



Great works are performed not by strength but by perseverance.

—Samuel Johnson

Utility Reporter



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

VOL. VII—No. 7

OAKLAND, CALIFORNIA

NOVEMBER, 1959

YOUR Business Manager's COLUMN

by Ronald J. Weakley

In the October issue of this newspaper, reference was made by this writer to the balance between productive efficiency and real human relations. This is the area of labor-management relations and collective bargaining which is so important in America today.



R. T. Weakley

It was pointed out that in this writer's opinion, some management people in Pacific Gas and Electric were going too far toward "efficiency" and creating an imbalance at the expense of employee morale.

Further, some supervisors were chided for job level excesses which are creating bitterness in the field. Employees can recite many obvious instances.

Some people may say that it is not my province to make what is offered as constructive criticism. Yet, this column and this newspaper are expressions of union opinion as seen by elected leadership.

Should the employer wish, he can offer a rebuttal through his employee information media and we will consider it on its merits. We are not perfect and are often chided by management concerning our operations. This is natural in any proper relationship.

It so happens that the only ones on each side of the coin of industrial relations who create real problems are those who cannot accept constructive criticism and act toward improvement.

To get to the point, it seems that blanket indictments of either party to a labor-management relationship are basically wrong. We have serious problems and so does the management of the largest utility operation in the United States.

Inadequate communication is a problem for both parties due to the tremendous geography of the service area. Inadequate contract education plagues both the first line supervisor and the shop steward.

Assuming that top management and union leadership are honestly trying to keep a proper balance between the needs of each, the first step toward solving a most difficult situation is a proper arrangement at the job level.

The contract spells out the definition of the parties at the job level. A shop steward is a (Continued on Page 8)

'59 A YEAR OF RECORD GAINS FOR LOCAL 1245



AWARD TO SACTO—Kenneth Hansen, Chairman of the Sacramento Transit Authority is shown presenting the 30th Annual Maintenance Award of the American Transit Association to James Mangin, Shop Superintendent. This award is the top honor which can be bestowed for efficient maintenance service by any truck or bus company in the United States and Canada. In the group behind the flag are the Local 1245 members who made it possible for the Shop to win this award. Pictured left to right, they are Robert Calzacia, John Poulson, Everett White, Morris Wilson, William Bowser and Frank Cernicky.

With the signing of the new Agreement between Local 1245 and the Sacramento Transit Authority, a year devoted to almost continuous negotiations ended — with plans for 1960 negotiations already underway.

Agreements negotiated in 1959 included Pacific Gas & Electric Company, Citizens Utilities, California Pacific Utilities, Standard Pacific Gas Line Inc., and Sierra Pacific Power Company. Also negotiated but without benefit of signed agreements, were improvements in wages and conditions for Sacramento Municipal Utility District; Electric Department Employees, Cities of Oakland and Berkeley; and Bureau of Electricity, City of Alameda.

Other events of importance in 1959 were the Third Annual Unit Executive Committee Conference in April, the winning of another I.L.P.A. Award by the UTILITY REPORTER, the launching of a program for Clerical Employees, and the development of a more effective legislative program.

The year opened with the ratification of the Pacific Gas &

Electric Company Pension and Savings Fund Plan Agreement. Along with improvements in the Pension Plan, the entirely new Savings Fund Plan, whereby the company will contribute 50% of the employee's contribution up to 6% of his monthly salary to purchase company stock or U.S. Savings Bonds, was inaugurated.

January also saw the completion of negotiations on lines of progression and job definitions for hydroelectric and substation departments of PG&E.

Following this settlement came an agreement with the Citizens Utilities on 4.4% wage increase plus improvements on sick leave and expense allowances.

May saw California Pacific Utilities, Needles Division, settled and Sierra Pacific talks in full swing. Improvements in Sierra Pacific included several inequity adjustments, eight guaranteed holidays, 5% wage increase, job definitions and lines of progression.

July saw the first PG&E offer rejected by the membership on issues of principle. Improvements in job security, automatic progression for Apprentice Gas Servicemen, and the withdrawal of company proposals on job bidding procedure resulted in a decision to ratify the second time it was voted on.

PG&E employees also received a 5½% wage increase, inequity adjustments, increase in shift premiums from 6c and 9c to 8c and 12c for second and third shifts respectively, \$1,000 paid up life insurance upon retirement, an additional \$1.50 on hospitalization insurance and agreement to negotiate Clerical Lines of Progression.

The Cities of Oakland and Berkeley Electric Department employees were recipients of 7% and 5% wage increases at about the same time.

Sacramento Municipal Utility District was settled in August for 5½% wage increase, an improved safety program, an increase in shift premiums from 6c and 9c to 8c and 12c for the second and third shifts respectively, and an additional contribution of \$2.35 per month to apply on dependents' medical coverage.

Standard Pacific Gas Line Inc. signed for substantially the same offers as PG&E employees received, plus revision of the (Continued on Page 8)

PUBLIC EMPLOYEE UNIONS UPHeld AT STATE HEARING

"The Local Union I represent supports and believes in the concept that all employees, whether they be in public or private employment, should have the right to join together collectively and select representatives of their own choosing to bargain for them with respect to wages, hours and other conditions of employment and to have such representatives handle grievances on their behalf. We firmly believe that to continue to deny these rights to persons in public employment is to consider them somewhat less than equal to their fellow citizens engaged in private employment."

The foregoing were the opening remarks of Assistant Business Manager M. A. Walters in appearing before the Assembly Interim Committee on Industrial Relations in San Francisco on November 19. This was the second in a series of public hearings being held by the Committee with respect to A.B. 607 which had been introduced in this year's sessions of the State Legislature and referred to in-

terim study.

A.B. 607 as introduced would provide that employees of the State, counties, cities, and other political subdivisions of the State shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively, and to engage in other activities for the purpose of collective bargaining or other mutual aid or protection.

It would further provide for the determination of representation questions by submission to the State Conciliation Service, and for arbitration of disputes concerning wages, salaries, or working conditions, upon agreement of the employing public agency and the labor or-

ganization.

Assistant Business Manager Walters noted that only a relatively few short years ago, persons engaged in private employment were faced with the same type of opposition as public employees are being faced with today. The same old arguments, perhaps wearing a slightly different dress, are being used, such as: destruction of managements' right to manage; the excessive demands of the workmen will dig too far into available revenues; the need to protect the rights of the individual against those of the majority. These and other time worn phrases, have been debunked by the establishment of collective bargaining in private employment. Walters pointed out these are not reasons to deny these rights in public employment, stating: "The predictions of our opposition will be just as wrong with respect to public employment as they were proven to be with respect to private employment, should the Legislature take the necessary action to put public employees on an equal footing with private employees."

Appearing in opposition to this legislation were representatives from the County Supervisors Association of California, the League of California Cities, the Municipal Utilities Association, the California School Board Association, the California Teachers Association, and the California School Employ-

Local 1245 Named by U.C. For Basic Research Project

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

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

We urge your cooperation in answering the questionnaire which will be mailed the 1st of December. Please return them in the enclosed return-addressed envelope at your earliest convenience as the results must be in this office no later than December 18, 1959 to be of any value.

(Continued on Page 2)

Problems of the Aged

"Honor Thy Father and Thy Mother." This Christian Commandment is worth much more than gold. We wonder if the leaders of the American Medical Association and the American Hospital Association ever think of this fine principle.

Perhaps with respect to their own parents, these leaders feel they have complied with the admonishment of the Bible. They can afford to provide medical care for their parents. We hope they do so. All of them. Many decent younger workers try hard to do the same, but young families become a priority to young parents. There isn't enough income to go around so that our elder folk get "what's left," if anything.

The spectacle of inadequate medical care for even the younger families is bad enough so that one can easily understand the plight of the elderly citizens. They have no union negotiated plans or other means to provide for adequate medical care.

The incidence of illness affects our elder citizens more so than the young. Anyone knows this.

The conscience of a Nation demands that people eat, are decently housed, and clothed, and have decent medical care with that most important consideration, personal dignity.

President Eisenhower and the Congress are subsidized, for the most part, when it comes to medical care. Veterans, public servants, the Armed Forces, and those fortunate enough to have a Union fight for them, enjoy some measure of prepaid medical care. What about our fathers and our mothers who cannot have, but most sorely need, these benefits?

Many of those who are responsible for this deplorable situation go to church and give to "charity." We look upon them as sanctimonious hypocrites.

Cries of the "welfare state" sicken the editors of this Labor paper when it comes to health care for our parents. What in heaven is the responsibility of Government if it isn't the welfare of the people? Is there any other reason for government? We think not. All special interest groups are subservient, not dominant, when it comes to this basic principle.

Many nations who have different political beliefs provide for the essential health needs of their people. America has the means, our senior citizens built it. Why then cannot we do the same or better, to prove to the world that we have a real moral fibre and a respect for our elders?

The answer lies in organization and political action. Just as Labor is being pilloried because of its organized action to raise the standards of those who are young enough to be in the Labor "Market," the organizations of elderly citizens are also abused.

A latent power lies with our elderly citizenry. We suggest to them that with more time at hand, they consider their plight as individuals and organize! Fight at the polls!

We further suggest that they not be swayed by the slick Madison Avenue advertising agencies, the anti-labor press, and the T.V., which seek to separate natural allies.

Labor has a great responsibility to fight for the dignity of the forgotten elderly folk just as it fights for the dignity of the younger wage earner.

In 1960, the chance for victory beckons. Labor will not abandon its responsibilities for social betterment. We do not ask for dues. We merely ask for understanding and support from the voting booth as we lead the fight for our elderly citizens.

This is an issue for all Americans. Our adversaries are a minority. They have money, power over communications, and an appeal to division and ignorance.

We have people, a challenge, an organization and a great weapon for good. The Christian responsibility of the younger and the stronger is our fight. We are taught to "Honor Thy Father and Thy Mother." We, in organized labor, shall not abandon this principle and we shall continue to fight for those who worked so hard for us to live as we do today.

