



MERRY  
merry  
merry Christmas

# Utility



# Reporter

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

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OAKLAND, CALIFORNIA

DECEMBER, 1959

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

As Christmas approaches, most individuals are prone to reminisce about their lives and past Holiday Seasons.

Depending on the age of each, memories are diverse. Childhood, the first Christmas as a marriage partner, the first as a parent, and other memories are compared with the present Christmas.

The crass commercialism of our present day was not always so. Those of us who want to, or who are old enough, can remember when this was not so.



R. T. Weakley

Christmas is not a commercial milestone in the life of anyone. The joy of simple toys, the happiness of a couple trimming their first tree, the wonder of a child given fulfillment under the sweet odor of fresh pine—these are real milestones, never forgotten.

Few people will disagree that the happiest Christmas Days were those enjoyed during the period of youth.

Youth challenges conformity and seeks individual expression. This is the wonder of youth and the hope of the world in the quest for survival in the Atomic Age.

Today is an age of conformity. It is easy to conform. To disagree is uncomfortable and unprofitable. This is the maxim of the majority conforming to the direction of the minority.

The minority, leaders in business, labor, government and world affairs, average around sixty years of age. These lead-

(Continued on Page 8)



## UTILITY WORKERS, CON-EDISON SIGN

### Giant Firm Grants 40 Cents Average Wage to 25,000

Consolidated Edison Co., one of the largest private utilities in the world, has signed a new two-year contract with the Utility Workers calling for an average of 40 cents an hour wage and benefits increase for its 25,000 employees.

Members of Local 1-2 & 4 which represent the physical and clerical and technical employees of Con-Edison voted overwhelmingly for acceptance of the new agreement. Business Manager, Michael Sampson, reported from New York where the negotiations took place, that the new agreement calls for wage increases ranging from 10 to 17 cents in the first year and 10-12.5 cents in the second plus substantial improvements in fringe benefits.

A peaceful and satisfactory settlement was reached after two months of negotiations and extended meetings with media-

tors in close contact with the situation.

Business Manager Sampson states "We are certainly very pleased with this settlement. We not only gained 20 to 29½ cents general wage increase, but were able to break through on a number of fringe benefits. With the present atmosphere of Labor-Management Relations, you will recognize this as quite an accomplishment."

In addition to general wage (Continued on Page 3)

## A Christmas Wish for All

This newspaper thrives on differences of opinion as applied to the events of the day. The stimulation of thought is meant to assist in the solution of problems of the moment.

It is written by human beings and therefore it is a product of human truth and human error.

Above all, it is motivated by good and not by hate. Hatred never solved any problem.

The editors join in thanking our readers for accepting our newspaper in your homes and in your offices. We hope we have not offended anyone and that we have contributed to the thoughtful consideration of many problems.

We are concerned with the welfare and happiness of our readers, our Country, and the human beings who inhabit this world.

Our Christmas wish is that men may live and work together in peace and prosperity and that the dignity of the individual shall remain paramount in the industrial and social world of today.

Merry Christmas to all, and may the spirit of truth and justice prevail over petty differences.

—Your Editors

## 1245 Executive Board Backs Steelworkers

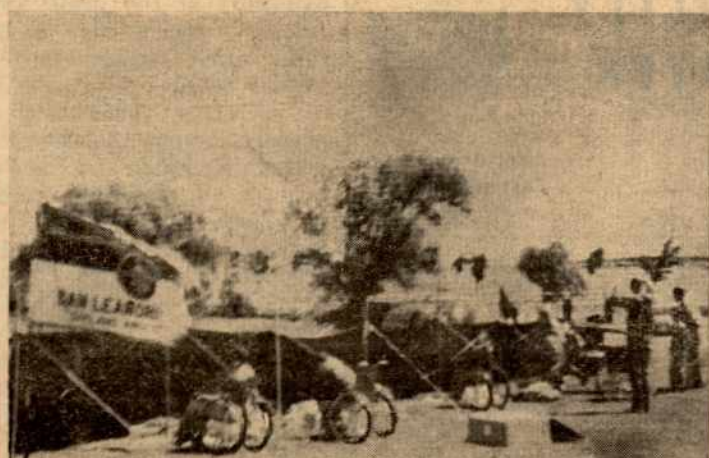
At its December 5th and 6th meeting, the Executive Board of Local 1245 took the following action.

