



Men are never so likely to settle a question rightly, as when they discuss it freely.

—Macaulay

# Utility Reporter

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

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OAKLAND, CALIFORNIA

OCTOBER, 1959

## YOUR Business Manager's COLUMN

by Ronald J. Weakley

The passage of the Kennedy-Landrum-Griffin Bill creates some serious problems which add to the host of problems faced by American Labor. This writer has been studying the new law, conferring with other Labor people and our law firm.

The law is, in the opinion of most persons who have made an objective analysis, somewhat of a monstrosity. There is no doubt but that Senator Goldwater's Republican policy leadership coupled with the anti-Labor Southern Democrats had a clear majority and got what they wanted.



R. T. Weakley

A few morsels were thrown to Labor and no one can quarrel with many provisions of the law, but there are some real

serious provisions which many Labor law experts consider obviously unconstitutional.

At future Unit meetings, you will hear about this law. Our Local Union will, of course, comply with the law and do its best to advise the membership of its content and application.

We shall not harangue our members about how mean the opposition was that pushed through the law but will dissect the law and ask our people what they would think if such a law was passed to "regulate" other groups. I speak of veteran's organizations, church groups, fraternal groups or even corporations.

It is this writer's belief that the average person will agree that at least part of the law appears to be unconstitutional and that part of it is punitive in that it goes much farther than proper intent.

The law is so drafted that governmental agencies will, in fact, govern the operation of what should be free American Unions. Labor's "right" will be to expend

(Continued on Page 2)

### Attention! G.C. Members

The PG&E Co. has notified your Union that they will no longer forward copies of the IBEW Journal to General Construction Dept. members whose mailing address is 245 Market St., San Francisco.

If your present mailing address is 245 Market St., please advise the Union's Business Office of your home address.

# HOSPITALIZATION INSURANCE IS MAJOR TOPIC AT JOINT MEET

## Local 1245 Policy Statement

WHEREAS: Medical, hospital and surgical treatment are necessary to the health and well-being of both the individual and the Nation as a whole; and

WHEREAS: Increased insurance premiums are reducing take-home pay for all who have sought protection by group insurance; and

WHEREAS: Increased costs of these services, coupled with inability to properly budget for such expenses, constitutes a real threat to the economic security of our members when not insured; and

WHEREAS: Only through group insurance can these costs be minimized for the individual; and

WHEREAS: Only through group activity will we be able to obtain maximum coverage with least cost to the individual;

THEREFORE, BE IT RESOLVED: That Local Union 1245:

1. Mobilize its forces to seek social legislation to meet this problem at the same time that we,
2. Seek through the good offices of our Union all possible information on the existing plans covering our members employed by the various employers to determine the reasons for the high premiums now in force,

AND BE IT FURTHER RESOLVED: That such information be made available at our next Advisory Council meeting to determine a course of action to improve this protection and to minimize the costs of premiums to the individual.

## Health Insurance Costs Eat Up Take-Home Pay

The Joint Advisory Council and Executive Board meeting on October 3rd and 4th at Local Union headquarters in Oakland was the scene of some hot and heavy discussions on the issue of hospitalization, medical and surgical insurance.

Asst. Business Manager M. A. Walters reviewed the history of the hospital insurance plan for PG&E Co. employees from its earliest days up to the present day P.S.E. Hospital Plan.

Business Manager R. T. Weakley spoke on the apparent membership dissatisfaction with the P.S.E. Hospital Plan. This dissatisfaction was reiterated by the individual reports from many of the Advisory Council members.

In analyzing the Plan's financial statement, Bus. Mgr. Weakley pointed to how other integrated plans could affect the financial status of the Plan itself.

In order to more clearly understand the true status of the P.S.E. Plan, the Advisory Council recommended to the Executive Board, who concurred in the recommendation, that the Council and Board members, who were also members of the P.S.E. Hospital Plan, draft a set of questions to be put forward by Business Manager Weakley to the PG&E Co. seeking financial and other data pertinent to the P.S.E. Plan and other integrated plans affecting the cost of the Plan. These questions were to be drafted in letter form and voluntarily signed by the Council and Board members affected.

The importance of adequate health insurance for our Union's members and families and for the Nation as a whole, was discussed at length. The ever-increasing cost of such insurance was also given a thorough airing by all present.

As a result of these discussions, the Advisory Council recommended a policy position on the subject of health insurance. This recommendation was concurred in by the Executive Board and is printed on Page 1 of this paper.

Although the issue of health insurance was the major item under discussion during the 2-day meeting, the group reviewed and concurred in the program being carried out in accordance with Local 1245's power policy.

The Landrum-Griffin Bill and the events leading to its passage were explained by Bus. Mgr. Weakley and Asst. Bus Mgr. L. L. Mitchell.



### Standard Practice For Union's Business Reps

Local 1245 Business Representatives Norman Amundson, left, and John Wilder, right, are shown handbilling PG&E Clerical employees as they enter the EDP Center's Fremont Street entrance.

The handbills were announcement of an open meeting at the Sheraton-Palace Hotel in San Francisco on Oct. 21st to hear Father Andrew Boss, Director of the Labor Management School, University of San Francisco, speak on Trade Unions as a necessary institution in our present day society.

See Page 8 for report on Father Boss' remarks.

## New Transit Pact OK'd in Sacramento

On October 9th, Local 1245 members employed by the Transit Authority of the City of Sacramento voted to ratify the results of this year's negotiations with the Authority.

The provisions of the new 1-year Agreement call for a 4.4 per cent general wage increase retroactive to September 15th, amounting to individual increases ranging from 8 cents to 11 cents per hour. In addition to the general wage increase, the agreement provides for four weeks vacation after 20 years of service, an increase in the Authority's contribution to the employees' Group Hospitalization Insurance Plan, bringing the employer's contribution up to \$5.00 per month, and improved severance pay for certain employees who do not qualify for benefits under the existing pension agreement.

Delay in reaching this settlement resulted from the membership's rejection of the Authority's first offer and the necessity for the Negotiating Committee to appear before the Authority's Board of Directors. This meeting with the Board resulted in an increase of 1 cent per hour above the previous offer plus an increase of 5 cents per hour in the Leadman classification which now makes the differential 15 cents per hour under the new agreement.

Union's Negotiating Committee this year consisted of Asst. Bus. Mgr. M. A. Walters, Business Rep. Al Kaznowski and George Higgins, 1st Class Mechanic for the Authority.

# Taxes Are As Certain As Death, But . . . . .

**YOUR Business Manager's COLUMN**  
by *Ronald T. Weakley*

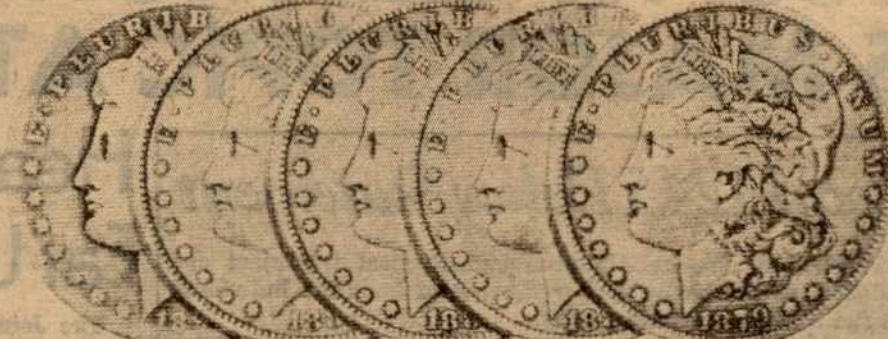
If you're Mr. Average American, you're 29 years old, with an annual income of \$5183.71; a wife; a daughter, 2; a son, 5; a low-priced car; and a mortgaged home taxed at \$214.17 a year.

If you're Mr. Average American you paid \$5.05 in taxes today or \$1 out of every \$4 you earned.

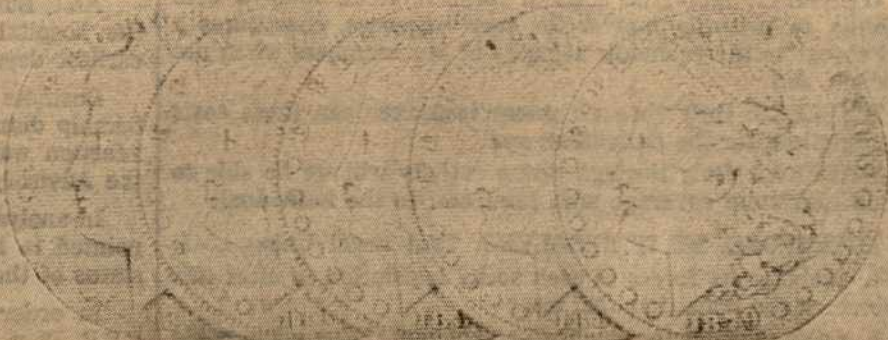
Most of it was in the form of Income Taxes.



