maine to California. About half of them are "contract labor," imported from Mexico, Puerto Rico, the British West Indies, even a few from Japan. They have been called "children of misfortune," and the name is apt.

The churches, both Catholic and Protestant, have long shown their concern through the Bishop's Committee for Migrant Workers, an agency of the National Catholic Welfare Confer-

turning up in very young children and adults. HALF OF OUR CITIZENS UNDER 40 STILL REMAIN UNPROTECTED.

ence, and the "Migrant Ministry" of the Division of Home Missions in the National Council of Churches. The new National Advisory Committee on Farm Labor, the National Sharecroppers Fund, the National Council on Agricultural Life and Labor, the National Child Labor Committee, and the National Agricultural Workers Union of the AFL-CIO are among other major organizations with deep interest in the life of the migrant.

Both Catholic and Protestant service to migrants includes bringing the church to the workers' camp. Priests with trailer chapels, often speaking Spanish, visit many of the camps with a large number of Mexican Americans or imported "braceros." Frequently they bring not only the Mass but the sacraments of marriage and baptism to families where lack of contact with the church has left children unbaptized and parents married only by common law.

The Protestant "Migrant Ministry" is directed by a 110-member National Migrant Committee and employs a year-round staff of 25 working from offices in New York, Chicago and Los Angeles. But in summer the number of workers jumps to 250. Support comes from 25 state migrant committees and from a share of the annual World Day of Prayer offerings, home missions boards, and other sources.

Special station wagons known as "Harvesters," bearing that name on the door panel, are driven the rounds of camps by the staff, bringing not only worship—Sunday school and church—but education, health and welfare services, and recreation to adults and children. Each "Harvester" carries a portable organ, an altar, books, a record player, games, and materials for sports, movies and crafts.

There is no doubt that such services as the churches can provide for the migrants who "move restlessly over the face of the land" are a needed contribution to the welfare of these people. But they are only palliatives. They do not touch the real problems of racketeering crew leaders, impossible housing, child labor, piece-work exploitation and the lowest of wages. These things some states, such as Pennsylvania and Oregon, are making notable efforts to correct. The Agricultural Workers labored valiantly to organize these people and help change conditions.

Secretary Mitchell has spoken twice recently of increased federal efforts planned to tackle these problems. Labor, the churches, and all who seek justice must work together for aid in wiping out the poverty and hardship of the migrant worker.

## LIVE A LITTLE LONGER

### When the Bugs Are Biting

BY DR. WILLIAM A. SAWYER

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Today's lesson is on poisonous insects. Insects are more troublesome in the summertime, as everyone knows from experience, so perhaps this is a timely topic.

Large numbers of insects are harmless and many are actually helpful to man. It is estimated that if bees were to disappear from the earth, at least 100,000 species of flowering plants would die out. The pollen-carrying activity of the bees produces the seeds from which new plants develop.

The work of pollen-carrying insects alone far offsets the damage done by all the injurious insects in our American fields. Out of 800,000 insects that have been classified by the experts, only 235 kinds harm man, his crops, or his domestic animals.

Some insects are harmful to man for two reasons: (1) the bites are poisonous and cause about 50 deaths each year in the United States, and (2) a certain number transmit diseases, like a certain mosquito which carries malaria.

Bites on the head and neck are especially dangerous for those who are hypersensitive. When a bite is on the arm or leg, a quick application of a tourniquet between the bite and the heart may slow up absorption of the poison and prevent death.

The prompt shot of a combination of epinephrine, antihistamine and corticosteroid may be life saving.

Those who are allergic to bee stings may receive some protection by a series of injections of bee venom extracts. When a

bee stings, the stinger and venom sac may be left in the skin. The venom sac continues to pump poison for several minutes. The sooner the sac and stinger are removed the better. By all means avoid applying mud to bee and wasp stings because of the possibility of infection.

Of all the spiders in this country the one to be most aware of is the black widow. The female is half an inch in length, coal black or dark brown, with a reddish hourglass marking on the stomach. Her bite produces two punctures, resulting in extreme pain with trembling, muscle spasm, nervousness and upset stomach, followed by headache and dizziness. People bitten by black widow spiders should be taken to the doctor or the hospital at once. The mortality rate is about 5 per cent.