"M.S.C. that the Executive Board endorses and supports the principles of the United Steelworkers of America who are in conflict with the Steel Industry. An appeal for funds is therefore made from all members who believe in the principles of collective bargaining."

Donations may be sent to:  
District 38 Strike Fund  
117 West Ninth Street,  
Room 917  
Los Angeles 15, California.

Action was also taken to hold a Local Union Conference on "Education and Collective Bargaining Recommendations." Dates and other details will be determined by the Executive (Continued on Page 8)

## It's Christmas Spirit Year 'Round for This Steward!



Bro. Corchero's handicapped boys at their Scout Camp.

The heart of a Local Union is in its Stewards—people who are motivated to help others without thought to material rewards.

This fact is clearly illustrated in the activities of Steward Dan Corchero, Lineman from the Hayward Service Group. Dan devotes long hours of his leisure time to his position as Assistant Scoutmaster of Troop 538.

Many of our members are in Scout work but what makes Dan's position special is the nature of Troop 538. This troop is composed entirely of boys who are handicapped due to blind-

ness, polio and muscular dystrophy. These boys, aged 12 and 13, are treated as normal children and only when it is a physical impossibility to perform a requirement is there a substitution made. These boys excel in many of the requirements necessary to win advancement through the various ranks of scouting.

Dan states that the big desire of all these boys is to be able to perform as any normal child would. Their attitudes show continual improvement and it has been found that performance in school work and their grades

are much better after work in this troop. The value of the troop to the boys is immeasurable.

During the summer the boys are taken on numerous camping trips and are regular participants in the Scout Jamborees. Dan goes with the boys on these trips whenever his work permits him.

The troop is sponsored by the San Leandro Junior Chamber of Commerce. In a sense, Dan, his co-workers, and Junior Chamber of Commerce are perpetuating the Spirit of Christmas on a year round basis.

# The Real Santa



## Vital To Labor

The newly-formed Civil Rights Committee of the California Federation of Labor is off to a good start. Losing no time since its creation, it has taken definite steps to enlist the help of trade unions in a program which calls for a broad state-wide educational program against bigotry and discrimination, cooperation in supporting the new state FEPC law, and ultimately a state-wide conference of union delegates and minority group representatives to discuss the whole field of civil rights.

The Committee, ably headed by Albin J. Gruhn, has made available to all local unions copies of the Jewish Labor Committee's reprint of an article by Al Hayes entitled "Toward a Better, Stronger America." Brother Hayes, president of the International Association of Machinists, and chairman of the AFL-CIO Ethical Practices Committee, has done a splendid job which should serve all unionists in their efforts to support the principles of freedom, justice and equality, so basic in our American way of life.

It goes without saying that the Civil Rights Committee will receive the whole-hearted support of all good unionists and that its work will be in keeping with the determination of AFL-CIO top leadership to exert its strongest influence against all forms of bigotry be it applied to the Negro, the foreign born, the Jews or any other group in our American community.

Organized labor can only thrive in a free society that recognizes the rights of all citizens regardless of race, religion or place of birth. Labor's strength—and our country's welfare, too—demand a united front against the bigot, the real traitor to our free way of life.

## What's Union Done?

At a recent Steward's meeting we were discussing some of the problems encountered by Stewards in doing their organizing work. One Steward asked, "How do you answer a guy who says, 'What's the Union ever done for me?'"

Several other stewards nodded assent, "What do you say?"

Actually this can be a tough question when thrown out in a belligerent tone. It also indicates the need for some basic education. Not with a piece of two by four or a size 12 boot, although that might be one's first impulse.

We'd like to suggest this as a possible answer.

"You're getting———aren't you?"

In the blank you can insert any one or more of the following. Paid vacations, sick leave, paid Holidays, overtime pay, Pension plan, Savings Fund Plan, seniority rights, protection against arbitrary discharge, meals on overtime, representation on grievances, replacement of safety belts, premium pay for shift work, shop to shop job conditions, show up pay, eighty five per cent supplemental benefit on Industrial Injury, job bidding system.

There are more items than this that one could add with a few minutes thought on the subject.

Every person working in the jurisdiction of Local 1245 receives these benefits. He receives them because the members have fought for them. He could also lose them if the Union is weakened through his refusal to do his part by joining the Union and supporting its program.

Remember this also, It's not only the Steward who is responsible for signing up new members. Everyone of us shares this responsibility with him.