HOW MANY . . .



OF YOUR DOLLARS . . .



DISAPPEARED TODAY ?

Although passage of the Income Tax Amendment to the U.S. Constitution dates from 1913, the actual taxing of wage-earners' income goes back to the Civil War days.

Joseph Jackson Lewis, 2nd Commissioner of Internal Revenue under President Lincoln's administration, was the first to suggest the income tax. He inaugurated a series of tax innovations which were abandoned after the War but revived years later.

Since 1913 every taxpayer has been given a \$600 exemption for himself and each dependent. Lewis first established a \$600 exemption in 1864.

Tax withholding is generally believed to be a World War II concept—a painless "pay-as-you-go" method dreamed up by a Mr. Beardsley Ruml. Actually, Lewis instituted withholding taxes from the salaries of federal employees during the 1860s.

Part of the present tax system involves information returns, in which employers report to the government so the tax service can find out if the workers reported their income. This procedure is not new either as Lewis first required information returns from all federal paymasters.

Tax fraud, one of today's major problems, got out of hand as early as 1863 so Lewis assigned special agents to ferret out income tax evaders.

The internal inspection system was first established by

Lewis after getting complaints about agency operations in New York and Philadelphia.

Mr. Lewis had a philosophy of tax collection which he once stated in this fashion:

**"It is not the policy of the Government to make the ex-cise tax law unnecessarily odious nor to press with undue severity upon those who are delinquent from ignorance rather than ill will or who from their poverty find it difficult to pay the taxes assessed.**

Nearly one-hundred years later we still have tax laws which we find "odious," tax laws which permit evasion through "ill will" by tax-avoidance devices available to upper-income taxpayers, and tax laws which many persons "find it difficult to pay."

**We need a more equitable tax system which will bring tax relief to low and middle-income families.**

**We need a tax system based on the fundamental principle that taxes should be levied in accordance with the individual's ability to pay. While other considerations may play their part in determining tax policy, the basic fairness of any tax system must be judged by the extent to which it lives up to this principle.**

Next month's UTILITY REPORTER will continue with a series of articles on our tax structure and policies and the needed revisions to provide an equitable tax system to serve the needs of the American economy.

(Continued from Page 1)  
tremendous time, energy, and money in order to test each question of constitutionality through the courts.

Collective bargaining and Labor-Management relations will be affected by passage of this law in that a "new look" must be taken by Unions in order to protect them from the people who will take undue advantage through law suits, harassment and unnatural demands upon Unions and their officers.

The refusal of our major employer, the P.G.&E., to negotiate an improvement in Union Security in the recent bargaining sessions has created internal problems for both this Union and the Company which are growing in magnitude.

The non-Union employees are a very poor base of support for a private utility enterprise in the political climate of today. Those who are so irresponsible as to hide behind a situation which gives them "something for nothing" will adhere themselves to the same principle with regard to the joint responsibilities of both Union and Company to keep this enterprise in business.

These non-members will and are demanding more service and activity in their behalf without paying their fair share. Taft-Hartley already requires us to act in behalf of non-members as a condition of our certification. On top of this, the new law will impose further requirements with respect to the responsibilities of representation. Representation without taxation is deplored as a fundamental wrong by most people but that is what our Union must try to live with these days. This creates dissension on the job.

To add to the foregoing problems, grievances mount as a sort of "carte blanche" seems to be given to some operating and efficiency segments of the Company. This creates a need, it seems to the officers of this Union, for a firm top hand somewhere along the line "upstairs" to tell some of these supervisors to "knock it off," now and then. This should be done when the balance between productive efficiency and the morale of employees gets too far out of line and this is happening.

When we try to point out that animosities are growing, that plain old "beefs" are mounting, it seems that those with whom we deal do not believe us. Well, we believe that our communications, while not the best in the world, are better than those on the other side of the table.

To brush this off by telling us we are "crying wolf" or that we are just stirring up trouble is at least, an error of judgment, as far as we are concerned.

Our job is to represent people. Our legal method of reflecting the day-to-day work attitudes of our people is through the Grievance Procedure of our collective bargaining Agreements. Unilateral applications of those Agreements which are not in keeping with proper understandings of the parties will be met with formal grievances.

We are getting a little sick and tired of having too many "monkeys" on the back of the Union and as long as these "monkeys" are running around, it's about time they were put on some supervisors or some of those who are supervising supervisors.

**The UTILITY REPORTER**

RONALD T. WEAKLEY . . . . . Executive Editor  
ELMER B. BUSHBY . . . . . Editor  
L. L. MITCHELL . . . . . Assistant Editor  
M. A. WALTERS . . . . . Assistant Editor

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statement required by the Act of August 24, 1912, as amended by the acts of March 3, 1935, and July 2, 1946 (Title 39, United States Code, Section 233) showing the Ownership, Management, and circulation of The Utility Reporter, published monthly at Oakland, California, for October 1, 1959.

- The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Intl. Brotherhood of Electrical Workers, Local 1245, 1918 Grove Street, Oakland, Calif.; Editor, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.; Business Manager, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.
- The owner is: If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm its name and address, as well as that of each individual member, must be given. International Brotherhood of Electrical Workers, Local Union 1245, AFL-CIO, 1918 Grove St., Oakland, California.
- The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.
- Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.
- The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information required from daily, weekly, semiweekly, triweekly newspapers only.)

Sworn and subscribed before me this 13th day of September, 1959.  
ALICE H. SKINNER  
(My commission expires Nov. 11, 1962)

(SEAL)



...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. Therefore, the industry will have to invest in training and education to meet the need for a more highly skilled workforce.

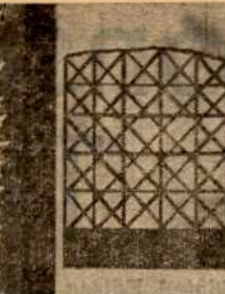
...growth in the labor force...

...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.

...fought and is fighting for job security provisions to protect those...

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

...United States Commissioner of Education Lawrence H. Dolek, among those who have emphasized the need for more education, efficiency and productivity based upon an adequate supply of well-trained and well-educated workers.



# News from the Field

## RENO UNIT HAS LADIES NIGHT

On October 7, 1959, a good turnout of members and their wives heard Business Manager Ronald T. Weakley speak about Local 1245 and its relation to the family welfare.

Weakley pointed out the history of Unionism on Sierra Pacific Power from 1945 to date and how many good things have resulted for employees and their families. He stressed that the good relations existing between Sierra Pacific and this Union had resulted in honest collective bargaining which produced excellent wages, working conditions and other benefits for every man, woman and child involved in Sierra Pacific.

The increased stature of our Union in community and political affairs in Nevada was reviewed. Also the responsibilities of Union members as employees of Sierra Pacific to live up to their part of the bargain was stressed as was the fair treatment afforded employees by Sierra's management as expressed in our latest collective bargaining Agreement.

Weakley lauded the Reno Unit leadership and expressed appreciation to their wives who understand and support the Union activities of their husbands.

To top off the evening, delicious cakes and pastries, made by the wives in attendance, were served with coffee. A number of prizes were won by some lucky members and all concerned con-



PERCY PORTER

## Percy Porter Retires Early

Percy D. Porter, troubleman at Santa Maria was the envy of all who were in attendance at a retirement dinner August 28th given in his honor.

Brother Porter took an early retirement from PG&E Co. to accept employment as a Building Inspector for Santa Barbara County.

Local 1245 Bus. Rep. Spike Ensley was in attendance to present Percy with his IBEW lapel pin and Local 1245 Retirement Scroll attesting to his 16 years of loyal membership in our Union.

All of his many friends wish Brother Porter all the success in the world in his new venture.

...sidered the evening an enjoyable one.

## TED CORDUA IS OFF TO ALASKA

Ted Cordua, Clerk "A", Stores Division, has left the services of PG&E in order to assume a new position in Anchorage, Alaska.

Ted will be Tabulating Department Supervisor for the Chugach Electric Cooperative, Inc., at Anchorage.

Having served as Clerical Shop Steward at the Emeryville Office, Grievance Committeeman for Stores Division, and member of the System Negotiating Committee in 1957, Ted will be missed by the Business Office and the members he has served for a number of years.

Born in Hamburg, Germany, Ted became a naturalized citizen. His wife, Elaine, is a native of Hawaii, and they have been married 15 years.

Together, they have developed such hobbies as photography, astronomy, mineralogy, and the study of foreign languages.

While we will miss Ted, we wish him well and are somewhat envious of his opportunity to become a part of the great future of Alaska, particularly those of us who would like to catch a fish without snagging another fellow's reel or hunt without becoming a prime target.