The fire ant is spreading northward from the tropics and is now found in many of the Southern states. It is a rust red to dark brown and about a quarter of an inch in size. It usually stings several times. Each sting burns as severely as a bee sting. An infection develops in 24 hours. It is easily managed with a shot of epinephrine and an antihistamine by mouth.

Ticks, fleas, and lice may carry different diseases and where encountered should have prompt treatment. Whenever you go to a new area find out what insects to beware of. Insecticides and repellents will help reduce the number of bites. If you are on a vacation, be watchful.



**DO YOU KNOW THAT—1800** youngsters suffered a "lost year" of education—an irreplaceable year "for intellectual growth and development"—as a result of school closings in Virginia and Arkansas, according to Arthur S. Fleming, Secretary of Health, Education and Welfare in the President's Cabinet.

The total number of students affected by school shutdowns was 16,300. Those who did not lose the entire year, either left the city or were "exposed to makeshift schooling."

## TO US IT MEANS "YER OUT"

This year's baseball season is better than half over and already arguments between fans are rampant over who will win the pennants, the World Series and why.

The next time you get into a debate over the curve-ball pitching ability of your favorite pitcher, twist the conversation around to what causes a curve. Then casually use what a physicist of the National Bureau of Standards has discovered. Your friends will love you!

Declares the scientist: "The effect of spin and speed on the lateral deflection of a baseball



has been measured by dropping the sphere while spinning about a vertical axis through the horizontal wind stream of a 6-foot tunnel. For speeds up to 150 feet per second and spins up to 1800 rpm, lateral deflection is proportional to spin and to the square of the wind speed."



# Big Business and Antitrust

When is "big business" too big?

This is a question which excites economists, alarms businessmen, inflames politicians, and just plain confuses the public.

Yet few people realize that it is a very old question—one that has troubled Americans for nearly a century, and that the laws dealing with it have profoundly changed our economy and our way of life. How these laws have been used and what they have accomplished is the subject of Antitrust Policies: American Experience in Twenty Industries, a new report issued recently by the Twentieth Century Fund. Written by Simon N. Whitney, the report points out how vital the antitrust laws have been in insuring competition and protecting the interests of the public, but warns of the dangers of too much and too strenuous government regulation.

In this two-volume study, Mr. Whitney takes a close look at twenty large American industries and how they have fared through six decades of doing combat with the antitrust laws. When the Sherman Antitrust Act was passed in 1890 no one knew what to expect. It was a unique American legal experiment. No other country at that time had such a law. It had been passed after nearly 20 years of political agitation.

Farmers, urban workers, small businessmen—all had been disatisfied with the power large monopolies had acquired over their economic fortunes. The years since the beginning of the Civil War had seen the sleeping American industrial giant rouse itself and perform production wonders. Between 1859 and 1899 value added by manufacture had increased almost fivefold. Men of great energy and ability had built vast empires. These giant business firms—called "trusts" because of the legal device they used to organize their combines—gobbled up and crushed competitors, established monopolies, and ran their operations with little regard for the public interest.

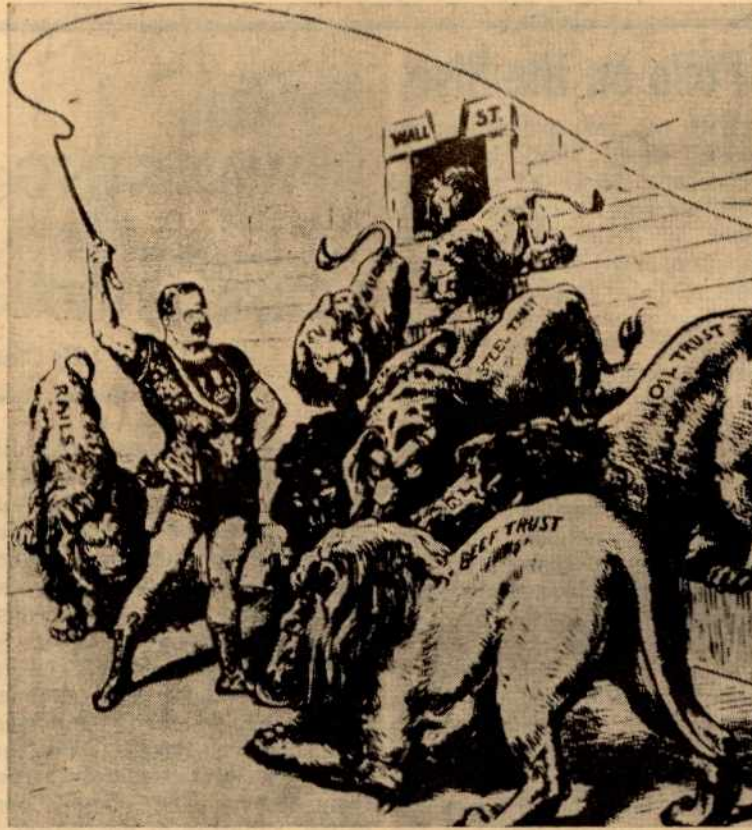
Could the Sherman Antitrust Act curb the power of the trusts? The groups that had brought about its passage had to wait and see.