Hard to Answer? This is News!

A young teenager read an article not long ago in a national publication. The article suggested that if Abraham Lincoln or Thomas Jefferson had to face an American T.V. audience today, they wouldn't have a ghost of a chance of being elected.

This boy wanted to know, "how come?". Recognizing that this boy was above average in his intelligent consideration of this phenomenon, we were hard put to answer him.

Reports of insect infested pickles, peanuts, and chocolate, sold to parents who depend upon clean food products? Cranberries which cannot be eaten on Thanksgiving which is the day of thanks for our blessings? TV quiz programs which deprave the principle of knowledge to sell inferior products and "entertainment"? How does one explain this to a good child?

Well, we parents better "get with it." Maybe these teenagers are only an image of us. Maybe we should be able to tell our kids why Abraham Lincoln and Thomas Jefferson got elected and what for. Do you know?

NATION'S TAX POLICY NEEDS OVERHAULING

For the typical American worker, the two key steps in computing his income tax are:

1. Determining his exemptions, and
2. Applying the first bracket rate to his taxable income.

In the vast majority of cases it is only these two factors that determine the taxes paid by an American worker. The level of exemptions determines that portion of his income which is not subject to taxes. From this, the worker normally deducts the standard 10 per cent deduction. The remainder, his taxable income, normally will fall within the first bracket (\$4000 for a married couple; \$2000 for a single individual) all of which is taxed at a single rate. Only in a minority of cases is a worker's income sufficient to place him in a higher tax bracket. In fact, over three-fourths of all income tax returns in 1955 involved application of only the first bracket rate.

What has been happening in recent years to these two basic elements of the worker's tax, the exemption and the first bracket rate?

The basic exemption today is \$600 for the taxpayer and each dependent. This figure was established by Congress in 1948

and no change has been made since that time.

This \$600 figure constitutes the government's decision setting a minimum basic living allowance for the taxpayer and his dependents. In effect, the government is saying that this constitutes a "rock bottom" estimate of basic living essentials which the government has no right to tax. If this figure is to have any meaning, however, it must vary with the changes in the general price level. If \$600 was representative of a basic living allowance in 1948; it must vary as changes occur in the price of the goods it represents.

In fact, since May 1948 when the \$600 figure became effective, the Dept. of Labor's Consumer Price Index has risen almost 22 per cent. In other words, merely to equal the purchasing power of this basic exemption at

the time that it was established over eleven years ago, today's \$600 exemption would have to be raised to \$732. Obviously, action is long overdue by Congress to raise this basic personal exemption.

The second basic determination of the worker's tax is the rate which applies to the first bracket income. Today this rate is 20 per cent, a figure that has not varied greatly since 1941. Higher rates were set by Congress during World War II and the Korean period, but after both these emergencies, it was again set at the 20 per cent level.

Actually, this constitutes a very high rate at which to start to tax individual incomes. In effect, the step from non-taxable income to taxable income is the steepest in the entire income tax structure. Moreover, as incomes have risen, additional workers and families at the lower end of the income scale have been brought into the tax system and have been paying income taxes at the rate of 20 per cent above the basic minimum level.

In recent years, an increasing number of prominent tax experts, as well as organized labor, have argued that this 20 per cent rate should be changed and that a lower rate should be established for at least part of the first income tax bracket.

Next month's UTILITY REPORTER will report on how most of our tax laws and regulations have been devised to meet the tax problems of a relatively few groups in America, particularly those in the upper income brackets.



Sage Scottish Advice

An old time Scottish Labor Leader used to have a favorite story for the education of fiery militants who would strike the bosses at the drop of a hat.

He related the tale of the two Scotsmen who worked in a coal yard. They made up the entire work force. Long hours, poor pay, and bad working conditions were ceaseless topics between the two.

Finally agreeing to organize together for better things, one Scotsman agreed to be spokesman for the "Union." They drew up a list of demands and at quitting time, the spokesman knocked on the boss's door.

On being admitted, the spokesman was met with a glare and asked, "What the hell do you want?" The spokesman blurted, "We want a nickel an hour raise or else!" "Or else what?", thundered the boss.

Thinking about his thin support against the formidable opposition, and unemployed workers clamoring for his job, the spokesman mumbled, "Or else we'll keep on working for what we're getting."

The old time leader told this story to point out the need for wider organized support before "hitting the bricks" and getting clobbered. Outside support—public and political support.

Yet, if alive today, he would have seen a half-million steel workers with the ability to shut down a great industry. The Steelworkers didn't have to say, "Or else we'll keep on working for what we're getting."

Still, he was right in pointing out that even the whole work force quitting work wasn't enough. It takes more than even a half-million workers quitting.


The plain truth is that laws govern the ability to cease work for a more equitable share of the economy. The making of laws depends upon who gets elected and what they do when elected. Our government is the balance.

Hearing of Public Wrkrs.


(Continued from Page 1) ees Association.

Supporting this type of legislation, along with Local Union 1245, were spokesmen from the American Federation of Teachers, the Los Angeles Building & Construction Trades Council, the Engineers & Architects Association, the American Federation of State, County and Municipal Employees, the Building Service Employees, the Federated Fire Fighters, the California Labor Federation, AFL-CIO, and various County and City Employee Associations. Also supporting A.B. 607 were such individuals as Dr. Irving Bernstein, Institute of Industrial Relations of U.C.L.A. and representatives, from the California State Division of Industrial Relations.

While withholding support of A.B. 607, representatives of the California State Employees Association agreed that some form of legislation was needed in this area.



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

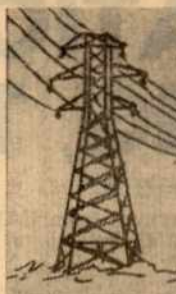
POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

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



SIGN UP THOSE NON-MEMBERS

HELP BUILD YOUR UNION



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

As the demand for skill goes up, the demand for new skilled workers will go down. Therefore, the only way to meet the demand for skilled workers is through apprenticeship. The need for less skilled workers will be met by the 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 work force. So skill improvement for the IBEW member is very definitely a matter of job security.

Some of our members are already being displaced by automation. We are fighting for job security for all our members.

Scientists say that the free world is about to run out of natural resources. Our only advantage is the superior skill of our craftsmen. We must maintain that advantage.

The United States Commission on Education, Labor and Manpower, in its report, says that the need for skilled workers is increasing. It says that the only way to meet this need is through apprenticeship and training.



News from the Field

Burning of Ebell Hall Sparks East Bay Unit Meeting

Members of the East Bay Clerical Unit were just beginning to assemble when Leda Sletten dashed up the stairs at the Bank Club, where they meet, with the news that there was a big fire just around the corner. There was a rush to the windows which were opened to the awesome spectacle of huge flames shooting high into the night sky.

Half of the group watched from the windows while the other members rushed out onto the street to get a better view of the firemen in operation. Destroyed in the blaze was a major portion of the Ebell Hall on Harrison Street between 14th and 15th Streets in Oakland.

At the height of the blaze there were probably a dozen fire trucks on the scene and from 15 to 20 hoses converging from several directions. Highlight of the blaze was the raising of the five-story aluminum extension ladder with firemen spraying from high above the street.

An anti-climax was furnished after the meeting when Business Representative Norm Amundson walked out to discover his car, which he had parked a block away from the fire, was still hemmed in by trucks and hose lines. His wife thought it was the most original excuse she had ever heard for a late arrival at home.

Early Retirement For Los Banos Member

Manuel A. Salha, Foreman's Clerk, Los Banos, retired November 1, 1959 from service with the Pacific Gas & Electric Company. Formerly a Lineman, Manuel had transferred to the job because of poor health. A long time member of Local 1245, Manuel has been an active participant and supporter of the Union in the Los Banos Unit.

At the next Unit meeting in Los Banos, Manuel will be presented with a Union Scroll and Pin in honor of his years of service with Local 1245, I.B.E.W. The officers of Local 1245 join with the Los Banos Unit in wishing Manuel the best in years to come.

Hunting Madness Hits Davis Yard, Warehouse

Dennis Draughn went up to Plumas County for his yearly deer hunt. Although Denny "didn't see anything," he didn't come back empty handed. He didn't shoot his gun but he caught a nice case of chicken pox. He hasn't given up, however, and promises he'll be back next year with a deer.

Three Mechanics at the Davis Yard—Lee Montgomery, Harvey Burlison and James Freeman—had better luck. Each of them shot a three-point on their hunting trip to Modoc County.

Wet weather: slow down—don't skid into Eternity.

Special Notice PG&E Employees

Proposals from the Units to the System Negotiating Committee must be submitted between February 1 and February 15, 1960 to be included in the program for 1960 negotiations. This means that there are two or three meetings left in which to present and discuss these proposals. It makes it imperative that you attend your Unit meetings if you have any suggestions for the Negotiating Committee. Consult the meeting schedule on your bulletin board for the time and place of your Unit meeting.

Speaker's Appeal Lies In Brevity

Irvin S. Cobb said: "No speech can be entirely bad if it is brief enough!"

This week we write of good manners and common sense.

We attended a union meeting at which a guest speaker had asked for an opportunity to speak for 15 minutes. He spoke for an hour and 10 minutes! The speaker (we will not name him) was asking for assistance from the union, and did an excellent job for 15 or 20 minutes. Then he proceeded to tack another speech on the end of the first one, and a third one on the end of the second one...

He made his point, gained his audience, and proceeded to lose them both by speaking too long.

This happens much too often. We have heard of a tribe in Africa which restrains a speaker from talking longer than he can stand on one leg. This idea has its merits!

Union members attending meetings usually have worked during the day. They are often tired, and many of them must get up early for work the following day. Nothing can drive a union member away from a meeting like long drawn-out speeches. It is strange indeed that more orators are not stoned, in sheer self-defense!