# Alameda Members Win New Group Health Plan

In accordance with the agreement reached between Local Union 1245 and the Board of Utilities during the 1959 bargaining sessions, employees at the City of Alameda, Department of Public Utilities, will be covered by a new group insurance plan providing Hospital and Doctor Care Benefits plus Major Medical Benefits. The plan, which will be carried by Blue Cross, will provide these principal benefits to both employees and their dependents.

**BASIC PLAN**  
Hospital room and board up to \$21 per day for 70 days.  
Additional hospital services in full over \$25.  
Surgical benefits up to \$350, in or out of the hospital.  
Medical benefits of \$3 per day during hospitalization.

**MAJOR MEDICAL PLAN**  
Benefits up to \$5,000 for any one major illness or accidents.

Maximum benefits during a lifetime, \$10,000.  
\$100 deductible each calendar year.

Blue Cross to pay 80% of costs over those covered in basic plan.  
Full time employees will be automatically covered, with the employer paying the full premium costs. Employees may at their option have members of their family covered at a cost of \$8.44 per month for one family member or \$9.87 for two or

more.  
Institution of this plan marks the successful conclusion of Local Union 1245's efforts, on behalf of its members employed by the City of Alameda, to obtain this major fringe benefit. For the past four years the establishment of such a program has been proposed by the Union. Part of the conclusion to this years bargaining sessions was an Agreement by the Board of Utilities to undergo a study and institute a plan.

# Members Nearing 65 Need Union Guidance

Preparation for retirement should have a high priority in any program to meet the needs of older union members.

THAT WAS the unanimous recommendation of experts at last week's AFL-CIO Industrial Union Department conference in Washington D.C., on retirement and leisure in industrial society.

Clinton S. Golden, 71-year-old consultant to the Steelworkers on retirement problems, said pre-retirement counseling ought to be given top priority in union programs in this field.

Golden, who has retired three times, said he was unaware retirement posed any problem when he quit as assistant president of the Steelworkers in 1946.

BASED ON his own experience with retirement, Golden said a union program to assist older union members, if it is to be effective, must consider the members' financial situation, health, housing and the need to be active and useful to society.

Golden was overseas labor advisor to the Government after World War II and later joined the faculty of Harvard University before permanently retiring. He now lives at Ozona, Fla., a community of 150 retired persons.

Charles Odell, director of the United Auto Workers retirement department, concurred in Golden's definition of the problems facing older workers but insisted not enough is known as yet to blueprint a program to meet these problems fully.

Odell also said: WHEN A UNION, whether on the international or local level, becomes concerned about the

problems of older union members, the response of the general membership to such a program will not be immediate.

Impact of the campaign against age discrimination in hiring begun many years ago is only now being felt. Odell credited an article in the Dec. 12, 1957, issue of The Machinist with giving this campaign "a mighty boost."

Sentiment is growing in Congress for national legislation to forbid age blacklisting by employers. Rep. John Brademas of Indiana reported. It is already banned by six States and in hiring for Federal government jobs, he said.

OTHER CONFERENCE speak-

ers included Max Kaplan, Boston University sociologist who spoke of the possibility of six-month vacations and retirement at 40 or 45 years of age, Nelson Cruikshank, director of AFL-CIO social security department, Grand Lodge Rep. Francis Henson, education director for the IAM Great Lakes territory, and Geneva Mathiasen, executive secretary of the committee on aging of the National Social Welfare Assembly.

The conference, the first of its kind to be sponsored by IUD, drew 80 representatives of 18 international unions and 10 universities, according to Russell Allen, IUD education director.

# GRANITE INTEGRITY REWARDED

(From "The Progressive" December 1959)



Vermont's traditional reputation for dogged independence and rugged individuality took on new—and needed—luster last year when the state's stoic citizens elected Democratic William H. Myer as their lone delegate to the House of Representatives. It was not so much that Meyer was the first Democrat in more than

back to the people of Vermont on Meyer's performance in his first session on Capitol Hill. In an unprecedented advertisement in five Vermont daily newspapers, the Congressmen cited Meyer as a man who "represents to us the epitome of granite integrity. . . . We in Congress need to have members who are courageous and unafraid to say in public what lies closest to their heart. . . . Bill Meyer represents that voice of conscience which prompts us all to think more deeply. . . . He has shown a talent for leadership and a great sense of responsibility."

William Meyer carried out his campaign promises: he opposed extension of the draft; fought further armaments expenditures; urged recognition of Red China; voted against the Landrum-Griffin labor act; and sharply slapped the Atomic Energy Commission and the Pentagon for attempting to sabotage nuclear testing and arms negotiations. He well deserved the accolade of his fellow Congressmen—most of whom had not supported, or voted with, him on many of the major issues he raised.