## Happy Retirement Charles & Archie

On Sept. 20th Charles Dandy and Archie Breckinridge, San Joaquin Division, were honored by a group of their fellow workers at Wishon Cove with a Bar-B-Q steak dinner celebrating their retirement from the PG&E Co.

Brother Dandy had 16 years of service with the Company and Brother Breckinridge, 29 years.

A menu of steak, red beans, rolls and salad, plus the usual liquid refreshments were served. Both retiring members were presented transistor radios as a farewell gift from their fellow workers.

Wishon Unit Chairman Harry P. Kelly gave them their Local 1245 Retirement Scrolls in recognition of their years of service as loyal members of our Local Union. He also presented them with their IBEW lapel pins, with the wish from all that they have a long and happy retirement.

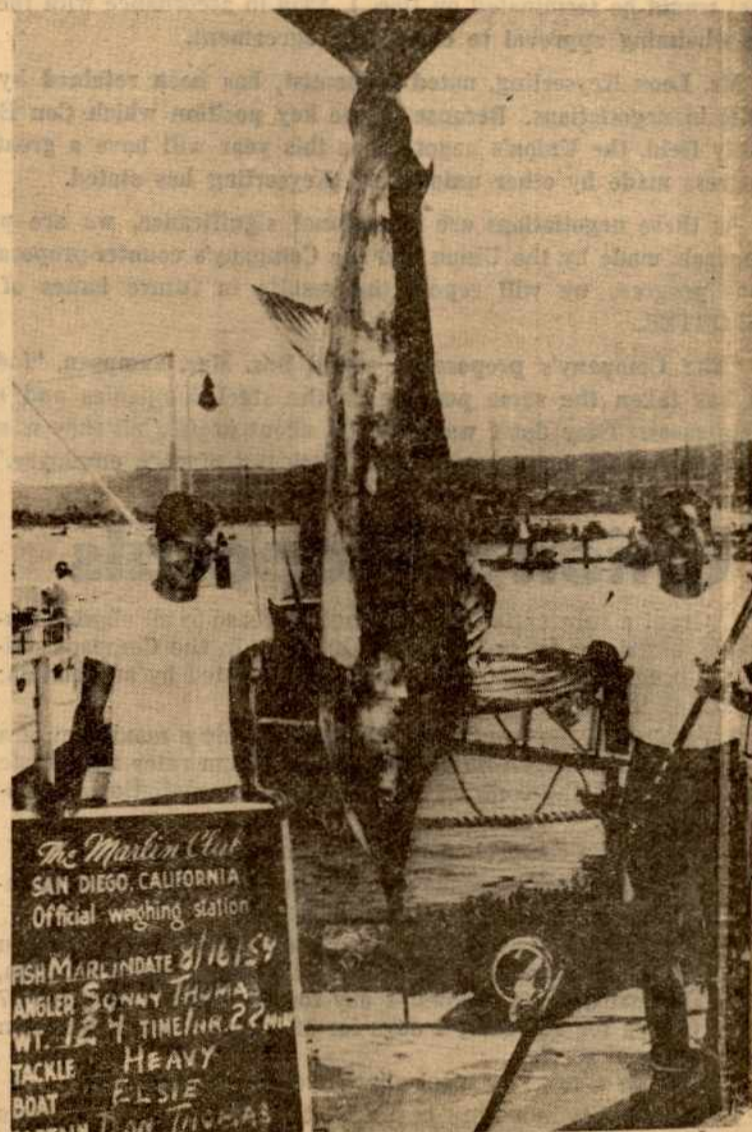
## Alturas Members Have Big Picnic

On Saturday, Aug. 27th, the Citizens Utilities Co. Alturas Unit 4013 held its first annual Union Picnic at Cedar Pass Campground in Modoc County. Food, soda pop and the usual picnic accessories were abundant according to Bus. Rep. Fred Lucas and the attendance was good considering vacations and plant and traffic assignments.

Special thanks should be given Betty Tucker and Neva Asher for their hard work in arranging such a successful outing.

All Alturas members are looking forward to the Annual Union Dinner-Dance which will be held on Dec. 12th in Alturas as well as next year's picnic.

## A Whopper That Didn't Get Away



The Marlin Club  
SAN DIEGO, CALIFORNIA  
Official weighing station  
FISH MARLIN DATE 8/16/59  
ANGLER SONNY THOMAS  
WT. 127 TIME/HR. 22 min  
TACKLE HEAVY  
BOAT ELSIE  
CAPT. DON THOMAS

The happy nimrod on the right is Sonny Thomas of the Needles-Topock Unit in Pipe Line Operations.

On the second day of fishing off Coronado Island along the Southern California coast, he made a solid hook and 1 hour and 22 minutes later landed this 124 pound marlin. The catch was made aboard the fishing boat Elsie, skippered by Sonny's cousin, Don Thomas, at left in the picture.

To the old timers in the southern end of Pipe Line Operations Dept., this catch comes as no surprise as Sonny has been a

consistent winner in fishing contests on the Colorado River. Any member who is planning a fishing trip on the Colorado would do well to contact Sonny at the Topock Compressor Station because if there's any fish left in the river he knows where they are and how to get them.

## RENO'S TOM HOWARD GETS GAME MANAGEMENT POSTS



Members of Local 1245's Reno, Nevada, Unit are justly proud of the recognition given Brother Tom Howard who was recently selected by the County Commissioners to serve as Chairman of the Washoe County Game Management Board and to serve as a member of the Nevada State Advisory Committee on Fish & Game.

Brother Howard is employed by the Sierra Pacific Power Co. as a Utility Serviceman and has been an active member of Local 1245 since 1945. He has served the Union in many capacities including Chairman of the Reno Unit, Negotiating Committee member, Grievance Committeeman, IBEW Convention delegate, and at present is an active Shop Steward in the Reno Service Dept. as well as member of the Unit Safety Committee and Unit Entertainment Committee.

Tom has for many years devoted a large part of his spare

time to study and improvement of the Nevada fish and game laws and as advisory member of the State Committee and Chairman of the County Board, his duties will include setting hunting and fishing seasons and bag limits plus the management of rearing ponds where game fish are reared for transplanting to streams and lakes in the state.

Local 1245 points with pride to the fine service record of Brother Tom Howard and extends its congratulations on his most recent appointments.

## North Bay Stewards Meet in Santa Rosa



A North Bay Division Shop Steward and Unit Officer meeting was held Saturday morning, October 17th, in Santa Rosa. In attendance was Ronald T. Weakley, Business Manager, Administrative Assistant Al Hansen and Business Representative Frank Quadros.

The Business Manager reviewed and discussed the Landrum-Griffin Bill with the group and its possible effects on the labor movement. A discussion was also held on the steel strike and the growing attacks on Union work rules. The Business Manager then held an informal round table discussion with the Shop Stewards on what problems they were running into on the job with regard to the grievance procedure, management attitudes, and what things were most important to our members. The Business Mana-

**NOTICE!**  
The new 1959 PG&E Agreements will be available about Nov. 15th.

# Consolidated Edison Co. Adopts The BIG STEEL Technique

Consolidated Edison Company in New York City—one of the Big Three power companies in the U.S.—and Local 1-2 U.W.U.A., AFL-CIO are presently negotiating a new Agreement.

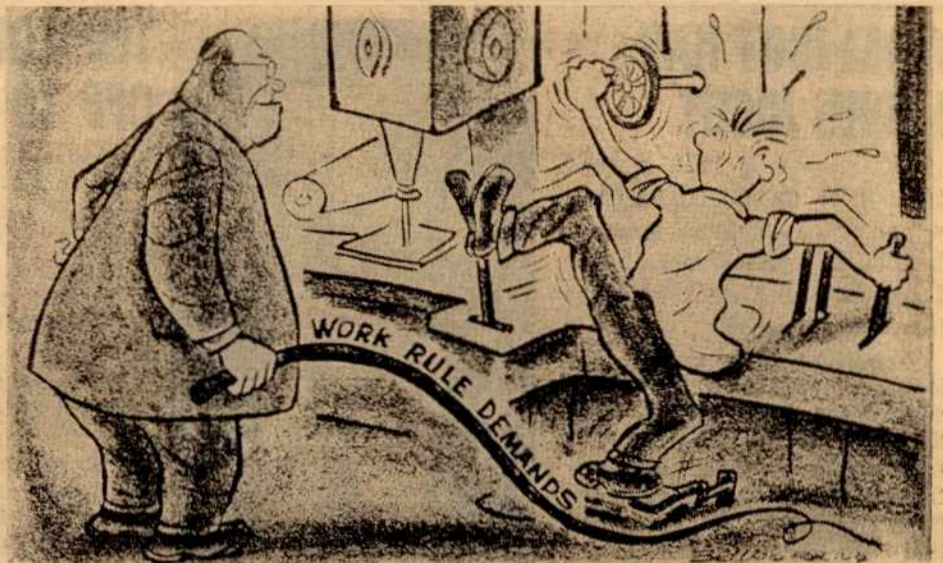
According to Local 1-2 Business Manager Michael Sampson, the present contract would be terminated on Dec. 1, 1959 in accordance with the membership's overwhelming approval to cancel the agreement.