Long speeches often beget more long speeches. Sometimes, at conventions, it fairly reaches epidemic proportions. Repetitious repetition, repeated.

Mr. Speaker, you do not have to be eternal to be immortal!

—Kentucky Labor News

Weaverville Dance To Be on Dec. 5

Second Christmas Dinner Dance of Weaverville Unit No. 3216 will be held on Saturday, December 5, 1959 at the Gables in Weaverville. Dinner will be served at 8:00 p.m. with a Friendship Hour from 7:00 p.m.

WINNER—Carareco, a write-in candidate, got more than twice as many votes as any rival in the race for mayor of the large Brazilian city of Sao Paulo—and without making any speeches. Carareco is a rhinoceros.



Clerical Rep Talks Automation With Bakersfield Group

Wednesday evening, October 28th, Business Representative Norman Amundson traveled to Bakersfield to discuss with the Kern District Clerical employees the conversion of the billing system to EDP and the centralization of accounting and its possible effects on the San Joaquin Division.

An interested group of members, husbands and wives learned the details of the impending move. They also discussed the expanding use of new machines in the Clerical field and its possible effects on jobs in the future for clerical employees. The benefits (money-wise) an employer gains by installing this type of equipment were also pointed out. Questions about the curtailing of the work force, reduction of job opportunities and promotion opportunities and the need for greater skills and training in clerical work were discussed by the group.

All of this information was of particular interest to this group in view of the scheduled change-over in Customer Records and Billing scheduled for February in the San Joaquin Division.

This pleasant evening session was held in the Padre Room in the Padre Hotel, Bakersfield. The interest displayed during the question and answer period disclosed the appreciation of this

SANTA MARIA AREA BOOMING

"Boom Town, U.S.A." This is how the membership working in the Santa Maria District of PG&E refer to this area. It's all due to the construction of the Vandenberg Air Force Base and its selection as the U.S. Missile Launching Site for the West Coast. The Base is approximately 65 miles north of Santa Barbara. The construction of Vandenberg brought a surge of people from the four corners of the U.S.A. With the people came the demand for construction of more homes, more schools and all the essential things required of an ever-increasing population. Two entirely new towns are being constructed because of this demand.

What has this to do with our people? Sky rocketing land and home values, the need for school bonds, the increased assessed valuation of property—all these have cost the member who resides in this area in increased

SIERRA PACIFIC STEWARDS MEET

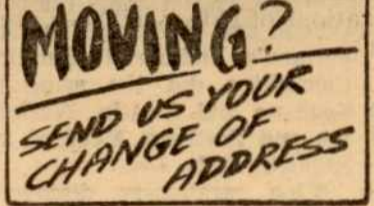
Shop Steward Training on new provisions of the SPP Co. agreement started off with its initial meeting of stewards on the night of October 22, 1959 at the Knights of Columbus hall in Reno.

Local 1245 Shop Stewards from Reno and outlying towns as far distant as Truckee, Tahoe City, Carson City, Yerington and Portola gathered for a three-hour meeting to discuss such matters as the Duties of a Shop Steward, Methods for Signing up New Members, and the Proper Procedures for Policing the Agreement and Processing Grievances.

Attendance was good, with the majority of Shop Stewards being present, or represented by alternates.

Unit Chairman Sylvester Kelly and Advisory Committee member Orville Owen assisted the Business Representative Roy Murray in coordinating the program. Central Safety Committee Chairman Bob Newberry gave a report on the progress of the newly formed joint Union-Company Safety Committee.

After 3 hours of discussion of ways and means for improving the operation of the Local Union on the Sierra Pacific properties, the meeting was voted unanimously a complete success, and plans were made to hold the second meeting sometime shortly after the Christmas holidays.



Alturas Unit Sets Dinner Dance Dec. 12

Second Annual Dinner Dance of Alturas Unit No. 4013 will be held on Saturday, December 12, 1959 at the Brass Rail in Alturas. Dinner will be served at 8:30 p.m. with a Friendship Hour from 7:30 p.m.

If you don't believe in flying saucers, try tickling a waitress carrying a load of dishes.

group, "at the end of the line," for Brother Amundson's efforts and willingness to discuss their problems.

taxation and a higher cost of living.

Another example is with our members in the eight General Construction crews working in this area. Finding trailer space or hotel accommodations is nearly impossible. Eating in a restaurant costs a small fortune.

It is hard to realize just a short two years ago this was a sleepy farming and oil producing area and now it is a beehive of activity.

We can understand why our people are quoting General Custer when they say, "Where the hell did all the Indians come from?"

GE-PG&E A-Plant At Vallecitos Two Years Old

Vallecitos Atomic Power Plant, owned and operated by the General Electric Company and Pacific Gas and Electric Company near Pleasanton in southern Alameda County, has passed its second birthday. It has been generating electricity since October 24, 1957.

This pioneer nuclear-fueled station, first in the world to be built with private capital, has produced 25 million kilowatt hours of electricity since it was turned on. S. L. Sibley, PG&E Vice President and General Manager, reported today. The plant has a rated capacity of 5,000 kilowatts.

Vallecitos was built as a pilot plant for Dresden Nuclear Power Station near Chicago, which achieved its first sustained chain reaction last week. Along with the generation of power, Vallecitos was built to test and improve methods of nuclear fuel fabrication and to solve other technical problems.

The A-Plant has a perfect safety record during its two years of operation, Sibley said.

Experience gained at Vallecitos also enabled PG&E to plan the 60,000-kilowatt Humboldt Bay Atomic Power Plant near Eureka, California, which it expects to begin building next summer, Sibley said.

Vallecitos has been visited by more than 30,000 business and civic leaders, science students and teachers. Engineers from nearly 25 foreign countries have observed the plant in operation.

Vallecitos also has served as a training ground for atomic power plant operators. Twenty-two PG&E men have been licensed by the Atomic Energy Commission after training there, plus a number from General Electric and from the Commonwealth Edison Company of Chicago. Commonwealth will operate Dresden when it is placed in service next spring, Sibley said. Training programs for many atomic reactor crews have been conducted at Vallecitos, including one recently for the men who will operate the world's first atomic-powered merchantship, the N. S. Savannah.

S.F. Unit Officers at School to Sharpen Up

Unit Officers Syl Cruz, Larry Foss, Bill Reno and John Zapian are attending the Labor Management School of the University of San Francisco during the fall term. Their classes are on Parliamentary Procedure and Public Speaking. These Officers feel that the training will make them better able to conduct Unit Meetings in the future and will benefit the organization in the San Francisco Division.

Cool Strategy Used to Put Over Labor Shotgun Law

By BERNARD D. NOSSITER

Sophisticated business lobbying, combined with conscious manipulation of a public mood, is being credited with a major role in the passage of the strong labor bill.

Details of the skilled operation began coming out this week.

The core of the technique as spelled out by its practitioners, was to focus on uncommitted House members, particularly those in marginal districts. There a deliberate effort was made to translate public anger at the disclosures of union corruption by the McClellan committee into a barrage of letters urging the Congressmen to vote for a tough bill.

The major organizations involved were the National Association of Manufacturers and the United States Chamber of Commerce, aided by many of their state groups; the American Farm Bureau Federation; the American Retail Federation; and the little-known National Small Business Men's Association.

These groups did not march in perfect lock-step any more than their opposite numbers in labor. But one participant has said that the degree of coordination exceeded that ever undertaken by business in the past.

The small-business group supplied many of the ideas and much of the intelligence; all of them generally avoided the ham-handed union tactics of descending on Congressmen in platoons and warning directly of retaliation at the polls.

The business group's first task was listing House members in marginal districts—those won by 55 per cent or less of the popular vote—who had never voted on a labor bill. About 120 were in this group.

The next step was to refine this list to those who favored a bill, but were not clearly committed to either a strict or a softer measure.

Left to their own devices, the Democrats in this group would have likely followed their leadership and backed a "moderate" bill; the Republicans, generally from industrial districts, also would have been in this camp. A few home Congress-

men with similar viewpoints but from "safe" districts were added. A final list of 54 was selected for the major effort, which began in June.

The problem then became one of arousing constituents in these districts to flood their Congressmen with mail. One important tool was a television drama, "Sound of Violence."

This hour-long show portraying union hoodlums in the juke-box field had run in April on Armstrong Cork Co.'s Circle Theatre to an audience estimated at 25 million. It ends with an appeal from Sen. John L. McClellan (D-Ark.) urging the American people to do something about the evils shown.

When Armstrong decided to run the drama on July 8 as a summer repeat the business lobbyists latched on. Local NAM affiliates and other trade associations told their members when and where the show could be seen; they advised employer members to urge their workers to watch it; above all, they encouraged their members to get viewers to write their Congressmen on the labor bill.

The Texas Manufacturers Association, for example, advertised the viewing time and stations for Amarillo, Austin, Dallas, Houston, Galveston, Lubbock, Odessa and El Paso. The Lumbermen's Industrial Relations Committee did the same for Spokane and Seattle, Washington and Portland, Medford and Klamath Falls, Ore.

The strategists discovered that stations in 27 key Congressional districts would not carry the show. Arrangements were made to get eight of these sta-

tions to run it as a public service or under local sponsorship. Newspaper ads were taken in 20 of the important districts, urging people to watch and write.

An estimated 4.5 to 5 million mailings plugging both the show and letters to Congress were sent out. Between 15 and 20 million persons were said to have seen the rerun.

After the Landrum - Griffin Bill, strongest of the measures proposed, was introduced late in July, the strategists continued to pour on the heat.

Brief tape recordings were made for radio and television, featuring Reps. Phil M. Landrum (D-Ga.) and Robert P. Griffin (R-Mich.) Beginning in August, these were run frequently, again as public-service features or under local sponsorship in 35 of the crucial districts.