Thirty-two of Meyer's fellow Congressmen recently reported

**The UTILITY REPORTER**

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"I would rather have two years in Congress voting for what I considered right," said Meyer, "than ten years of voting to get re-elected."

# Shop Steward Education Starts in East Bay Division

An important step was taken Tuesday evening, November 24, 1959. The first in a series of Monthly Shop Steward Educational Seminars was initiated at the Local Union Office. Participating were Stewards from the East Bay Division, Stores Division, Pipeline Operation, General Construction and Standard Pacific Gas Lines.

## Stanford Safety Chief Hits 'Speed-Up' Theorist

On-the-job risk taking as a production expedient stood sharply challenged today by C. Robert Love, Stanford University safety director who heads a pioneering safety educational effort in San Mateo County.

## Weaverville Dinner Dance Big Success

On Saturday, December 5, 1959, the Weaverville Unit No. 3216 held their Second Annual Dinner Dance at the Gables Restaurant. Attendance at this event was much greater than last year's dinner dance, which indicates the success of last year's party and support of this event in years to come.

Despite the distance of 54 miles from the Willow Creek P.G.&E. headquarters to Weaverville, the event was enlivened by the attendance of Mr. & Mrs. Hugh Peterson, Mr. & Mrs. Kenneth Cogle and Glen Councilman and his girl friend Beverly. We want to thank them for making this trip and contributing to a fine party.

Also in attendance from long distances were the Stanley Storeys from Hayfork, the Arnold Bergs from Redding, the Luigi Dellaragione's from Pit 5 Power House, Advisory Council member Gerald Watson and Mrs. Watson from Corning and Business Representative Fred Lucas and Mrs. Lucas from Red Bluff.

## Buying Power In U.S. Down

The buying power of factory workers dropped between September and October as earnings dipped and consumer prices edged upward, the Labor Department's Bureau of Labor Statistics announced this week.

Factory workers' earnings, after deduction of federal income and social security taxes, dropped about 30 cents over the month to \$80.03 per week for a worker with three dependents and \$72.51 for a worker without dependents.

This decline, together with a small rise in the Consumer Price Index, brought buying power down by .6 per cent.

This and future programs are designed to give the steward the necessary background and tools to better carry out his or her duties and responsibilities as shop stewards. The first program consisted of an explanation of the recently negotiated changes in the Grievance Procedure, the New Grievance Form, the Steward and his Relationship to the Grievance Procedure, Documentation and its Importance in the Grievance Process.

The latter portion of the program was devoted to a roundtable discussion on what the stewards felt was necessary in the field of education. This will prove helpful to the union leadership in planning future programs.

All programs will be designed to have around one and a half hours of concentrated study on such subjects as Contract Interpretation, Labor Laws, Labor History, Political Education, Safety, and other subjects of importance to the steward in doing his job.

After each session it is planned to have enough representation from the business office present to answer any questions on present problems of the stewards.

Participating in the initial program were Business Representatives Ed. James, Dan McPeak, Norm Amundson, John Wilder and Assistant Business Manager Vern Mitchell.

The following stewards were in attendance at Shop Steward meeting:

Francis Harbecht, Electrician-Oleum; Stanley Dahlin, Overhead Concord; John Didier, Overhead Concord; Don Robenski, Steam Contra Costa; Rodney Trowbridge, Pipe Line Operations; Lester Price, General Construction.

Herb Brooks, Overhead Richmond; Rod Vassarhey, Gas Richmond; Mike Bevins, Communications Oakland; Dick Sands, Underground Oakland; Paul Meier, Underground Oakland.