Mr. Leon Keyserling, noted economist, has been retained by the Union to assist in negotiations. Because of the key position which Con Ed holds in the utility field, the Union's negotiations this year will have a great effect on the progress made by other unions, Mr. Keyserling has stated.

As these negotiations are of national significance, we are printing the 28 proposals made by the Union and the Company's counter-proposals. As negotiations progress we will report the results in future issues of the UTILITY REPORTER.

"The Company's proposals," stated Bus. Mgr. Sampson, "indicate that Con Ed has taken the same position as the steel companies and most other big businesses. They don't want to talk about profits, all they want to talk about is speed-up and how to get more work out of each employee."

## "The Right to Manage"



## Union's Proposals

1. Grant a substantial general wage increase to all eligible employees based on: (a) productivity; (b) share in the Company's financial progress; (c) share in the savings created by automation; (d) cost of living.
2. Accelerate the progression plan to provide a maximum of a five year span between minimum and maximum rates and delete the language in the contract that requires re-negotiation of progression money.
3. Establish a comprehensive promotional program.
4. Provide a sum of money for the further adjustment of industry inequities and internal reclassification.
5. Revise the vacation plan to provide three weeks vacation for ten years of service. In addition to the three weeks vacation, add additional days as follows: 1 day for 16 years; 2 days for 17 years; 3 days for 18 years; 4 days for 19 years; 4 weeks vacation for 20 years of service.
6. Provide a meal or meal allowance on overtime work.
7. Revise premium time payments to provide that employees whose regularly scheduled hours of work include time within the period of 6:01 P.M. to 12:00 midnight inclusive shall be paid a premium of 10 per cent of the base rate for the total scheduled hours worked.  
Employees whose regularly scheduled hours of work include time within the period of 12:01 A.M. to 6:59 A.M. inclusive shall be paid a premium 15 per cent of the base rate for the total scheduled hours worked. Overlapping schedules shall be paid at the highest premium rate.  
Establish premium rate for all hazardous work.  
All hours worked on a Holiday shall be paid at double time and one-half rate.  
Time and one-half for Saturday and double time for Sunday when required to work as a scheduled work day and double time and one-half for Sunday when required to work as overtime. Overtime rates to be based on rates including premiums:
8. Premium time payment and overtime to be included in sick pay, vacation and pension plan payments.
9. Apply the .05 per hour 25 year adjustment to the maximum rates of pay in wage structure.
10. Reduce the present 40 hour work week to 32 hours with no reduction in pay.
11. Revise call in pay premium and provide a minimum overtime guarantee.
12. Improve existing job security clause.
13. Twelve guaranteed paid holidays—include Good Friday or personal birthday.
14. Revise contract.
15. Reopen pension plan.
16. Joint administration of the pension plan.
17. Extend medical benefits to include members' families and retired members.
18. Correct inequities that exist in Mutual Aid benefits as they apply to members living within City limits as compared to those members living outside City limits.
19. Review and revise Mutual Aid and sick benefits.
20. Union representatives on all panel cases.
21. Union representation on all safety committees and participation in safety programs for adequate protection of the members' welfare.
22. Improve existing contractors and inclement weather clause.
23. Provide quarterly information on gross earnings, average hourly and weekly rates of pay including O.T. and premium time, average straight time, hourly and weekly rates.
24. Final pay of deceased employee to include payment for vacation not received.
25. Discontinue the practice of any outside agencies collecting company bill payments.
26. Grant service credit to members for war time leaves of absence, and past service credits to all members after having been rehired for a period of 5 years.
27. Eliminate the reduction of the face value of group insurance after retirement.
28. The company to pay full cost of group insurance.

## Company's Proposals

### INCLEMENT WEATHER AND TRAVEL PROVISIONS

Payment by the Company for non-productive time represents an ever increasing loss which cannot be justified in many instances. This is a matter which must be of equal concern to the Union as it is to Management. Two areas where remedy is easily available are in the so-called "stormy weather" provision of Paragraph 39 of the contract and the "transportation" provision of Paragraph 15.

(a) Under the present stormy weather provision the Company is in effect being regularly penalized by weather conditions. Other employers, including outside contractors, do not pay such penalties. Therefore the Company intends to study this matter with a view to further limiting our stormy weather pay practices to a very few restricted areas. Further, Management intends that where the stormy weather pay practice is continued, affected employees must accept assignment by their supervision to any other work or be relieved for the balance of the day without pay. In this regard it is expected that the Union will cooperate in every way to eliminate this non-productive time. The present provisions respecting work in emergency would continue unchanged.

(b) As to the transportation of certain employees as provided in Paragraph 15 of the contract, Management considers that this constitutes preferential treatment of a few, and is no longer reasonable. In view of today's transportation facilities, it is not too much to expect that an employee will present himself at his work location. Further, employers generally do not have any obligation to provide transportation for their employees. Therefore, Management proposes the elimination from the contract of Paragraph 15 in its entirety.

### SICK PAY

The company's cost of providing sickness benefits has constantly increased over the years, so that it now constitutes a major item. Sick pay accounts for a substantial part of this cost. We find that the payment of sick pay without a waiting period and without medical certification is not common among other employers and encourages costly abuses.

Therefore, Management proposes that no payment shall be made for the first two days of absence from work due to sickness or disability, except where employees are sick or disabled for periods of 10 or more days and supply acceptable medical certification covering the entire period.

### JURY DUTY

Jury duty is one of the obligations of citizenship. It constitutes one way the individual makes a personal contribution to his government.

The Management believes it is reasonable that Con Edison employees should not have their basic pay reduced during periods of such duty. However, we do not believe that the Company should in effect, pay a premium to have the employees discharge their civic duty.

Therefore, we propose that payments by the Company be limited to the difference between the employee's jury pay and his regular basic straight time pay for the time during which he serves as a juror.

Further, payments by the Company will be limited to only such jury duty as is required by law and not for duty from which he may be excused.

### SHOP STEWARDS

The Company observes that there has been a noticeable increase in the amount of time off with pay taken by Union Shop Stewards assigned to the various parts of the Company. This has an effect upon the cost of operation and conduct of the Company's business.

Therefore, Management proposes to establish a maximum limitation upon the total amount of excused time with pay which will be allowed Shop Stewards for purposes as authorized under the contract.

### CONTRACTING OUT WORK

The efficient and economic conduct of the Company's business requires not only judicious utilization of our working forces, but also our taking advantage of services of available outside forces as Management may determine.

The use of these outsiders does not adversely affect our present employees. This is demonstrated by the fact that our construction and maintenance

forces have not been reduced below the level of November 1, 1945. The provision as to these groups (Par. 23) can no longer be considered reasonable.

Therefore, the Company proposes the elimination of Paragraph 23 of the existing Contract in its entirety. Further, the Company will continue to examine additional areas in which economy and efficiency dictate the use of outside contractors within reasonable limits.

### PREMIUM PAYMENTS

The Company is concerned with the automatic escalation of premium benefits resulting from wage increases. It could not have been anticipated when these premiums were established that the escalation would reach the present high levels.

Therefore, the Company proposes that the night and Sunday premiums be stabilized by changing them from the present percentages to a flat cents-per-hour basis.

### MERIT INCREASES

To better attract and hold desirable personnel and to encourage special effort and the development of needed skills, an employer should not be limited in giving individual merit recognition to his employees. This recognition properly takes the form of merit wage adjustments. Such adjustments also serve to shorten the period in which an employee may receive top pay for his job.

Therefore, Management proposes to grant merit increases to deserving employees and thereby accelerate their progress within the Wage Progression Plan.

### CONTRIBUTORY BENEFIT PROGRAMS

The benefit programs which involve both employees and Company contributions were established on the basis of equal contributions by both. However, this equality has not been maintained on the employees' side. As a result, the Company has borne more than its share of the costs.

Therefore, the Company proposes an automatic adjustment at the beginning of each year in order to insure equal contributions by each party.

# Let's Cure Labor's Internal Weakness By Restoring The Faith Of Our Members

By JOHN L. COOPER

On the opening day of the convention we were presented with a frank, uncompromising and determined statement by the president of the AFL-CIO, a statement which outlined without embellishment the crisis facing the labor movement today. President Meany stated that the overwhelming vote in the House of Representatives for passage of the Landrum-Griffin Bill, over labor's most determined opposition, represents the stark reality that labor's political influence is at its lowest point in a generation, despite the fact that today the numbers of members in our unions are the highest in our history.