In one swing area, an experiment was tried. A good-sized corporation sent its foremen out to ring neighbors' doorbells. This tactic, it is claimed, produced 3000 letters in one week, urging a stiffer bill.

The crucial House vote came on August 13, when the Griffin-Landrum bill was approved 229 to 201. Of the 54 target Congressmen, 23 voted for the bill, or more than the 14 whose votes decided the issue.

Since the entire group of 54 had originally been selected on the premise that they leaned towards a softer bill, the lobbyists claim their missionary work helped produce the margin of victory.

Business lobbyists, pleased with their efforts, expect to use these techniques with more success in the future.

(Reprinted from The Washington Post.)

AUTOMATION PLANNING, TO S

By WALTER P. REUTHER

(Editor's Note: The following is excerpted from UAW President Walter P. Reuther's report to the 17th Constitutional Convention of the union in Atlantic City.)

ATLANTIC CITY, N.J., Oct. 30.—The accelerated technological break-throughs during the Second World War and the post-war years have been largely financed by tax dollars and fostered by urgent public needs of military and defense build-up.

Whether the specific gains were first registered by government personnel, private industrial researchers, or scientists and technicians in university laboratories, all have contributed to expanding our industrial and productive capabilities and our ability to create unprecedented economic abundance.

This second phase of the industrial revolution—the revolution of atomic energy, electronics and automation—could not have been achieved in the scope or at the rate of acceleration it has been to date except for the fact that the government, acting as the agency of the people, made available for both private and governmental research and development programs tremendous financial resources contributed by all of the American people.

Thus, all of the American people have a substantial investment in the new tools of economic abundance, and therefore are economically and morally entitled to their equity in the fruits of



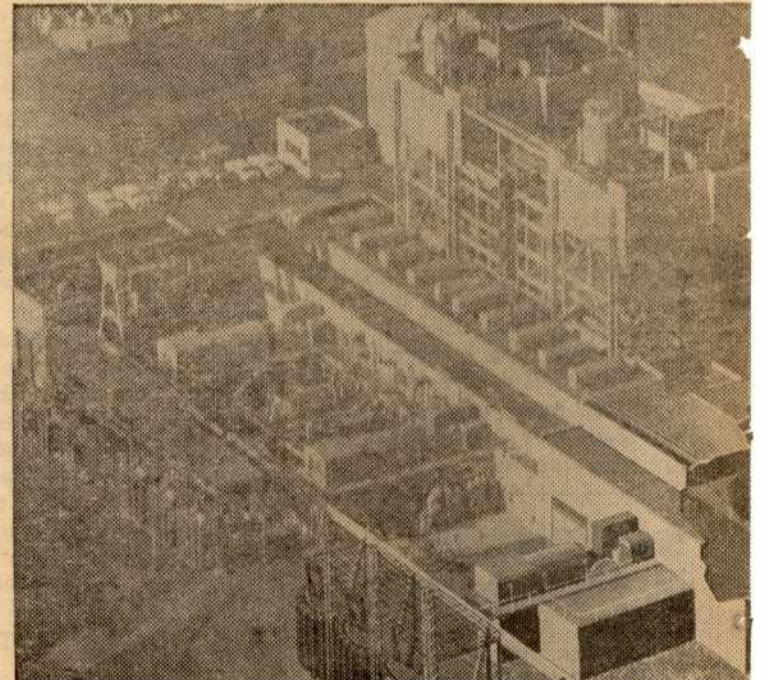
Reuther

technology.

To date, unfortunately, the American people have been denied the measure of equity and justice to which they are entitled. The risks, as always in such periods of vast and rapid technological change, have been unduly concentrated in the lives and jobs of working people, while the bene-

fits have accrued mainly to those individuals and corporations in strategic positions of industrial power.

If automation in the United States is to be used narrowly to enhance corporation profits without consideration of its wider social consequences, it will not help us to attain and



PROPOSED PG&E ATOM POWER PLANT—Here is the way Pacific Gas and Electric Co. plans to build the Humboldt Bay Atomic Power Plant near Eureka, California. The station's atomic reactor is seen buried deep in the ground, sketched at right. The 60,000-kilowatt outdoor turbine-generator is in the background are the two 50,000-kilowatt oil and gas-fueled Humboldt Bay Power Plant. California Commission hearings on the plant in Oct. PG&E expects to begin construction of the \$20-million po

PG&E PLANS EUREKA

Hearings opened at Eureka in late October on plans of the Pacific Gas and Electric Company to build an atomic power plant here that may produce America's first economically competitive atomic electric power. Commissioner Edward Jenner and Examiner Manley Edwards of the California Public Utilities Commission are hearing testimony on the company's application for a certificate to build the plant.

The \$20 million facility would be erected adjacent to PG&E's gas and oil-fueled Humboldt Bay Power Plant at Buhne Point three miles south of Eureka. PG&E has said that, with the second loading of uranium fuel, the atomic plant is expected to generate electricity at a cost competitive with the cost of power from conventional sources delivered in the Eureka area. This would occur in 1965-

1966. Generation of atomic power at a cost competitive with conventional power has not yet been achieved in the United States.

J. D. Worthington, PG&E Chief Civil Engineer, restated the company's confidence that it can be done here. He also told the commission that the company will finance the construction without subsidies from any source.

Willard H. Nutting, Senior Mechanical Engineer in PG&E's nuclear power development section, described the proposed plant as a single-cycle boiling water type, similar in design to the Vallecitos Atomic Power Plant near Pleasanton, California. PG&E and the General Electric Company have been operating Vallecitos since October, 1957.

General Electric has a contract to manufacture the reactor, fuel, and related electrical

LOOK OUT FOR YOURSELF When You Are Around CROP SPRAYING!

The foregoing is the title of a pamphlet issued by the Division of Industrial Safety, the full meaning of which was recently brought to the attention of your Union by the alert membership of Woodland Unit No. 3814.

Members of this Unit were called upon to perform work under emergency conditions in an area recently sprayed with pesticides and knowing that the materials used were poisonous, they were naturally concerned. The Unit Safety Committee conducted a preliminary investigation as to hazards and preventative actions to be taken, the results of which were turned over to the System Safety Committee for further investigation and study. (Editor's Note: The preliminary investigation was pretty comprehensive and the Unit and its Safety Committee are to be congratulated for their activities in this matter.)

As the result of the involvement, the System Safety Committee wishes to make the following report to the Local Union membership who may have occasion to work under conditions similar to those encountered by the members of Unit No. 3814.

The nine organic phosphates contained in the pesticides used

in spraying field and orchard crops are toxic and extremely poisonous and under certain conditions, result in convulsions leading to death unless immediate and proper medical attention is obtained. These injurious materials are extremely dangerous if swallowed, inhaled or absorbed through the skin or eyes. Work, however, may be performed safely in the areas involved providing adequate precautionary measures are taken.

These measures consist of wearing protective clothing including goggles, natural rubber boots and gloves, and head and body covering including approved respirators. Shirts should be buttoned at the neck and sleeves buttoned at the wrists. In the event of skin contact, immediately wash with soap and water. Before eating or smoking, wash hands and face thoroughly with soap and water.

The Division of Industrial



Safety of the California State Department of Industrial Relations has further regulations which are set forth in their General Industry Safety Orders. The California Department of Agriculture also has regulations, backed up by police powers, which are set forth in Title 3, Agriculture, California Administration Code.

Your System Safety Committee recommends that whenever you are called upon to enter an area where any question exists, the local Agriculture Commissioner be contacted as to hazards present and precautionary measures to be taken. In the event the Agriculture Commissioner is not available, take all precautionary measures possible and if it is felt a high exposure condition exists, upon completion of the work in the field obtain a medical examination in order to determine whether or not poisons are in the body.

DEMANDS AVE NATION

maintain the high rate of national growth that we now urgently need for reasons of both domestic and foreign policy.

We stand at a place in human history where the need for increased acceleration of technological progress is both urgent and compelling; yet we have not as yet met the human problems resulting from the technological progress we have already achieved.

No category, no degree of skill is immune to the unsettling consequences of this process.

Office personnel is beginning to feel the full impact of the changes.

Big computers now process insurance policies, doing "a thousands jobs in a flash that had taken days of manual labor" (New York Times, March 23, 1958).

A huge computer does virtually all the office work of the Hydro-Electric Power Commission of Ontario (New York Times, January 14, 1959), performing the tasks of 4000 clerical employees.

While it was earlier assumed that skilled workers could ride the wave of the automated future, their fate has been ren-

dered less secure. GM has an electronic milling machine, for example, which, by duplicating a process that formerly was done by pattern makers and die sinkers, reduces the number of these skilled craftsmen required.

In the manufacture of high-fidelity diamond needles, again, skilled craftsmen who formerly ground and polished the diamonds have been routed by an automatic process that steps up production ten-fold, almost completely eliminates rejects, and requires only semi-skilled labor (Business Week, July 27, 1957).

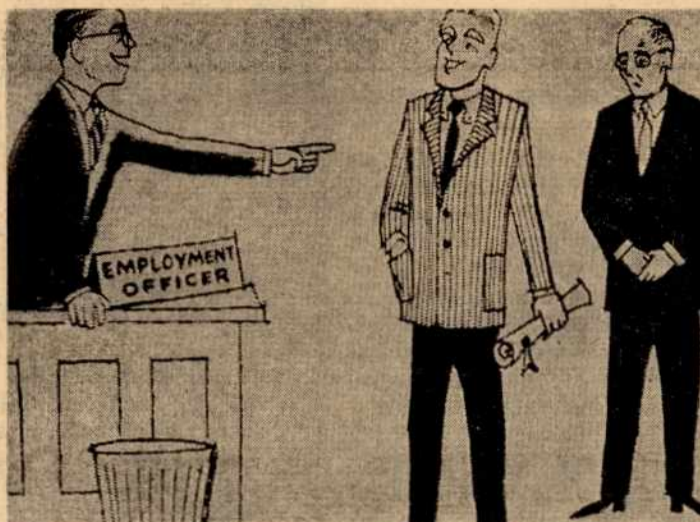
Student engineers are now being taught the concepts and techniques of digital or computer control machine tools, on the assumption that they will be working in automated factories (New York Times, Feb. 26, 1959.)