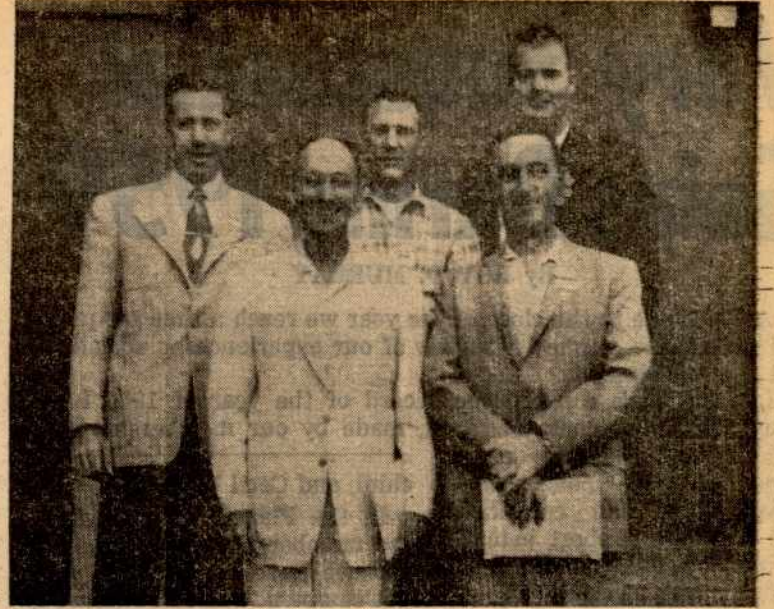
Joan Bynum, Clerical Hayward; Kay Cole, Clerical Stores Emeryville; Ernie Steeves, Stores Emeryville; Jim Dawson, Gas Meter Shop Oakland; Nick Garcia, Overhead Oakland; Bob Jensen, Overhead Oakland.

Mel Robins, Steam Pittsburg; Andy Clayton, Stan Pac; N. Ford, Stan Pac; A. Bulthuis, Stan Pac; A. Delgado, Steam Oakland; Ed Crump, Concord; Art Perryman, Warehouse Oakland.

## Strontium Falls At Greater Rate

Poisonous radioactive Strontium 90 from past nuclear tests accumulated in U.S. soil faster during the first five months of 1959 than in earlier periods, the Atomic Energy Commission reports, and is gradually absorbed by growing crops.

If atomic nations continue to refrain from nuclear testing, the fall-out will gradually diminish. The United Nations Assembly, by a vote of 60 to 1, has urged all powers to desist from nuclear weapons tests, while negotiating at Geneva on a permanent ban, but U.S. Secretary of State Christian Herter proposed to extend the "moratorium" on such tests beyond the Dec. 31 expiration date only on a week to week basis.



## Nevada Labor Calls for Laws to Protect Workers

Pictured above are delegates from the Local Union to the Third Annual Convention of the Nevada State A.F.L.-C.I.O. held in Reno, Nevada on September 11, 12, and 13th, 1959.

Shown taking a "Fresh Air Break" after a daylong convention session are: (Left to right), front row: Thomas Lewis, Political Education Committee chairman and former Unit Chairman of the Reno Unit; Roy D. Murray, Local Union Business Representative assigned to the Nevada area.

Back row: George MacDonald, Unit Educational Co-ordinator and past Unit Chairman of the Reno Unit; and delegate to the convention from the Nevada State Association of Electrical Workers; L. L. Mitchell, Assistant Business Manager of the Local Union; Orville Owen, Advisory Council Member and Grievance Committee Chairman of the Sierra Pacific Power Unit.

(Included in the delegation but not shown in the picture was Local Union Business Manager Ronald T. Weakley.)

Highlight of the convention was the passage of resolutions establishing State Federation legislative program on such matters as establishment of a Disability Fund Insurance Program, improvements on Mine Safety Orders, establishment of Boiler and Elevator Safety orders, revision of existing election laws, protection of wages through requirement for contractors to post bonds, liberalization of formulas used for establishing teachers wages, the provision of Social Security Retirement benefits for teachers, and the establishment of Electrical Construction Inspection laws.

## Member Gets Chamber of Commerce Position

Velma Mooney, Local 1245 member from the Antioch Commercial Office, was elected President of the Women's Division of the Antioch Chamber of Commerce at their November Meeting. Velma will start her term on January 1, 1960 and serve for one year.

Although the local union delegation was limited to 5 in number, members of the Reno Unit attended both the Saturday and the Sunday sessions as guests, and although unable to participate in the business of the convention, greatly increased their knowledge of the operation of the Labor Movement in Nevada.

## NORTH BAY News, Notes

By LOUIS GOMES,

Press Secretary, Ukiah Unit  
The Ukiah Unit Bowling Team of "Red" McMahan, Rex Erickson, Bob Meek, Bill Sanders, Don Peterson, Ted McCarthy and "Red" Harman are keeping themselves in the top standings. We've been promised a picture for the next issue of the Utility Reporter.

In October Gene Simpson, meter reader and collector, Ukiah office, was given the obligation of membership in this Unit of Local 1245. We've only a few more applications to go to get some more 100 per cent organized departments in Ukiah.