The Act in simple terms declared that monopolies "in restraint of trade or commerce" are illegal. When the Supreme Court in 1895 ruled against the government in the American Sugar Refining case—even though the sugar trust had an almost complete monopoly—it looked as if the Sherman Act had been dealt a mortal blow. Trust-building revived and grew at an even greater pace.

So might have ended the American experiment in anti-trust regulation had it not been for a man who never walked away from a fight. His name was Teddy Roosevelt and he was determined to resurrect the Sherman Act and use it to break the power of the trusts. When in 1904, near the end of Teddy's first term, the Supreme Court ordered the dissolution of the railroad trust, the era of "trust-busting" had begun.

With the passage of two important laws in 1914, the basic legal machinery for destroying monopolies and restoring competition was complete. The Federal Trade Commission Act created an administrative body which was empowered to enjoin "unfair" methods of competition, and the Clayton Act forbids several specific monopolistic practices. These Acts have been amended and supplemented from time to time, but the basic philosophy has remained the same.

After the vigorous antitrust crusade of the so-called "Progressive" era, 1904-1915, the per-



**TEDDY ROOSEVELT'S** determination to make corporations obey the law kept him in perpetual conflict with the industrial leaders who had had their own way so long that they could not understand that they were under the law as much as any other citizen. The Beef Trust, the Railroad Trust, the Steel Trust, the Tobacco Trust, the Sugar Trust and Standard Oil Co. alike felt his determined hand.

iod of the prosperous 1920s saw a relaxation of anti-trust policies. The result was another spurt of trust-building which came to an abrupt halt with the advent of the Depression in the 1930s. From the beginnings of the New Deal to the present day, both the Antitrust Division of the Justice Department and the Federal Trade Commission have kept up a constant attack on monopolistic practices, unfair competition, price discrimination, tie-in clauses, international cartels, cut-throat price competition.

**How has the country benefited from over sixty years of anti-trust regulation?**

Mr. Whitney lists three great contributions to the American economy:

First of all, the body of anti-trust law sets up a barrier "against the 'cartelizing' of American industry along European lines." Agreements among firms to fix prices, divide markets and limit production, long legal forms of operation in Europe, are forbidden here.

Secondly, while mergers of firms and attempts to create monopolies still occur, the antitrust laws with their stiff penalties have been "a real barrier to consolidations intended to put firms in a dominating position in their industry." No longer is it possible for a single firm to control the great bulk of an industry's production as the Standard Oil Company once did long ago.

Finally, antitrust laws help "maintain both equality of opportunity and entry into industry," thus guaranteeing a constant flow of new blood into the veins of a growing economy.

The trend in American industry today is still toward concentration. "The majority of industries studied," states Mr. Whitney, "conform to the typical American structure—production of well over half the output by a handful of huge corporations and of the rest by a number of small firms." Does this mean that more drastic antitrust measures are needed, that our

goal should be "pure competition" where all firms are nearly equal in size and bargaining power, with no firm big enough to have any control over the market price?

To answer this question, Mr. Whitney examines the basic drive which energizes our free enterprise system: **THE SEARCH FOR PROFITS.** It was the profit motive that caused the captains of industry to build their giant empires.

"The pure competition of small firms," argues Mr. Whitney, "each producing as much as it can at a cost below the prevailing market price, and meeting that price, would not be dynamic or progressive. While monopolies have been shown to possess grave defects—ranging from uneconomic allocation of productive resources to endangerment of free private enterprise and representative government—the hope of winning profits which certain kinds of monopolistic position provide is a driving force for both business firm and individual without which our economy might well stagnate."