Even future diplomatic wrangling and negotiations in world capitals and at the United Nations may soon be conducted with the help of robot translators. The chief difficulty in translating automatically is said to be (Christian Science Monitor, April 29, 1958) the lack of foreign language dictionaries that a robot can understand.

Senate Hearings Seeking Answer to Needs of Aged

SINCE THE BEGINNING OF TIME no adequate solution has been found for fitting our aged and aging citizens into society.

Through social security and other special benefits for the aged, steps toward resolving this problem have been taken in the United States and in the more developed countries around the globe.



These steps, while symbolic of great social progress, have fallen considerably short of providing a definitive answer to the problem of our aged citizens.

Meeting this dilemma today is a subcommittee of the U.S. Senate headed by Sen. Pat McNamara (D., Mich.) The Senate Subcommittee on Problems of the Aged and Aging is moving across the country for first-hand studies.

"At our grass roots hearings," McNamara reports, "we have come face to face with the older people themselves to get their views on the many-sided problems of aging—and the comments have given us valuable insight."

"We visited the aged in hospitals, nursing homes, housing developments and lodging houses. Here and there we saw encouraging signs of progress.

THE IMPRESSIVE ADVANCES in medical science have contributed to making the problem of the aged a growing one. In the first 57 years of the century, for example, our total population has more than doubled, but the number of 65 and over has multiplied more than five times.

McNamara deplored the automatic shelving of men and women at "the black magic age of 65." He called it a wanton waste of skilled manpower.

He attacked the commonly accepted stereotype of the person over 65 as a doddering, weak individual. On the contrary, he points out that testimony before his subcommittee shows that at least 80 per cent of the older population are physically and mentally capable of carrying on useful activity.

The problem is accentuated by the increased use of automation which means fewer jobs. However, their experience in life, and their maturity in general should qualify many older persons for human services of various types.

Precisely how to do this remains unanswered.

The Senate committee points out that if our social security benefits were raised to a point at which a decent level of living were assured the aged, they would have an economic base from which to engage in productive retirement activity.

In addition to finances the problem of most concern to the elderly people is health. An older person spends more on health services than a younger person does, and this comes at a time when income has been sharply reduced. The aged use hospital care, but two-thirds do not have any hospital insurance. Very few of the aged have comprehensive health insurance.

One proposal which will be before the new Congress to resolve this critically pressing problem is the Forand bill. It would provide the recipients of social security with free medical care and hospitalization. Most social service agencies and organized labor have endorsed this plan.

"We are living in a time of such international tension that the fate of the free world rests in good measure on the productive capacity of our country," McNamara observes. "It would seem essential to our survival that we make full use of the assets and contributions of all our citizens to meet the needs of our times."

"Yet (there is a vast waste of wisdom, experience, and human resources in the compulsory retirement of our older citizens; in the depressed housing so many of them must accept; in the less than subsistence income they receive. It seems to me that as a Nation we are doing very little to develop effective public health programs which protect and promote irreplaceable skill and ability." — (Public Affairs Institute.)

Two tightwads tossed up to decide who should pay for the drinks. One called "Heads!" It came down heads. Then the other called "Fire!" and escaped in the rush for the door.

Those Brand X Products Are Often the Best Buys

By SIDNEY MARGOLIS

When comedian George Gobel wisecracked that his sponsors didn't care whether you buy their brand or Brand X, since they make both, he spoke more truth than he may have realized.

The fact is, a great many products sold under different brand names are made by the same manufacturers and often to the same specifications. The prices may vary considerably, and often the lesser-known brand is the better buy. This is true in a variety of goods, especially drugs, soaps and toiletries, car equipment, household appliances, mattresses, men's shirts and other clothing. Knowledge of this fact can save you a lot of money in your buying.

IN MEDICINES, Harry Abrahamson, of Celco Laboratories, wholesale drug cooperative, explains that many conscientious physicians tend to prescribe drugs by brand name instead of the scientific or generic name, because they believe the widely-advertised brands insure quality.

But it's a fallacy to believe that only a brand-name product assures you good quality, Abrahamson says. He reports that many manufacturers promote their own brand of drug compound under an advertised name, but sell exactly the same product under its common name in bulk quantities to other distributors at a fraction of the brand-name cost.

Or take soaps. Proctor & Gamble makes white floating soap for a number of retailers who sell it under different brand names. Even its leading detergent, Tide, is marketed by retailers under other brand names. Co-Op Breakwater, for example, is made by Proctor & Gamble.

IN CAR BATTERIES, not only are the private-brand batteries of large retailers generally made by the leading brand name manufacturers, but some of the big makers also sell more than one of the well-known brands.

Exide and Willard are made by the same company. Auto-lite and Prest-O-Lite are also both made by another corporation.

Exide also manufactures such private brands as the Mobil batteries. Gould-National produces a great many batteries sold under different brand names, including Co-Op, some of the Mobil batteries, Montgomery Ward, Gillette, Western Auto, Sunoco, Kelly-Springfield, Phillips 66, Pure Oil, Lee, Mopar, Amoco and others.

Similarly in tires, the dozens of different brands sold by large retailers and service stations under their own names are all manufactured by the seven or eight largest tire makers. U. S. Rubber makes the largest number of private-brand tires, including Co-Op, Atlas, Montgomery Ward, Western Auto Stores, and Cities Service. Sears' tires are made by Dunlop, in some cases by Goodrich and several smaller firms.

Private-brand tires are made up to retailers' own specifications. But in general, manufacturers themselves say, private brands of the large retailers are the same quality as the same grade under the manufacturers' own brand names.

IN HOUSEHOLD APPLIANCES, too, the retailers' private brands are made by the large manufacturers. Many of Montgomery Ward's large appliances are made by Westinghouse. Sears' appliances are made by RCA-Whirlpool. In fact, Sears is one of the owners of Whirlpool. Eureka makes a number of the different brands of vacuum cleaners sold by retailers under their own names, including the Western Auto Stores. The AMC refrigerator sold by Associated Merchandising Corporation stores in various cities, is made by Gibson.

In clothing, too, most large



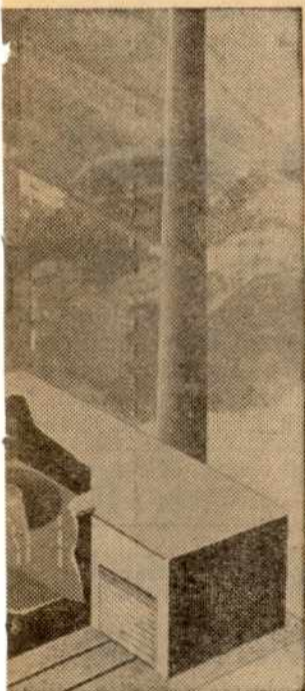
But we also saw dismayed situations in nursing homes, rooming houses and skid rows. It would appear that for many older men and women the cards are stacked against their enjoying a comfortable, satisfying

retailers now have their own brands of garments made by the well-known manufacturers. This is especially noticeable in such staple garments as men's hats and shirts. Sometimes the manufacturers want to cut prices on their own brands, so they simply remove the brand-name labels altogether. Thus, very often you can buy shirts which brand-name manufacturers sell at \$3.65 under their own labels, for \$2.98 at department-store sales.

How can you use this information in your own shopping?

As much as is feasible and possible, shop by specifications, grade labels where available, and examination and comparison of merchandise rather than by brand names. In drugs, medicines and vitamin products you have a good guide in the "USP" designation on the label. All brands which say "USP" measure up to the official standard no matter what the name or price.

In foods, there are an increasing number of U.S. grades to follow, as in poultry, meat, some frozen foods, some canned and fresh produce, eggs, butter and cheese. But you do have to read the labels to get the buying information to compare values. Government home economists have found that consumers often pay little attention to the information given on food packages.



Gas and Electric Company's if present engineering plans nia Public Utilities Commission the building cutaway to the left of the reactor building units of the existing Humboldt project began in Eureka station next spring.

A-PLANT

equipment for the Humboldt Plant, and the Bechtel Corporation of San Francisco would be the prime contractor.

The plant, scheduled for completion in 1962, is expected to operate at a capacity of 60,000 kilowatts with possible output even greater, Worthington testified today.

PG&E also has filed an application for a plant construction permit with the U. S. Atomic Energy Commission. Hearings on this application are scheduled in Washington, D. C., in February. With the necessary regulatory approvals, construction will start at Buhne Point in May or June, the commission was told.



Loopholes Will Make Them Rich

From Labor, Washington, D.C.

Labor has published many articles about the special privileges and loopholes which enable oil magnates to roll up fabulous fortunes while paying little or no income taxes. Now come two particularly striking reports on this subject. One is in a recent issue of the Madison, Wis., Capital Times. The other is a brief item written by Richard L. Coe, theater and movie columnist of the Washington Post.

"Recently they struck oil at rich, hard to get into Hillcrest Country Club in Los Angeles," Coe declared. "The club is limited to 450 members and the initiation fee is something like \$5,000.

"At this club's round table gather such names as George Burns, Jack Benny, Danny Kaye, George Jessel and my host, Harold Arlen. Talk turned to the club's oil holdings, and the money they will yield to the club's members.

Coe said those members have income close to \$1,000,000 a year each, so he asked them whether their oil income would not be taxed at 91 per cent, the federal tax rate which is supposed to be levied on personal income over \$200,000 a year. That question was answered by George Burns, who said:

"No, that's the wonderful part of it! We're all going to get rich."

Then Coe makes this comment: "Our present tax structure soaks you for having talent or industry, but if you own oil land, you're rewarded."