Vice Chairman Ed Duggan and his committee are working on plans for a Joint Pole Dance to be held jointly with the Union Members (CWA) of the Pacific Telephone Company.

A withdrawal card has been issued to Jerry Woerner, one of our most active members. Jerry served on the union's apprenticeship committee, as a unit officer and was a delegate to the Fourth Annual Joint Executive Conference. We wish Jerry the best on his promotion to Sub Station Maintenance Foreman.

Ukiah Unit welcomed Marvin King, Vacaville; Ted Weber, Santa Rosa; V. Dolan, Pit 1 and Gene Rawles, Santa Rosa at their November meeting.

Always follow the contract, work safely. Season's Greetings and keep informed through the Utility Reporter.

## Coast Valleys Members Honor Retirees

Two retiring Members were honored by their fellow workers at separate retirement dinners in Coast Valleys Division during the past month.

First to be honored was Ezra Thayer, Troubleman at King City and a member of Local 1245 for sixteen years. At this moment, Brother Thayer and his wife Thelma are somewhere on the road in their new trailer house. His interests are traveling and photography and it looks like he is going to use his retirement to do a lot of both.

The second dinner was for Brother Louis Plesche, Mechanic in the Gas Department, Salinas. Brother Plesche, a member for seventeen years, stated that he had no special plans for his retired years other than to enjoy every one of them.

Business Representative Spike Ensley was present at both retirement parties to present a scroll and pin on behalf of Local 1245 as an expression of appreciation to two loyal members.

## 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 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.



HERBERT T. WOODEN, from Humboldt Division, passed away on December 11, 1959. He had been a member of Local 1245 since January 1, 1947.

KENNETH A. DUNAGAN, from East Bay Division, passed away in November, 1959. He had been a member of Local 1245 since February 1, 1954.

# Very Substantial Gains During 1959

By ROY D. MURRAY

As we come to the close of the year we reach a time for pause and reflection—a time for review of our experiences, associations and accomplishments.

Looking back through the record of the year of 1959 I see many accomplishments of merit, made by our membership, and recall many pleasant associations that were made possible through the full cooperation and steadfast support extended to me by the members with whom I have worked.

Among the Sierra Pacific Power Company members, much has been accomplished. The Negotiating Committee members Loretta Arneson, Lloyd Clark and Orville Owen turned in a truly masterful job of bargaining with Company Representatives to re-write a major part of the agreements and improve benefits and conditions.

The Grievance Committee, Arlene Walker, Sylvester Kelly and Orville Owen demonstrated real ability in their handling and settlement of member grievances through the year.

Political education and activity, a venture into a new field for this group, became solidified into positive action under the strong leadership of Committee Chairman Tom Lewis, assisted by committee members Clair Black and Nick Danos. Co-ordination of educational programs, although started late in the year, shows promise of developing real value to the membership, under the direction of George MacDonaald.

In the "on the job" safety program, the untiring efforts of Central Safety Committee Chairman Bob Newberry and his assistants James Grows, Nick Trapanese and Ken Brucker have set up a milestone of progress toward the goal of elimination of hazards and accidents on the job.

Representation of the membership in conferences and conventions and field activity by Shop Stewards was supplied by: Jean Jensen, Mildred Lambert, Tom Lewis, George MacDonald, Sylvester Kelly, Lloyd Clark, Charles Lercari, Don Sites, Orville Owen, Alene and Ralph Walker, Loretta Arneson, Ken Brucker, Bill Canady, John Driscoll, Norman Harris, Vincent Hoppe, Tom Howard, Paul Jesch, Felix Jiminez, John Myers, Herb Parker, Lloyd Smith, Jim Webb, Nick Trapanese, Bob Sommer, Robert Easton, Gerald Knox, Otto Kruse, Joe Santos, and Dawan Johnson.

In the Colgate Division of the P. G. and E. Company, the grievance committee members Damon Pembroke, William Cameron, Harold Patrick and Ray Lolmaugh turned in a fine performance in the adjustment of grievances; and among those responsible for representation of the membership at conferences and as Shop Stewards were: Ray Lolmaugh, Don Bolyard, Damon Pembroke, Delbert Clark, Mel Spidell, Coy Dameron, Joe Skinner, Gene Clark, Ken Stevenson, Ron Livengood, Jerry Hicks, Bill Francis, Larry Barbour, Henry Phillips, Victor Murdock, Claud Couk, Leigh Graves, Garland Andoe, Joe O'Brien, Warren Bernardis, Earl Blair, Norman Gordon, Orbie Hoselton, John Killingsworth, Pete Men-

chini, and Cecil Wellborn. In the Plumas Sierra R.E.A., the membership group is small and we have no contract with the company due to its being a public agency so that we do not have either negotiating or grievance committees, however special mention should be made of the efforts of Shop Steward Bill Bishop, in keeping the membership organized and informed of Union Activities.