## Fail To Win Support

He stated frankly that labor leadership has failed to win the support of many union members to the positions and principles adopted by the leadership of organized labor or to support candidates for public office endorsed by organized labor. He asked the convention to help find answers to why and how we have failed to win greater support of union members.

First, I should identify myself and background, for it is from 20 years of experience as a union official that I presume to speak on this subject. My name is John Cooper; I am the president of the Los Angeles Joint Board of Hotel and Restaurant Employees and Bartenders Unions, representing 22,000 members in that city. One of my areas of responsibility is the publication of our QUARTERLY REVIEW.

I would go further than President Meany and state that, in my opinion, had the Landrum-Griffin Bill, as first passed by the House of Representatives, been submitted by secret ballot referendum to only members of organized labor, union members would have voted in favor of this legislation by an even greater majority than when this bill was first adopted in the House of Representatives.

It has been my experience that some principles of military tactics can often be employed in dealing effectively with many of life's problems. We were taught in the Army "know the true facts" — "know the true strengths and weaknesses of yourself and the enemy." The problems we face in winning the main battles of life, the achievement of individual self-respect, equality and social justice, are not dissimilar in many ways to the problems we faced in the invasion of France and the Battle of the Bulge.

## Must Be Realistic

We must learn, as individuals, as labor editors, as labor leaders—indeed, in all walks of life, that important issues have to be dealt with on the battlefield of reality or we face defeat, retreat and confusion. It is futile and unworthy to try and escape our responsibilities for such defeats by indulging in intellectual cynicism or some other form of self-delusion.

Let us try and discover the true facts about labor's weaknesses of today and how they have contributed to our present dilemma.

Every man at this convention, I am sure, has many times criticized the public press for being anti-labor, for its editorial policies against labor, for doctoring the news to further its

editorial policies. Such censorship we have condemned as contrary to our democratic ideals of a free press which we regard as essential in a democracy.

## Unchallenged Policies

I have come to the conclusion that we, in an effort to get labor's side of the story to our readers and the public, have frequently employed tactics that are as reprehensible and even more restrictive than those employed by the public press. Too often policy positions are dictated by union authority, far removed from direct membership control, and the labor editor prints these positions and censors out any news items or membership comment that may challenge such ideas. Yet, I call to your attention the fact that in almost every daily paper in this country there is published a "Letters to the Editor" column where letters from readers are printed representing widely divergent opinion, often in conflict with the paper's editorial policy.

During World War II, despite the absolute military authority and right of censorship in wartime, the STARS AND STRIPES published its famous feature, "The Beef Bag" in which the GI frequently lambasted a army brass. Our military authority recognized what we seem to ignore — the importance of permitting gripes and criticism in the building of morale. I can testify from personal experience that this feature insured first, avid reader interest in the STARS AND STRIPES and second, that it was a tremendous boost to soldier morale in the European theatre.

It seems to me a sad commentary that one of the most reliable sources of objective news regarding both labor and management in America today is to be found in the WALL STREET JOURNAL.

If censorship is reprehensible and violates principles of democracy, how can it be an honorable or effective weapon for us to use in our fight against anti-labor censorship?

Can two wrongs ever make a right?

I do not wish to be misunderstood; I believe firmly in the responsibility of leadership to lead. I recognize the validity of honest propaganda when it is effectively employed. My concern is that we are not employing consultive democratic techniques, without which leadership cannot attain maximum effectiveness.

## Opposite Effect

I think we must recognize that the directed union policies we rigidly publish in our labor press, and the censorship that is employed to try and win adherents to our cause, are having the exact opposite effect.

More and more I have come to believe in the moral principles stressed by Gandhi and Nehru that wrong means never attain a good end.

It has also been my experience that the use of deceptive and misleading statements of issues are recognized as such by members who resent being underrated. You will recall our resentment when the words "right to work" were employed by adherents of the "open shop." We accused the leaders of this movement as being intellectually and morally dishonest for using words that had cherished meanings to most

The recent ILPA Convention in San Francisco was concerned with problems of creating more effective communication between officers and members of trade unions. There was serious discussion of the lapses in contact among workers and their leaders.

We present here excerpts from an address by John L. Cooper, president of the Los Angeles Local Joint Board of the Hotel and Restaurant Employees and Bartenders Union, which deals with this problem.

Some labor leaders may not like Mr. Cooper's frank remarks but we believe them to be worthy of publication.

Americans to describe a proposal which would guarantee no right to work. Yet, how many times have we been guilty of this same technique of the use of a word title that we hope will give popular appeal to labor issues or programs we support when the words we use do not honestly describe our proposals.

One recent example was our effort to term "boycott picketing" as "organizational picketing" in the recent campaign against the Landrum-Griffin Bill.

We can certainly justify "boycott picketing" under many conditions as being in the highest American tradition, a weapon effectively employed in the historic Boston Tea Party during the American Revolutionary War. However, it seems to me and to most people, I believe, that the use of the word "organizing" means the persuasion of workers to voluntarily join a union.

I do not believe we were wise or that it was proper or effective to try and imply that picketing of unorganized workers to force them to join a union by economic pressure constitutes "organizing" in a sense that this word has meaning to most people.

## Resist Direction

Our experience in the Los Angeles Joint Board has taught us that most people resist direction on how they should think—on any question—or how they should vote. Yet these same individuals when given the full facts and an opportunity to participate in a free discussion and vote on their union's policies and endorsements, will generally vote by overwhelming majorities to endorse the same candidates and policies their officials would have chosen if left to them alone and, more importantly, they will follow through with real support to vindicate the decisions they have reached.

Last year we were proud to have won two of the coveted awards of the International Labor Press for our QUARTERLY REVIEW. One, for best editorial, was an experiment of honest criticism of past union mistakes entitled "Don't Push Him Around." Its theme was that too often some unions have relied on the compulsion of the union shop as a short-cut "business efficiency" substitute for true

voluntary organization. We cited statistics showing that nine months before the "Right to Work" election in California last year, a majority of the public and thirty to thirty-five percent of union members favored "right to work" legislation — that nationally only forty percent of union members had bothered to register to vote.

We admitted the clear evidence that the majority of union members voted against the labor-endorsed candidate for President in the last presidential election.

## Friendly Persuasion

We stated that this was an understandable reflection of membership resentment to being pushed around, in being told how to vote. We concluded by stating "friendly persuasion wins more friends than all the force in the world."

You may be interested in the reactions to this article. We found most union officials resentful and suspicious; on the other hand, we found overwhelming membership appreciation of this frank self-criticism. It seemed to hit a responsive note with many members, obviously expressing many of their past personal experiences and attitudes.

I firmly believe that it was due to this type of membership approach by our unions and many other unions in California, of truly involving union members in the campaign and of convincing them that this was their fight, that we won a majority vote which defeated "right to work" in California last November.

## Rubber Stamps

I have noticed with growing concern in recent years a tendency of labor leadership in State and National Conventions to, consciously or otherwise, turn labor conventions into virtual rubber stamps by adopting procedures which discourage rather than promote membership participation in determining convention policies.

As an illustration, it is today an almost universal procedure and policy, in State and National Labor Conventions, for the executive officers to prepare, in advance of the conventions, written statements of policy covering virtually the entire spectrum of labor concerns. These are usually excellent statements embodying sound trade union principles. I've especially admired the fearless stands taken by George Meany on ethical practices and other issues which were controversial within the labor movement.

I do not quarrel with positive leadership of this kind. I only take issue when directive procedures are employed which, in many cases, result in membership resolutions which have been presented to the convention on the same subject matters and calling for the same policy position as contained in the officers' report being filed, on committee recommendation, and the officers' policy statements being adopted.

## Dims Participation

I have heard, as you have, many delegates state "everything is decided before we get here." I submit that such procedure robs rank and file delegates of any feeling of real participation and often results in resentment and indifference to important policy decisions adopted by the convention.

They do not like, anymore than you or I, to be told what to think. They want to be consulted and to take part, but too frequently are denied the opportunity.

—So we find ourselves with good principles but few adherents.

—With a noble cause but with few volunteers attracted to its banners.

## Yesterday's Slogans

One final observation, if you will permit me. I am not sure that the leadership of many of our unions has not stood still in a changing world, not realizing that the hopes, aspirations and needs of yesterday, which were met by a resurgent labor movement during the days of the New Deal under Franklin D. Roosevelt, have changed for many younger American workers of today.