The Capitol Times report, written by Ronald W. May, cites the "huge tax loopholes for oil income."

"Besides ordinary expense deductions, oil men get special depletion allowances, equipment depreciations, and even a write-off for 'intangible' drilling and development costs," he explains. "There are also ways of figuring up 'capital gain,' subject to a low tax rate.

"With all those breaks, some may be surprised that oil companies pay any taxes at all. Well, some don't."

An ordinary corporation, May points out, pays an income tax of 52 per cent on its net profits, but oil companies pay only a fraction of that rate, at the most, and some of them pay no income taxes at all.

Then May goes on to list dozens of United States oil corporations with their profits and taxes. He says this may be the first such list ever published. Some samples follow:

"Kerr-McGee Oil Company last year paid no taxes on net income of \$5,400,000. Atlantic Refining during the last two years not only paid no taxes on net income totaling \$66,600,000, but received tax credits of \$5,900,000." The latter means this rich oil concern can reduce its future income taxes by \$5,900,000 if it should still owe any taxes despite the loopholes.

"Continental Oil Company last year paid taxes at the rate of 13.5 per cent (instead of the regular 52 per cent) on a net income of \$74,900,000. Humble Oil & Refining (a subsidiary of Standard Oil of New Jersey) paid 10.5 per cent on a net of \$152,500,000. Texas Pacific Coal & Oil paid no taxes on a net of \$6,200,000.

"Superior Oil (California) last year paid taxes at the rate of 1 per cent on a net income of \$16,700,000, but that 1 per cent was paid to a foreign government. The United States Gov-

ernment received nothing."

May recalls that "three years ago an agent for Superior Oil left \$2,500 in bills stuffed in a brown paper bag on the desk of Senator Francis Case (R) of South Dakota after urging him to vote for a bill freeing natural gas production from federal controls. Case revealed the incident to the senate, creating a furor."

That \$2,500 was "peanuts" compared to the huge sums oil magnates contribute to election campaign funds and otherwise use to corrupt politics. The reason why they can and do spend so lavishly for such purposes is that they pay little or no taxes. Meanwhile, workers pay full taxes on their hard earned wages.

Interest Hike Hits Little Guy

The Federal Reserve System has raised the interest rate on loans it makes to banks to 4 per cent.

This is going to raise the cost of installment loans to unprecedented peaks and will raise costs to borrowers for home loans, purchasers of new automobiles, and for small businessmen who must borrow to meet business expenses, taxes, or improvements or expansions of their businesses.

Counties and cities which sold tax-exempt bonds at 2½ per cent 5 years ago now pay 4½ per cent. The interest paid on a \$10 million school bond issue at 2½ per cent is about 3½ million to the taxpayers in the area, and is \$3½ million worth of classrooms and schools that will be denied the children of this country. However, that money will show up in the statements of the bankers and big money boys.

The cost to the taxpayers and to the Federal Government is even more staggering. In the past 5 years, the national debt has increased less than 5 per cent. Interest costs on the debt have risen by one-third and now run about \$8½ billion a year as against about \$5 billion when the Eisenhower Administration came in.

This is the legacy of the high-interest, hard-money policy instituted by the Eisenhower Administration when it first came to office in 1953. The people and taxpayers of this country should know what the Eisenhower Administration has done to them all in a period of less than seven short years.

—(Political Memo from COPE)

No Wonder!

In a business climate characterized by tax-cheating, stock manipulations, collusion, procurement and the like, it is small wonder that occasionally a union official forgets his original dedication and emulates his business friends.—Rep. John F. Shelley (D., Calif.)

Discrimination To Be Problem At Squaw Valley?

An international incident, growing out of racial discrimination in public accommodations in the area surrounding the site of the 1960 Winter Olympics at Squaw Valley, is a "very real danger" requiring early action, the California Committee for Fair Practices has declared.

"The prevailing unsportsmanlike discriminatory practices in the hotels and motels in the California-Nevada area of the Winter Olympic games are in conflict with the spirit of fair play of that great event," said C. L. Dellums, Chairman of the Committee.

Court action under the Unruh Civil Rights Act of California and the enactment of additional legislation at a special session of the state legislature "if necessary," were urged by William Becker and Max Mont, State executive and Southern California coordinator, respectively, of the Committee. The Civil Rights Act prohibits discrimination in the accommodations and facilities provided by "business establishments of every kind whatsoever."

Franklin H. Williams, Chief of the Division of Constitutional Rights, in the office of Attorney-General Stanley Mosk, is now investigating the situation.

Prentice Hale, President of the Olympics Organizing Committee was quoted as opposing discrimination. His statement was in response to earlier demands by the California Labor Federation and the Nevada State AFL-CIO for action against discrimination.

Mr. Hale stated:

"The Organizing Committee joins with the California Labor Federation and the Nevada State AFL-CIO in deploring discrimination. No discrimination exists within the area controlled by the Organizing Committee, VIII Olympic Winter Games at Squaw Valley. Additionally, the organizing committee will do all possible to fight the discrimination wherever the opportunity arises."

Bidding ceased suddenly while the auctioneer examined a slip of paper that had been handed up to him.

"Gentlemen," he said, "someone has lost a wallet containing \$50. He is prepared to offer \$10 for its recovery."

Came a voice from the back: "Eleven!"

World's Richest Man Praises Labor Unions

The world's richest man, J. Paul Getty, who is worth an estimated \$2 billion and controls 50 companies, had some pointed things to say about business and unions in a statement written for Look magazine. Said Getty:

"Free and honest labor unions not only helped us create this way of life, but they are among its strongest, most reliable bulwarks.

"We must keep in mind one important fact—union members are not only employees, they are also customers. The gains organized labor wins at the bargaining table contribute not only to the financial welfare of union members, but to the prosperity and growth of the entire nation.

"I sometimes suspect that businessmen occasionally vent their anti-union feelings because they are jealous and resentful of the initiative, drive and ability of the really good union leaders. I've dealt with many representatives of organized labor. Some have been outstanding men who would make top executives and formidable business competitors if they were on the other side of the fence.

"Unions are here to stay. The smart businessman accepts, understands and respects them."

Cal-Vet Loan Interest Rate Going to 4 Percent

The California Veterans Board has approved an increase in the interest rate on "Cal-Vet" farm and home loans from the current 3½ to 4 percent, effective February 1, 1960. The action must be ratified by the Veterans Finance Committee as required by law.

Monthly payments will not be raised, but the payment period will be lengthened to cover the increase.

The five members of the board attending the September 18th meeting all voted in favor of the increase. They are Chairman Irving Klein of Santa Rosa, John A. Ertola of San Francisco, Byron Gentry of Glendora, Arthur McCordle of Covina and Austin Healey of Fresno.

A "flexibility" clause in all Cal-Vet contracts allows the interest paid by veteran contract holders to be adjusted up or down when, in the opinion of the board, bond market conditions dictate. The ceiling is 5 percent.

Recommendation to the board on Cal-Vet interest rate came from Director of Veterans Affairs Joseph M. Farber, as the result of an audit of Division of Farm and Home Purchases accounts by Price Waterhouse & Company.

Director Farber indicated last June, after the most recent sale of \$100,000,000 in Cal-Vet gen-

eral obligation bonds, that a raise in the interest rate to veterans appeared inevitable. The State Treasurer at that time had just accepted, "reluctantly," a bid of 3.9446 percent on the bonds from a banking syndicate.

The price boosted the average effective interest rate on all outstanding Cal-Vet bonds to 3.01 percent. The money is loaned out to qualified California veterans for farm or home purchases. The margin between the cost of the bonds and the rate charged to veterans on contract should be sufficient to cover administrative costs and to provide adequate reserves for future contingencies, Director Farber pointed out.

Department experience has shown that a minimum spread of 1 percent is necessary to maintain a sound financial basis for the program. One-half of 1 percent covers administrative needs, with the other one-half maintaining a "cushion" to protect the solvency of the program.

The entire program is self-supporting and without cost to the taxpayers.

The more than 150,000 contracts made with veterans since the program was started in 1921 have amounted to more than \$1,311,000,000. Of this total, over 48,000 contracts have been paid in full at more than \$387,867,000.

We'll Soon Seek Power From Sun

Nevada's two Democratic senators—Alan Bible and Howard Cannon—announced last week that the Interior Department has approved their bill "calling for development of practical means for production of power from the inexhaustible energy of the sun."

Bible said hearings on this measure will soon be held in the West, by a special Senate Interior sub-committee which he heads. He said Elmer E. Bennett, Acting Secretary of the Interior, has sent to Senator James E. Murray (Dem., Mont.), chairman of the full Interior Committee, a report which says:

"The total energy requirements of the United States are increasing year by year. The energy problem is so large and complex that it is desirable to explore all sources of energy, including energy from the sun. It represents a potentially valuable source of energy."

Bible and Cannon said they will "press vigorously for passage of their solar energy bill in the next session of congress."

(From "LABOR")

Brown Disturbed By Economic Lag

The Federal Government's economic policies have made Governor Edmund G. Brown uneasy about America's future. He told representatives of the trucking industry recently:

"Why is there any question as to the future potential of this country? Because from 1953 to 1958 the overall annual economic growth of the country declined to an average of only 1.3 per cent. Because between these years our rate of growth was only 40 per cent of the so-called "historic" average of the last 40 years. Because during those years, we quite literally threw away more than 150 billion dollars worth of wealth that we might even have produced, or \$3,000 of income for every American family. Because it seems to me that we are no sooner embarked again on a period of great expansion than the brakes are being applied once more."

Especially critical of "tight money" high interest policies which favor bankers at the expense of other business and industry, Brown declared: "In the name of combatting inflation we are being given inflation. In the name of fiscal responsibility we are stunting our economic growth."

The modern definition of war is lick 'em, feed 'em, and finance 'em.