The hope of winning a "normal return" under pure competition is not enough incentive for progress. "Not competition alone," claims Mr. Whitney, "but the combined force supplied by competition and by ambitions of a noncompetitive nature, will make a progressive economy."

One thing then is clear. The job of the antitrust laws must be to help strike a balance between the interests of the big corporations, their owners, their customers, and the public. How successful they will be in this task only time will tell.

(The full story upon which the foregoing article is based, Antitrust Policies: American Experience in Twenty Industries, by Simon N. Whitney, two volumes 1101 pages, 107 tables, cloth, index, \$10, is obtainable through bookstores or directly from the Twentieth Century Fund, 41 East 70th St., New York 21, New York.)

# Sacramento Transit Agreement Opened

Job security, improvements in hours of work, increased fringe benefits and a fair and equitable wage increase were the basis for Local 1245, IBEW proposals which were submitted to the Transit Authority of the City of Sacramento on July 14, 1959. On that date, Union notified the Authority that it wished to open the Agreement for purposes of modification and requested that a date be selected for the start of negotiations which would lend itself to an early settlement.

In addition to job security and a general wage increase, Union proposed that provisions be written into the Agreement which would provide that employees shall be regularly scheduled and that changes in such schedules could be made only with proper advance notice and adequate time off between work periods. It was further proposed that reasonable penalties be paid for failure to provide such notice and time off.

With respect to fringe benefits, proposals were submitted calling for improvements in the Holiday, Vacation and Severance Pay provisions of the Agreement as well as increased contributions by the Authority to the Hospitalization and Medical Plan. In addition, Union proposed that the Agreement provide for premium pay for night work and Supplemental Benefits for Industrial Injury.

Union's Negotiating Committee, composed of George Higgins, Bus. Rep. Al Kaznowski and Asst. Bus. Mgr. M. A. Walters, is prepared to meet with representatives of the Authority and is awaiting word from the Authority as to meeting date.

## LOVE THAT JOB!

Comments you rarely hear at the end of a line crew's day, according to Vancouver's PUD-ECHO:

"Man I like to work out in the rain—it's really invigorating."

"I didn't even work hard enough today to work up an appetite. I think I'll skip dinner tonight."

"The family wants to go to the fights tonight but I'm going to the ballet."

"You know that pole buddy of mine knows more about line work than I'll ever know."

"The way they do things around here is a lot better than any other utility I ever worked for."

"I sure like to wear this hard hat. I think I'll take it with me on my vacation this year."

"You know, that rig of ours is running like a top."

"Tomorrow is payday, and it seems like only yesterday that we got paid."

"You help yourself to a cup of coffee first; after all, you're the foreman."

"Here it is Friday again, damnit."

(From the PACIFIC NORTHWEST PUBLIC POWER BULLETIN).

## IMPORTANT ANNOUNCEMENT



### "BA"-PRD Dues Receipt Discontinued in July

On June 6, 1959 Local 1245's Executive Board took the following action:

"It was M.S.C. to authorize the Business Office to discontinue the monthly dues receipts for "BA" members (those on payroll deduction of Union dues) subsequent to July 1, 1959."

This action was taken at the suggestion of several Units, many individual members and upon recommendation of the Business Office in order to reduce costs with the resultant savings being available for more tangible benefits for the membership.

In accordance with the Board's action, those dues receipts for payroll deductions made in June will be the final ones issued and members affected are urged to save their payroll check stubs, which will serve as future receipts.

### Reinstatement Fees No Longer Waived

By action of the International Office, the special dispensation granted to Local 1245, which waived the requirement to collect reinstatement fees from delinquent "BA" members as provided in Article XXIV, Section 2, of the International Constitution, has been discontinued, effective July 1, 1959.

Article XXIV, Section 2, as it applies to "BA" members, reads as follows:

"Any member in arrears, if eligible for reinstatement, shall pay his L.U. all arrearages and assessments, and a reinstatement fee of \$1. Half of all such fees shall be sent to the I.S."

This means that any "BA" member who is indebted to the Local Union for three (3) months' dues and makes payment in the fourth (4th) month shall be required to pay a one-dollar (\$1) reinstatement fee in addition to paying all back dues.