As I reflect back on the activities of the membership in the Drum Division during the months I was assigned to that area, I have a feeling of regret that my pleasant associations there have been interrupted by transfer. I would like to express my appreciation to the membership in that Division for the fine cooperation and warm friendliness extended to me during the time we worked together.

To those friends in the Citizens Utilities Company with whom I worked only a few short months during 1959, I want to say "it was good to be back with old friends."

Since my re-assignment to the De Sabla Division, I have little to reflect on during 1959, other than the cordiality of my welcome back by old friends, and the generous spirit of co-operation extended to me by new friends. I look forward to a year of great accomplishment with a Grievance Committee and Shop Steward organization composed of members Vincent Rycraft, Marion Humphrey, Mike Aicega, Orphie Pierson, Roy Bechhold, Tom Blake, Harold Breen, Harvey Bronson, Mark Burns Jr., Frank Dean, William Edmonds, Robert Foster, James Gibbs, Gerald Green, George Roberts, Charles Hasty, Allen Johnson, Harold Oaks, Russell Pethound, W. L. Salisbury, Allan Terk, Sam Vogt, Walt Wiley, Dick Wunsch and Rollie Smotherman.

It is both refreshing and encouraging to look back at the fine experiences, pleasant associations and progressive accomplishments of the year 1959—and to look forward into 1960 with great anticipation of things yet to be accomplished—and surely possible through the friendship and co-operation of so many good Union People.

To all those whose names I have mentioned here, and to all those good friends whose names I have failed to mention because of lack of space, I wish to say "Thank You" for the experience of the year 1959, and "may we go forward together into the New Year towards our common goal, with a feeling of Good Will and a wish for peace and prosperity for all."

"Friends of Jack Kennedy are talking of invoking the Taft-Hartley Act — an eighty day cooling off period on his campaign." — Doug Pledger (Radio Program, December 1, 1959.)

Older Worker: I'm thankful for what my Union has done for me!

Younger Worker: When is the Union going to do something for me?



Roy Murray

# '59 ROUND-UP — C

## Comments on Progress and Plans —

## Laud Stewards For a Good Job

By NORM AMUNDSON

A job as a Union Representative is a difficult thing to describe. About all it consists of is paper and people.

The paper takes many forms—a scribbled note stuck in my pocket reminding me of a problem to investigate or a call to make, letters, a contract read and reread looking for something to cover the situation, bulletins, meeting notices, proposals, grievance committee minutes, job definitions—mountains of paper.

The amazing part of the job,



Norm Amundson

however, is the people one works with. People who are prepared to give unselfishly of their time and their energies on behalf of their fellow employees.

It seems fitting to me that in summarizing my year's activities I should give credit to a few of them who have worked hard to advance the course of Local 1245.

When I took over as Representative for the General Office, we had four stewards who formed the nucleus for a group which has since expanded to thirteen. These four were George Cavanaugh, Marilyn Drago, Marie Nystrom and John Morgan. In the first group of new Stewards were Maurice Cameron, Paul Grech, Bill Weinberg, and Dick Kern. Marilyn Drago, our Steward in the key-punch section, went on leave of absence, being replaced by Ruth Moore and after Ruth quit the company by Louise Jennings. Recently Sigrid Anderson, also in keypunching, agreed to take on the duties of Steward.

In other departments of General Office, Gloria Gonzalez, Kathleen O'Rourke, Mike Escobosa and Stanley Butera volunteered to become Stewards and work with us in recruiting members, giving advice, handling grievances and the other varied tasks that go with being a Steward.

In September the San Francisco Division moved down from Sutter Street and took over the first two floors of the General Office Building. Five Stewards serve the people in the Division Office—Bill Kennedy, Arlene McDaniel, John Fiore, John Anderson and John Gorman. Serving in four positions in the San Francisco Division is Bill Reno, who works on the Service Board at 18th & Shotwell. Bill is a Steward, Clerical Unit Chairman, Grievance Committee Member and Benefit Advisory Committee Member.