Family Features



By Clair M. Cook

Executive Director, Religion and Labor Foundation

How, in these days of troubled labor-management relations, can you get a group of labor leaders and a group of executives to sit down for a leisurely and calm discussion of their varying views of common problems?

One answer is to use the church as a common bond, as Michigan Methodists did on a recent weekend. From Friday night until Sunday a score of laymen, half from labor and half from the management side, but all of them Methodists, spent the hours together at Tecumseh Woods Camp near Clinton. Looking at a picture of the sport-shirted men, each with a name tag on a pocket, you can't tell the business man from the business agent.

"We have a format here", said one of the men afterward, "A way of reconciliation without any pressure of a strike situation, because we are getting together on neutral ground." Others found in the camp experience a "fine climate for discussion of attitudes and points of view," and a "steadying influence" without which participants might have been "battering each other." In the small group, with its common religious ties, there was informal and intimate contact which led men to "see the other fellow as a human being." As one of them said, "when you get to know people you don't fear them."

Leader in bringing the men together was the Rev. James Bristah, full-time director of the Detroit Annual Conference Board of Social and Economic Relations. Mr. Bristah is looking forward to a possible repetition of the experience with the same group, who were unanimously in favor of getting together again in six months or so. He is planning to bring other laymen "with leadership roles in labor and management" into similar intimate discussion and acquaintance sessions.

Much of the program consisted of the men themselves in small groups discussing ethical and moral issues they face in their work. Outside leadership,

Mr. Bristah reports, was "kept to a minimum with no formal addresses," although a panel from both sides of the bargaining table considered "The Church's Role in Industrial Life." Serving on the panel and as a consultant to the conference was the Rev. Emerson Smith, associate secretary of the denomination's General Board of Social and Economic Relations, a churchman specialist in labor-management affairs.

Here is an earnest and intelligent approach to troublesome human problems—the use of religious common ground in the creation of greater understanding and good will. In such a role, the church is true to its calling as a reconciler of men. A thousand groups like this across the land, and the climate might become much healthier. The churches must take more leadership if they are to take seriously the task of peacemaking.

LIVE A LITTLE LONGER

Heed Those Early Warnings

By Dr. William A. Sawyer
IAM Medical Consultant

(This column is excerpted from the nightly broadcasts of Edward P. Morgan, ABC commentators sponsored by the AFL-CIO. Listen to Morgan over the ABC network Monday through Friday.)

I find that generally people divide themselves into two classes, those that worry too much about their health, and those that don't worry enough.

I suppose when a person has enough interest in his well being to see his doctor occasionally and doesn't worry too much about every twinge of pain, we think he is the kind of person he ought to be.

Where do you fit into the picture? Are you forever anxious about your health, trying every new diet or preparation that promises better health? Or are you like the farmer who never paid any attention to his health until in his sixties he had attacks of persistent indigestion and abdominal cramps, but even then he let fifteen months slip by after his first symptoms. Unfortunately he was too late to stop his career.

From my experience in looking after the health of workers in a large industry, I found that periodic visits to the doctor were a good thing. It was a way of catching some things early.

If I were asked what is the most important practice for most people to follow in keeping well, I would advise going to the doctor promptly when symptoms first appear. It will relieve much misery and save many untimely deaths. Too often we postpone a visit to the doctor and miss the opportunity of correcting the condition.

The best example of prompt attention to an ailment is the

AUTOMATED SYMPHONY

The house organ of the Winfrith (England) Atomic Station, on how efficiency experts would shape up a symphony orchestra:

"For considerable periods the four oboe players have nothing to do. The number should be reduced and the work spread more evenly over the whole of the concert, thus eliminating peaks of activity.

"All 12 of the first violins played identical notes. The staff should be drastically cut. It is further recommended that all notes should be rounded off to the nearest semiquaver (so as to be able) to use trainees and lower-grade operatives . . .

"No useful purpose is served by repeating on the horns a passage which has already been handled by the strings."

(San Francisco News-Call Bulletin)

BUILD A STRONG UNION!



medical care given to our presidents. We are all familiar with the experience of President Eisenhower. He has had some illnesses which if neglected might have ended fatally. With prompt and continuous attention he has been able to carry on amazingly. It is a tribute to what modern medical science can do if given a chance.

Because so many people neglect their ailments, I wonder if they know what it means when blood appears in the urine or from the bowels. Any bleeding which is repeated, from any part of the body, should be investigated at once. I know of nothing which disturbs most people so much as bleeding, and yet there are many individuals who let urinary or rectal bleeding go on for months without seeing a doctor.

We should all know what the danger signs are. Then when some overworked doctor minimizes or belittles your complaint, you can insist that such bleeding should be investigated.

One man of sixty-two, after a lifetime of good health, began to pass blood from his bowel. His old family doctor, swamped with his practice, replied, "You are probably mistaken; try these suppositories, and if in a month you are no better, come back."

Knowing this was no way to do, he went to a specialist, who fortunately found in his rectum some polyps, or little tumors, which could easily be burned off. This shows the value of having some knowledge of what danger signs mean. His bleeding might have been caused by cancer.

SOUP TO NONSENSE

Is It Worth It?

By Jane Goodsell

Occasionally (say about every 15 minutes or so) I think maybe it's too complicated being a member of the human race. As I run around in circles, my breath coming in short gasps and my pointed shoes pinching my toes, I wonder if I'm up to it.

Of course, it's a great honor being the highest form of life, but it would certainly be more restful to be a member of one of the lower species.

Take the gift of speech. We humans are the only ones who have it. Cats can't say anything but meow, and all bees can do is buzz, and giraffes can't make any sounds at all. We, being superior beings, can say anything we please—which results in some pretty disastrous talk.

Seems to me a lot of the complications of life could be avoided if human beings couldn't utter sounds but peep-peep or cheep-cheep. We wouldn't have much freedom of expression, but neither would we lie awake nights wondering how we could have made such a terrible remark at the party last night. And we wouldn't have to listen to other people telling us things we don't want to hear.

When a human being gets mad as a hornet, he (or, more likely, she) can rave on for hours, itemizing your sins and faults. All a hornet can do is buzz angrily.

It might be frustrating to be unable to say anything but "bow wow" when you want to tell a girl that her eyes are like sapphires, her skin like alabaster and that you adore her madly and can't live without her. But, when you come right down to it, how many male members of the highest species ever say anything so articulate in their tender moments?

With hundreds of thousands

of words available, most human males can't utter anything more rhapsodical than, "Baby, you're terrific!" which isn't actually, much improvement over the mating call of the robin.

Only human beings voluntarily make themselves uncomfortable.

Cats take cat naps whenever they feel like it, but we get up when we want to stay in bed; and, when we go to bed, we have to take sleeping pills and count sheep in order to get to sleep. This proves that we are at the very tiptop of the animal kingdom, but no cat in its right mind would trade places with us.

Ours is the only segment of creation that feels called upon to improve its natural appearance. Whales are perfectly content to be blubbery. We, being civilized, go on diets. We are not, however, civilized enough to lose weight on our diets. The way we diet is to murmur, "I really shouldn't," as we help ourselves to banana cream pie.

Porcupines accept their quills philosophically. We shave and pluck our eyebrows.

We are the only creatures who wear clothes. As savages, we began wearing clothes to protect us from the elements, but the picture is now a lot more complicated. It is so complicated that it is enough to drive you smack out of your mind. Polar bears are too stupid to care about looking smart and chic. They just wear what they have on.

Of course, it's terribly thrilling to be a member of such an exclusive and superior group as the human race. But it's awfully strenuous, and I'm not sure we're equal to it.

DOCUMENTS NEEDED TO CLAIM SOC. SEC. BENEFITS

In processing any type claim for social security benefits, the law requires certain proofs be submitted to show that a required event has actually occurred. For example, in death cases, a death certificate must be a part of the claim. Because the law limits certain monthly payments to persons of certain ages such as 62 for women, 65 for men and up to age 18 for children (unless disabled before that age) proof of date of birth must be furnished.

Since all benefits are based on wages or self-employment income credited to a working person's social security account, in most cases, proof of recent earnings is a necessity. The social security account of the person is normally already posted with reported income up to the last 6 or 12 months. It is for the recent months that a copy of the self-employed person's previous years income tax and Schedule C or F is needed. For wage earners, their W-2 record for last year would be helpful.

When a widow is claiming benefits it must be proved she is the legal widow of the wage earner. This is done by showing

her marriage certificate or some other proof of marriage.

Any time the law requires certain conditions to be entitled to benefits, proof that those conditions have been met must be submitted with a claim.

A good rule to follow is to bring along any proofs you think may be needed, but not to delay filing your claim because you don't have those proofs on hand. Your social security office will advise you of any additional proofs you may need and how to go about getting them.

A lost thought from the Country Parson:

"It would be a thoughtful man who never offended anyone—and one with no convictions."