I have wondered these last few years when I read of workers in some plants and industries voting in National Labor Relations Board elections for no union, if many of us have not made the mistake of assuming that the slogans and appeals of yesteryear, which had so much meaning for us, should be as appealing to today's younger worker who, in many ways, lives in a different world than we remember.

In many industries, especially where there is discrimination against the hiring of older workers, we find an average employee age of 27 years.

—If we stop and think, we must realize that a 27 year old worker was only 11 years old when President Franklin D. Roosevelt died.

—That he has never been exposed to a major depression.

—That World War II is only a vague childhood memory.

—That he has faced an uncertain youth where he has been subject to peacetime military conscription during a cold war that has been going on since he was 13 years of age—a cold war that has approached the brink of atomic war several times — a war that would annihilate civilization.

## Different World

When we give thought to these new environments to which the younger worker in America has been exposed, we can begin to understand how different his world is to him, in contrast to the experience of our youth.

I believe we must learn the new moral issues . . . the important present landmarks that younger American workers seek in their search to meet their unfulfilled hopes and answers to present day world pressures which have caused deep personal insecurities, often not related to fears of unemployment. We must make these problems a major concern of the labor movement if it is to be the instrument through which mankind achieves a happier and more meaningful life in the years ahead.

We have learned to have the highest respect for the intelligence, honesty and good judgment of union members. I have found, when they are approached with firmness, courtesy and dignity, their response justifies my highest faith in the nobility of man and that he is truly made in the image of God.

Buy Union Label Goods

OH, WE'RE AGAINST INFLATION IN OUR ENTIRE NATION.... BUT WE WANT HIGHER INTEREST FOR ALL OF THE DURATION!



THE OLD 'BANKER' SHOP QUARTET

Drive Money Changers from the Temple

GOVERNOR BROWN BLASTS ANTI-INFLATION DRIVE

At the opening session of the recent AFL-CIO Convention in San Francisco, Governor Pat Brown well expressed his views on the current anti-inflation campaign and the need for more political action by organized labor by stating during his address to the delegates:

"It becomes increasingly apparent that the present Administration is the architect of an anti-inflation campaign that is turning out to be only a banker's binge. Individual home buyers, people in debt, businesses in need of capital for expansion, state and local governments facing the problems of a growing population—all of these are being squeezed because the National Administration is willing to fight inflation only by paying bankers higher interest rates.

I think it is again time, as President Franklin Roosevelt once said, to drive the money changers from the temple and from the seats of government. And I think that labor, with its profound stake in the prosperity and well-being of this nation has a prime responsibility to help bring that about next year.

Instead of less political ac-

tion, I urge more in the coming years by organized labor. I urge it not only in the community at large but especially within your own ranks.

Many of your members—and many potential members still awaiting the benefits of organization—have grown up with no knowledge of the struggle and sweat and blood inherent in the making of the American labor movement.

Very little has been done about fundamental attitudes. As a result a whole generation has come along which simply accepts good wages and working conditions as being due them without the necessity for struggle.

I am as concerned with the future as you are, and I suggest

to you that a little of the fervor and spirit and the flair of unionism of yesterday would be most useful today.

Just as I'm not worried about labor participation in politics, I do not believe that the economic strength of unions is a danger to our society."

MOSK SCORES WITH REMARK

In a recent speech, California's able Attorney General, Stanley Mosk, was quoted in one of the Bay Area dailies as having coined what to your Editor is a new phrase.

Commenting about equal job opportunities, Mosk made a reference which was either deliberate or a misprint. He reportedly referred to "ragged individualists," rather than the usual "rugged" variety.

Those of us who remember the days of the Great Depression can recall many former "rugged individualists" who became "ragged individualists" and who willingly joined with the millions which banded together to demand and get social and economic reforms.

Maybe a little "togetherness" is in order today to offset the propaganda of some big business groups who preach individualism while trying to make "ragged individualists" out of American workers.

Don't Believe In The 'Mythical Agreement'

From time to time, it is reported by Shop Stewards seeking an answer to a possible grievance, that some supervisors have referred to some "Agreement" or other with the Union on certain questions. Stewards are advised to immediately check with the Business Office or the Business Representative in order to check the validity or lack of it concerning some of these "Agreements."

The contracts, certain joint interpretations, and supplementary agreements such as Lines of Progression and Job Definitions, may cover the question and the supervisor may be right in his answer. Nevertheless, Shop Stewards are advised by the Business Office to emulate the Missourian who said, "Show me," so that no question will remain as to whether or not there is an applicable "Agreement" on any valid question.

U. of C. Basic Research Project Selects Local 1245 Membership

Local 1245, IBEW, has been selected by the University of California to participate in a Basic Research Project approved by Local 1245's Executive Board.

Fortunately, the results of this project will be of invaluable aid to your Union in future negotiations. In addition, however, its practical value to Local 1245, the results will be of the utmost importance to the University.

To determine what type of questionnaire should be prepared for the Union's entire PG&E membership, Stockton Division was chosen as the area in which to make a pilot sampling.

The sampling questionnaires

have been sent out to the Stockton Division membership and shortly after Nov. 1st the returns will be evaluated by the University.

It is hoped that the questionnaire to be used in surveying Union's entire PG&E membership will be prepared and mailed prior to Jan. 1st.

PG&E GRIEVANCE FORMS WILL BE IN FIELD SOON

During your Union's recent negotiations with PG&E Co., it was agreed between the parties that a printed form would be utilized by Shop Stewards in the submission of grievances at the first step.

Due to the changes in the Grievance Procedure which places time limits on the filing of grievances and receipt of Company's answer, this form will validate such dates.

The form itself has been agreed upon by the Union and Company and is presently being printed.

We expect delivery about Dec. 1st, at which time they will be distributed to PG&E Stewards with a letter of instructions as to their proper use. A letter from the Business Office has been sent to all Stewards and Grievance Committee members advising the procedure to follow during the interim period prior to receipt of the Grievance Form.

Further information on the use of the Grievance Form will be given at Shop Stewards' meetings throughout the PG&E system.



Where you can buy UNION LABEL GOODS & USE UNION SERVICES

UNION GETS BALL ROLLING ON JOINT SAFETY PROGRAM



Local 1245's Central Safety Committee pictured above met at the home of Chairman Robert Newberry on the evening of Sept. 1st to draft its program for presentation to the Sierra Pacific Power Co.

The committee consists of Nick Trapanese, Flume Repairman A; Robert Newberry, Lineman; and James Grows, Water Serviceman.

Duties of the committee, under the recently negotiated agreement with Sierra Pacific, are those of coordinating the activities of Safety Inspection groups which inspect all company properties twice yearly and of holding regular meetings with the Safety Director of the company to submit suggestions concerning the revision and enforcement of Safety Rules.

The Union Central Safety Committee's program is imple-

mented by the efforts of the Safety Advisory Committee consisting of members in all locations and departments of the company.

Suggestions for safety improvement and enforcement are relayed to the Central Safety Committee for the membership in the field through the Safety Advisory Committee members. Local 1245 members in all areas of Sierra Pacific Power Co. are encouraged to turn in their suggestions for Safety Rules improvements and enforcement to the Safety Advisory Committee member in their area or department.

LOCAL 1245 AND PG&E IN ARBITRATION AGAIN

A grievance in behalf of five employees in PG&E's San Francisco Division, has been referred to arbitration.

The grievance, Arbitration Case No. 8, deals with the awarding of a Line Subforeman's vacancy to John Shapansky, Lineman, who had less classification seniority than any of the five.

The Company maintains that Section 205.14 permits the appointment of an employee with less seniority if such employee demonstrably possesses ability and personal qualifications superior to those of any bidder senior to him.

Union contends that the Company has not shown the superiority of the employee appointed to the vacancy.

The case will be heard by the Arbitration Board on November 5th with Dr. Arthur Ross, Director of the Institute of Industrial Relations, University of California, acting as the impartial

Chairman of the Board. Local Workers, AFL-CIO, dated Sept. 1, 1952, as amended?"

will be Admin. Asst. Al Hansen and Bus. Rep. Dan McPeak.

The question to be submitted to the Board for their decision is:

"Was the award of job vacancy Number 2:33 to Mr. John Shapansky in violation of 205.14 of the Agreement entered into by Pacific Gas and Electric Company and Local 1245, International Brotherhood of Electrical





# Family Features



## SOUP TO NONSENSE

### Keep Smiling

By Jane Goodsell

The backyard barbecue supper is an ordeal devised by modern Americans to prove that they are every bit as tough as their pioneer ancestors.

And anybody who can pass the following test is every bit as tough as his pioneer ancestors—even if one of them was Davy Crockett:

1) When you receive the news that supper is being grilled by your host and served in the yard, exclaim, "Oh boy" or "How wonderful!" And sound as though you mean it.

2) Down a drink, in which seven winged things have perished, without flinching.