Suggested Reading

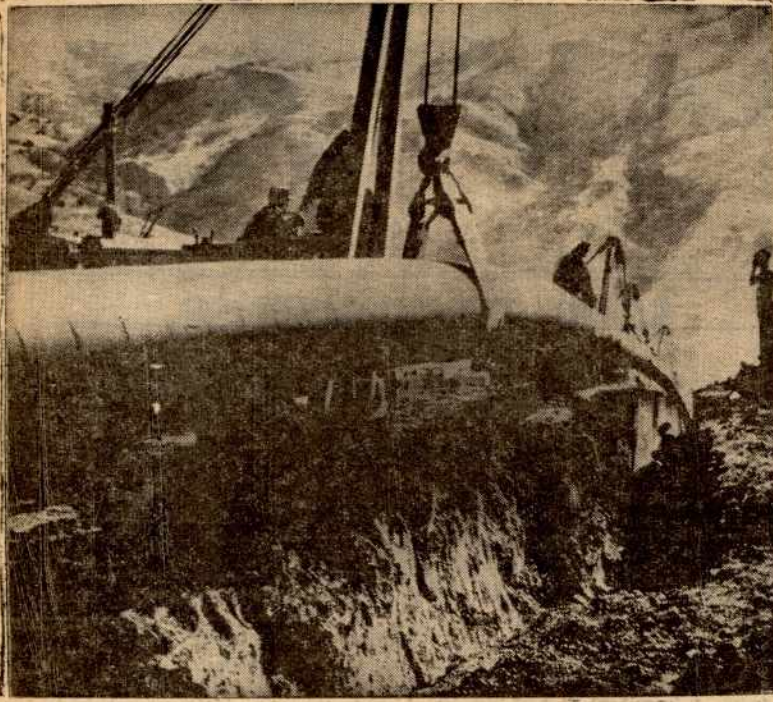
"Only in America"
Harry Golden

The World Publishing Co.
Cleveland and New York
\$4.00

"The Pink Slip"
Bill Longwood and Ed Wallace

McGraw-Hill Co.
New York
(\$3.95)





Constructing a valve pit on a Gas transmission line is just one of the many every day tasks performed by Local 1245 Welders in the Gas Division of the General Construction Dept.

Propose Change In Cal. Safe-Transportation Law

Article 23 of the General Industry Safety Orders issued by the Division of Industrial Safety of the California Department of Industrial Relations sets forth certain regulations governing the equipment and methods to be used in transporting employees and materials. These regulations are designed to protect employees against injury and accidental death.

A recent survey by the Department of Industrial Relations shows that these regulations have not satisfactorily accomplished their purpose. This is particularly true in the agricultural industry, but applies to

a lesser degree to other industries. Therefore, the Division of Industrial Safety is currently considering certain revisions of Article 23 relative to reasonable safety standards and safety devices for general application through the State.

Some of the proposed revisions provide for tighter restrictions with respect to (1) licensing of drivers, (2) greater consideration of employees with respect to seating, safety devices for mounting and dismounting and means of emergency exit, (3) elimination of hazards with respect to explosives, inflammables and poisons, and (4) elimination of carbon tetrachloride fire extinguishers from vehicles used to transport employees. In general, all of the proposals are designed to provide increased safety for employees.

In accordance with the provisions of Section 6502 of the Labor Code, the Division has held a series of three public hearings with respect to this matter. In general, management, includ-

ing the Utility Industry as a whole, has appeared in opposition to the proposed revisions. This opposition was based on the claim that the cost of compliance would be excessive with respect to the increased safety which would be accomplished. Representatives of Labor appeared and in general supported the revisions on the basis that the elimination of human suffering and death could not be measured in dollars and cents and that the primary concern should be the safety of the employees. Speaking for Local Union 1245, Assistant Business Manager M. A. Walters appeared at the hearings in Fresno on October 27, 1959 and presented the Local Union's position. He strongly supported the proposed revisions and the principles they set forth. He further urged their adoption with only limited amendment and then only for purposes of clarification or strengthening of the regulations.

'59 A Record Year

(Continued from Page 1)

life insurance plan to allow purchase of insurance coverage equal to two times the annual salary. This was followed by the settlement with Sacramento Transit Authority reported in last month's paper.

The year 1959 also saw the local play host to three groups of visiting Japanese trade unionists under the auspices of the International Cooperation Administration of the U. S. Department of Labor.

In the Legislature, the local, through its legislative representative, almost succeeded in pushing through a bill to provide collective bargaining for public employees. The near miss on this bill makes the chances for success at the next session look very good.

Other developments in 1959 have shown needs which will be given attention in 1960. The Stewards' Training Program, Organizing, Hospitalization Insurance, and Union Education are high on the list for immediate attention.

MANY FORMS of early cancer cause no pain. Check early on all possible symptoms.

CITY OF OAKLAND FAVORS TRAINING OF APPRENTICES

The Oakland City Council in regular session passed the following resolution for presentation at a forum on Apprenticeship in Civil Service at the Hotel Leamington, October 27 - 31, This is a significant step forward in the thinking of public bodies with respect to apprenticeship training programs:

RESOLUTION SUPPORTING THE PRINCIPLE OF APPRENTICESHIP TRAINING

WHEREAS, Apprenticeship training is important to the economic and social life of a community; and

WHEREAS, For many years industry in the East Bay Area has utilized apprenticeship as the only time-proven means to obtain the skills needed for a varied and expanding economy! and

WHEREAS, Industry has benefited by the increased economy, efficiency and uniformity resulting from apprenticeship and

WHEREAS, The City of Oakland has always supported apprenticeship in this area not only in word but in deed; and

WHEREAS, The Governor's Apprenticeship Council will hold its next quarterly meeting in Oakland at the Hotel Leamington, October 29, 30, 31; and

WHEREAS, A forum on "Apprenticeship in Civil Service" will, for the first time, be held in conjunction with a State Council Meeting; now, therefore be it

RESOLVED: That the City of Oakland supports the principle of apprenticeship training and recommends that exploratory study be set up among the East Bay Cities and vicinity leading to the introduction of apprenticeship into Civil Service.

I certify that the foregoing is a full, true and correct copy of a Resolution passed by the City Council of the City of Oakland, Calif., on Oct. 15, 1959.

GLADYS H. MURPHY, City Clerk

/s/ G. H. Murphy (Resolution No. 38802)

YOUR Business Manager's COLUMN by Ronald J. Weasley

(Continued from Page 1)

shop steward. A supervisor is a supervisor, not a sub-foreman or a working foreman, included in the contract by definition and N.L.R.B. certification.

Grievances will not be proposed between members of this union at the job level, despite the obvious lack of education in the field, in some instances. A supervisor is one outside of the bargaining unit and the line of demarcation is clearly drawn by our contract under law.

A good supervisor is able to run a job, do the job safely and efficiently, while at the same time, commanding the respect of the employees in his charge. This man knows the contract and how to maintain a proper respect because he respects the individual employee he supervises. When things go wrong, he either has some people under him who dog the job or he is beset with an inadequate superior who is dogging his job.

Even with first class supervision, a top notch steward, and a skilled responsible crew, the relationship can and does break down if a number of factors are present.

The main factor is the image of the employer in general terms. Both a good supervisor and a good steward can identify major indications of any basic rift at the top of the relationship. A management policy which puts the supervisor in an untenable position is easily identified by the parties at the job level. A similar situation in the union is also obvious to the parties on the job.

It remains, however, a basic fact that the prime mover on general policy is higher management.

The nature of things gives any management the right to manage, restrained only by contractual Union rights or the law. Therefore, the major cause of any unrest or poor morale which always affects production, is management, unless the Union is completely irresponsible.

Restraint of power is the key to the longevity of any institution, be it government, corporate, or organized labor.

Management has more power than labor and has the weight of government policy generally on its side. The steel strike is stark proof of this statement.

Machinists' Label On Ronsons

Delaware Gap, Pa.—The union label of the Machinists now appears on Ronson lighters, produced here under union shop contract by members of IAM Lodge 1724.

The supervisor knows this and the employee know this. Yet, abuse of power will destroy or restrict power and this goes for an arrogant supervisor, an arrogant management, or an arrogant government.

Some individuals may resent the foregoing evaluation of the labor-management power balance described by this writer. Nevertheless, there is a hard cure for those who discount this fact and miscalculate the danger of abuse. The pendulum swings and it sometimes wipes out great corporate dynasties, including great utilities.

We must only witness the Tennessee Valley Authority, the absence of private power in Nebraska, the power of "public enterprise" in the Northwest, and in countries which have nationalized the power industry. This evaluation is merely an opinion based upon history.

The reason that job level operations and relationships are so important is simple. Top management doesn't run a service, build a power line, maintain plants, generate power, transport gas, or directly serve the consuming public. Working employees and first line supervision, as a team, carry out these basic functions. This is the heart of utility service.

Some supervisors are doing a yeoman job under the most trying circumstances. Many of them were good Union men, active in Union affairs, and they developed a good balance because they understand the needs, rights, and hopes of the individual employee, along with their supervisory responsibilities. Others are automatons who ape weakness immediately above them and who depend upon sheer power to carry them. We believe and are thankful that the latter are in the minority in the ranks of our major employer.

The man or woman on the job knows the good and the bad supervisor. The total employee group knows the good or the bad employer. The success or failure of any private utility remains in the hands of the public's attitude and that attitude depends upon employees who have good supervisors and proper human recognition.

Quiz for Clericals

KNOW YOUR CONTRACT!

Can You Answer These Questions?

1. At 4:00 p.m. on Friday the supervisor asked three clerks to come in on Saturday at 8:00 a.m. for overtime work. Are these three clerks entitled to travel pay?
2. Normal quitting time for a group is 4:45 p.m. They were requested to stay and work overtime. At 6:00 p.m. they finished their work and left. Were they entitled to a meal at Company expense?
3. While on leave of absence can an employee apply for Unemployment Benefits without injuring his status?
4. Is the holiday pay of an employee on a six-month temporary upgrade based on his upgraded job or his permanent job?
5. Joe Smith had been temporarily upgraded three times to a "B" Clerk and had a total upgraded time of five months. On June 15th he was promoted to a permanent Clerk "B." When would he receive his first merit increase—July 15th or December 15th?
6. Can a supervisor make this sort of a deal? "Stay until 6:00 tonight and finish this up and then come in at 9:30 tomorrow morning. The hour and a half off will be equivalent to your overtime."
7. Mabel Brown, Clerk "C," was on vacation over the Labor Day holiday. She received an extra day's pay for the vacation period instead of an extra day off. Is this permissible?
8. If a holiday occurs on a work day while a person is on sick leave, is it counted against his sick leave?
9. Is a Promotion and Transfer Unit the same thing as a Division?
10. Is an employee restricted on the number of transfer applications he can file?

A STRONG UNION MEANS A BETTER UNION CONTRACT
SIGN UP THAT!
NON-MEMBER!