3) Stand near a smoking outdoor grill for two hours without requiring artificial respiration or other medical aid.

4) Prove your endurance by waiting until 10:30 p.m. for your dinner without sneaking into the kitchen to fix yourself a peanut butter sandwich.

5) Do not request a sweater, a lap robe or a shawl. The only acceptable way to warm yourself at a barbecue is by rubbing your hands together while exclaiming, "Boy oh boy, this is the life!" There is no acceptable way to promote circulation in your feet. Foot stamping is absolutely out.

6) Smack your lips with delight over the piece de resistance, however awful it may be. If your pioneer ancestors ate buffalo meat, you can eat raw chicken.

7) Remember to ask your host if he'd mind giving you the recipe for his barbecue sauce, which gives you a ringing sensation in your ears and tastes as though it's composed of equal parts of curry powder, red pepper and shaving lotion.

8) Prove your ability to consume a meal of soupy baked beans, salad drenched with dressing and a juicy hamburger—before your plate collapses.

9) Consume the aforementioned meal in total darkness without spilling so much on yourself that you require an entire change of clothing.

10) Rise, unaided, from a patio lounge while holding a drink in one hand and a plateful of food in the other.

11) Refrain from suggesting that the party move indoors no matter what happens, including thunder storms, first degree burns, locust attacks and mass hysteria.

12) If somebody else suggests moving indoors, do not be the first person in.

## DRESSED TO KILL?

Are you dressed to kill? That is, are you wearing work clothes with built-in accidents?

The Institute of Industrial Launderers which helps draw up safety standards for work clothing for the National Safety Council and the American Standard Association reminds all union members once again that many crippling or even fatal accidents result from unsafe work clothing.

The Institute warns that we should guard against missing buttons, leading perhaps to a dangling shirt cuff; trousers with cuffs which are likely to get caught on projections; dangling belt ends or ties; floppy clothes which can be caught in machinery.



By Clair M. Cook

Executive Director, Religion and Labor Foundation

Looking back on the San Francisco AFL-CIO convention, one word seems more than any other to characterize it. That word is solidarity.

This is not quite the same thing as unity. There were differences of opinion. There was free debate and discussion. There was opposition to some of the motions and resolutions. There was not unanimity. But there was unmistakable evidence to confound most clearly those whose wishful thinking has seen labor falling apart at the seams on internal differences.

Two things above others demonstrate what is happening in the AFL-CIO to weld a single solid front, a united base from which to move together in the battles of legislation and collective bargaining. One is the adoption of the report from the Special Committee on Union Disputes created by the Executive Council. While details are yet to be readied, and a special constitutional convention will have to provide the authority for the Federation to put it into effect, the plan will give to an "Arbitration Board, consisting of prominent and well-qualified persons" the task of settling several kinds of disputes among international unions and AFL-CIO departments.

The panels acting in such disputes—and here is the new feature, a ceding of power to the

## LIVE A LITTLE LONGER

### Radiation: A Public Enemy

BY DR. WILLIAM A. SAWYER

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

Radiation is a public health problem. Like many things in life, radiation is both beneficial and harmful. If properly controlled, its effects can be most useful.

One of the major sources of radiation exposure today is the x-ray. While it is most useful to man, he is sometimes over-exposed to it. If all needless use of x-ray can be avoided, without interfering with its many benefits in the detection and treatment of disease, then much has

been accomplished.

Public Health officials have largely eliminated the use of the fluoroscopic shoefitting machine shoe stores used widely a few years ago. This machine served no useful purpose. If a child were exposed every time he got a new pair of shoes, he would get a rather sizeable dosage of radiation over a period of years.

Another example of unnecessary exposure is the mass chest x-ray surveys. When tuberculosis was more prevalent, such surveys were justified. They unquestionably have saved many lives. In some localities and with certain groups they are still desirable.

A third effort to reduce unnecessary x-ray exposure has been in the field of medical and dental examinations. It is unfortunate that many of the 160,000 x-ray machines are delivering higher doses of radiation than is necessary. Much is being done to improve machines and techniques, resulting in reduced exposures. Again it should be emphasized that x-ray diagnosis and treatment in competent hands is necessary and safe.

Before man split the atom he gave little heed to environmental radiation. Now he is seeking base line information through various agencies about radiation fall-out in water, and milk especially. Radio-active waste from industries is being given much attention.

The increasing public awareness and concern about radiation is the result of weapons testing. A far more important source is the rapidly growing number of power reactors. These will require close supervision.

Radiation challenges Public Health officials in three major areas. First is the public fear that must be avoided by providing adequate radiological health control programs. Second is the growing need of properly trained manpower to supervise and study these hazards. Third is the need for more research on how to dispose of the quantities of radio-active waste from reactors and industrial uses.

The Atomic Energy Commission has millions of gallons of such waste buried in tanks in the earth. This is only temporary. A long range method of disposal must be found.

In conclusion, Dr. David E. Price of the Public Health Service, in his article in the Public Health Reports, from which the above information comes, says that although the problem is preventable, it will require prompt action on everyone's part to keep it so.

central body in a manner never before done by the international unions—will use "final and binding arbitration as the terminal point in the settlement of such disputes." The authority of the special convention, to be called sometime within the next year, will give them is expected to include "meaningful sanctions for prompt enforcement."

That the international unions can bring themselves to hand over such definitive power to the AFL-CIO is a remarkable demonstration, after all these years of strictest jealous guarding of "autonomy," of the new spirit of drawing together in a common bond. It is an unprecedented move from the voluntary to the mandatory, and it will go far in its effects.

Closely related, and of equal fundamental importance, is the action taken for a single united strike fund, under direct control of the AFL-CIO secretary-treasurer. Backed unanimously in the General Board by the international union presidents, a single fund with contributions (for now) to aid the United Steelworkers from every segment of the whole labor movement, contributions already have been voted in the thousands and hundreds of thousands by unions which have never before had any direct contact with or concern for Steelworkers' affairs.

But if and when that particular strike is ended, the principle and the fund will remain, for use in "situations similar." It is as though there had been on a nation-wide scale a revival of a slogan that was used in the very beginnings of American labor organization a century and a half ago: "An injury to one is an injury to all."

So if the theme of the 1955 convention was merger, and that of the 1957 convention was "housecleaning," that of 1959 has been solidarity. In the climate of the present situation, this may be alarming and perhaps unexpected to management. But to labor under pressure, it is only a reaffirmation,

a return to the traditions which built the movement in the first place.

## CHECK YOUR POLICY FOR 'COMMON DISASTER' CLAUSE

On the Labor Day week-end, as on all long holiday week-ends, the pleasant pattern of these leisure days was marred by the high toll of human lives abruptly terminated by automobile accidents on the nation's highways. In too many instances, newspapers throughout the country carried stories of husbands and wives—fathers and mothers, who are involved in what is known as a "common disaster," in which both were killed.

Aware of the growing frequency of husbands and wives jointly involved in fatal accidents of all sorts, the Institute of Life Insurance has issued a reminder to policyholders who are heads of families, on ways of safeguarding the proper distribution of their life insurance benefits in the event of the simultaneous death of husband and wife.

At no charge to the policyholder, a life insurance company will write a "common disaster" clause into any policy as assurance that benefits from the policy will be used exactly as he wishes. This clause indicates how the proceeds of a policy will be

paid in the event of instant or delayed deaths of both husband and wife from the same accident.

The Institute of Life Insurance urges all husbands and wives to check their life insurance policies and make certain that the "common disaster" clause has been included. It is also recommended that policyholders periodically recheck the "common disaster" clauses in their policies to make certain that with changes in family status the provisions are up-to-date. Without it, if the beneficiary wife survives her husband, for only a short time, his insurance is paid to her estate, even if the policy did name children as contingent beneficiaries. Thus, funds that might be needed would be tied up while the es-

state is probated. Then, too, if there are no children, under the same circumstances the policy proceeds may be paid to persons in the wife's family for whom the husband had no intention of providing, since the policy benefits go to the wife's estate which usually provides for her next of kin.

Husband, Wife Fatally Injured In Mainland Head-On Collision

3 Drowned in Car Plunge; Driver Killed on Thruway

Crash Kills Parents

Crash Kills 2

Hold Rites for Pair Killed in Accident

New Mexico Collision Kills Family of Three

Crash Kills Sentinel Writer

Triple Services Set For Crash Victims

Accident Victims Were Prominent Pair Here

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THE UNION LABEL  
MEANS  
IT'S  
UNION  
MADE

# California Is Set to Deal With Radiation Hazards

Governor Edmund G. Brown recently announced a major new public health program to deal with radiation hazards.

He said the \$260,000 program, worked out by the State Department of Public Health in consultation with Alexander H. Grendon, the Governor's Coordinator of Atomic Energy Development and Radiation Protection, will cover these five major points:

- (1) All sources of ionizing radiation (that which can injure body tissues) will be registered with the State Department of Public Health. These sources include X-rays as well as radio-

active materials. This registration will provide all State agencies with knowledge of location, nature and quantity of sources of radiation, and thus permit,

for the first time, an assessment of the present potential exposure of the public to sources of radiation at points of use.

- (2) A continuous Health Department program of assessing the levels of radiation in air, water, food and other environmental media. This program, carried out in cooperation with many other State and local agencies, will include the routine collection and measurement of some 5,000 samples annually of air, rain, snow, tap water and the various elements of the human food chain both on land and in the ocean.

When routine samples containing amounts of radioactive materials in excess of the recommended maximum permissible concentration are found, they will be further examined to determine the specific radioactive isotopes present.

- (3) Assessment of the problem of genetic radiation doses to the population from the use of medical X-ray equipment. Use of X-rays for medical and dental purposes is currently regarded as one of the major sources of radiation exposure, but the assumption is not now based upon precise information.

Using information obtained from the registration of radiation sources, there will be a systematic sampling of a representative number of X-ray installations. The sampling will take into account all factors in order that the direct doses to the patients and the indirect doses to other exposed persons can be estimated.

- (4) Re-examination of the program of radioactive waste disposal in the Pacific Ocean. In the spring of 1958, the Health Department, in conjunction with the State Department of Fish and Game and Industrial Relations, entered into an agreement with waste disposal firms to dispose of radioactive wastes at depths of at least 2,000 fathoms. This depth was decided on as an interim measure to insure protecting the ocean food chain from contamination.

This high factor of safety will now be reviewed, along with the procedures involved. Inspectors are regularly assigned to each ocean disposal trip. Disposal of such wastes by land-fill methods will also be considered.

- (5) Tracer studies involving radioactive tracers will be reviewed, and the Atomic Energy Commission is currently withholding licenses for tracer studies until clearances are given by the Health Department.

The program will be under the direct supervision of Dr. Malcolm H. Merrill, State Director of Public Health.

"This is a vitally needed and overdue program," Governor Brown said. "I am determined that the people of California shall have the fullest possible information about radiation levels and hazards. We have been caught short before without adequate knowledge of the problem, and the result has been that neither the State nor its people could react calmly or logically to surmise, rumor or report.

"From now on we are going to have the facts so that we can do whatever is called for — whether it is to calm needless fears or to take prompt action to remedy dangerous situations," he said.

# FATHER BOSS VIEWS UNIONS



FATHER BOSS

"There is a feeling on the part of many people in America today that Unions are no longer necessary." This was the idea with which Father Andrew Boss, Director of Labor Management School, University of San Francisco, opened his talk to a special meeting of Local 1245 members Wednesday, October 21st, at the Sheraton-Palace Hotel, San Francisco.

Father Boss does not accept this idea however. He went on to state that if we allow any one group in society to have complete power, we find a disregard for the rights of other people. Without Unions to act as a check on the power of management, there comes a complete disregard for the rights of employees. A good union is the best way to check the power of the employer group.

Father Boss went on then to explain that today he felt Unions were no longer the protest movement that they were at one time, but that they were a movement toward assistance and cooperation. The Union is not only an economic institution but also a political institution. In his mind, it is a necessity for Unions to participate in political activity because of the increased political activity of management through their large pressure groups, such as the Chamber of Commerce and the NAM.

"We must," he said, "look at the continuity of the Union movement. Actually, Unions are a recent arrival on the American historical scene. The Union, as it exists today, dates only to the Wagner Act of the early thirties. This continuity of Unions has created a need for hired officials, full time employees of the Union."

Father Boss then presented some of his ideas as to how a Union could get a good administration through these hired officials. The Union's officials not only need to be honest but there must be a continual education program in which they participate. A Union's leaders must be equal to the management people with whom they deal if proper collective bargaining is to be engaged in. The Union administrator is becoming a professional job. Union leaders must be dedicated, intelligent people working for a cause.

The members share a responsibility with their leaders in terms of this continuity of the Union movement. The Union belongs to the members. They must be willing to give their leaders adequate time to prepare themselves for negotiations or for the processing of grievances and most important of all, members need to understand the problems their leaders face. In the American labor scene today there is a problem caused by the development of "organized ignorance" with rank and file membership. Democracy in a Union is not possible unless the members are educated and understand the issues involved. Members who do not attend meetings, who do not educate themselves to the issues, deserve the poor leadership which they will get.

This was Father Boss's summation of the responsibilities of Union members.

in the State government, and of other public officials, of consumer organizations, the Better Business Bureaus, women's and civic groups, organized labor, industry groups, the farm organizations, the universities, the press, and the radio and television industry. For the consumers' interest is the public interest."

## IN MEMORIAM

**HAROLD A. SHOUSE**, Clerk A in PG&E's Sacramento office died on Oct. 10, 1959. Brother Shouse had been a member of Local 1245 since Oct. 1, 1943.

**COMMODORE LANE**, Helper in PG&E Gas Dept. in Sacramento passed away on Oct. 11, 1959. He had been a member of Local 1245 since Jan. 1, 1955.

**JOHN S. BRUNETTI**, Gas Serviceman in San Jose, passed away on Sept. 24, 1959. Brother Brunetti joined Local 1245 on April 1, 1952.

## California's First Consumer Counsel



MRS. HELEN NELSON

Governor Pat Brown has named Mrs. Helen E. Nelson to the newly created post of State Consumer Counsel.

Mrs. Nelson has been assistant chief of the Division of Labor Statistics and Research in the Department of Industrial Relations and has a wide background of experience in economics and activity with consumer groups.

Among her past assignments, in addition to executive responsibilities, have been the working out of budgets on which to base minimum wage orders for women, acting as consultant to legislative and Governor's committees and working on program development in the department.

Mrs. Nelson will be the consumer's voice before such groups as the State Public Utilities Commission, State agencies and legislative committees, and had the uniform and vigorous backing of consumer-oriented groups and organized labor generally who want to see the new office of Consumer Counsel become an effective spokesman on behalf of consumer interests.

In accepting her appointment to the newly created post, Mrs. Nelson stated:

"To fulfill my responsibilities as Consumer Counsel I will need the support, the confidence and the advice of department heads

## The Mail Bag

Mr. Ronald T. Weakley  
Bus. Mgr. L. U. 1245, IBEW  
Dear Sir and Brother:

The officers and members of the System Council Local Unions wish to extend to the officers and members of your local union their utmost sincere thanks and appreciation for your contribution of \$1000 in assisting our members in the recent strike against Public Service Electric and Gas Company of New Jersey.

The assistance of your local and others lessened the hardship of our membership in meeting the financial obligation imposed upon us during the strike.

To give you a brief idea, these are some of the items (not all) of the financial burden we have to meet. Lawyers' fees for legal defense in four unfair labor practice charges, twenty-five cases in various Municipal Magistrate Courts, rent for 10 headquarters in strike areas, installation and bills for 13 telephones installed in strike areas, rental of boats for picket duty for four locations at an average of \$40.00 per day for each location, and court costs and fines against members for miscellaneous offenses.

Our hope was that when acknowledging your contribution that we would be able to give you a total cost of expenditures, but this is impossible at this time due to many bills either not having been dispositioned or cleared by the locals. This will be accomplished at a later date.

On behalf of our membership, I was requested to convey to your officers and members that it was most gratifying for the interest and response that was given in the time of need, and if the occasion ever arises where your membership is in need of a helping hand, you can

be sure that we will gladly reciprocate.

Best regards from the System Council Local Unions' officers, membership, and myself.

Fraternally yours,  
/s/ H. S. DOVE  
Business Representative

Mr. R. T. Weakley:

I have read the UTILITY REPORTER for quite some time and have never seen any letters or comments about Business Representatives.

We have a fellow here in this area that is behind in his work—not that we mind. He is always available. You may have to send a message with a jack rabbit through the middle of the Mojave Desert, try fabulous Las Vegas or pin a note to the old San Joaquin monument but we always get him.

This area covers a good many highway miles—as many or more than those for a long-distance truck driver. These miles are travelled regardless of weather or time.

You can call him at any hour, get him at meal time, get him out of bed at night, and the answer is always the same, "Well, now, by golly, what section will we use on that?" It's never, "What the hell are you calling me at this hour for?"

I know that he accepted this job under these conditions. I know also that I accepted my job with PG&E years ago, but my conditions have improved every year.

My hat is off to this quick-tempered, big-hearted, little guy named Jack E. Wilson. I can truly say that I speak for every member in the South San Joaquin District.

Your truly,  
/s/ C. BURR  
Bakersfield, Calif.



"Why Didn't I Get Polio Shots?"