In the East Bay Division, Joan Bynum has continued her excellent work as Grievance Committee Chairman and as a Steward. Wes Bennett, the East Bay Clerical Unit Chairman put in many long hours as the Clerical Mem-

ber of the Systems Negotiating Committee. Active in the Stewards ranks are Glen Davis, Ken Morton, Howard Rader, Buddy Lewis, and Bob Hanson.

Out in Emeryville at Stores Division, Kay Cole has taken over as Steward from Ted Cordua who left to take a job with the Chugat Electric Company in Anchorage, Alaska. Also at Emeryville is Steward, Ernie Steeves, who handles the physical employees problems very competently. At the Decoto pipe yard Harold Jenkins has taken over as Steward and as the Representative on the Stores Grievance Committee. Harold is doing a very capable job of representing his group each month at the Grievance Committee Meetings.

These are the people I'd like to pay tribute to as they end a year of hard work on behalf of their fellow workers. It seems very appropriate at a time when we talk and think about the brotherhood of man. To them and to all the others I serve in my daily activities I wish a Merry Christmas and the best in 1960.

## SACTO. CHALKS UP GOOD YEAR; '60 WILL BE BUSY

By AL KAZNOWSKI

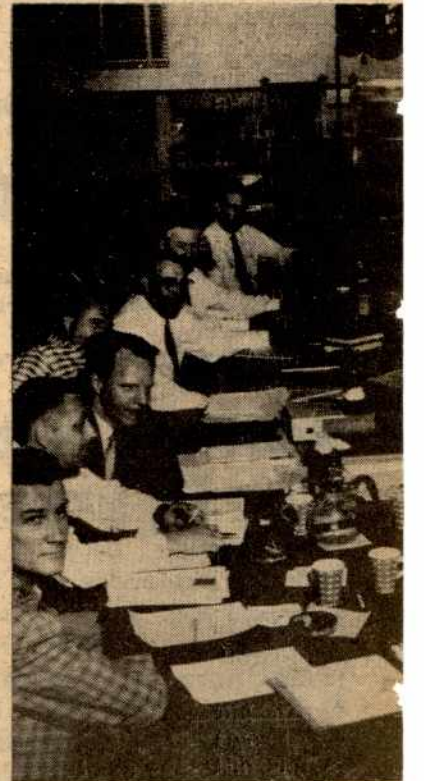
We are again approaching the Yuletide Season, a time when we give thanks for those material things we enjoy as working people in this land of opportunity. Many things have happened in this year, 1959, some good and others not so good.

As a Union, we must be able to accept these in stride and

always endeavor to correct when the opportunity arises. As your representative in the Sacramento and Drum Division of the PG&E, Sacramento Municipal Utility District, Sacramento Transit Authority and Citizens Utilities, Elk Grove and Rio Vista, it has been a pleasure to serve you.

There have been difficult times when conditions looked pretty bleak but through perseverance, support of our Stewards, Grievance Committees and membership in general, we have been able to come out making the best of the situation. Certainly the understanding of the membership is the key to the situation. Attendance and participation at the Unit Meetings is the most important part of your job as a member. Through these meetings, we can better discuss and understand the needs of the membership. Further, only through this type of action can we properly prepare ourselves to correct needed conditions either through collective bargaining or political education.

The year 1960 will be another busy year for this Local Union. Your participation in the affairs of your union will greatly enhance the opportunities to gain those conditions you desire. May this Christmas Season and the



A STAFF MEETING. These happen all the Business Representatives' offices to coordinate their activities. Here they are shown planning in Berkeley.



John Wilder

New Year shower you and yours with many blessings and bring in the better way of life we all strive to attain.



THE HIGHLIGHT OF 1959 was our New Year shower at the Claremont Hotel in Berkeley. Pictures show speakers pointing out...

# UTLOOK FOR '60

## By Your Business Representatives



at least twice a month when in Oakland at the Union throughout the Jurisdig for the Conference at

# Northbay Had An Active Year

By FRANK A. QUADROS

In reviewing the activities of North Bay Division during 1959, we find improvements in many ways.

New Safety Committees have been formed in three Units. In the Napa Unit the Safety Committee consists of Joe Tamborini, Joe Borders and Leland Decker. On the Ukiah Unit Safety



Frank Quadros

Committee are Bill Sanders, John Tusi and Dick King. On the Fort Bragg Safety Committee are Walter Knox and Cliff Stormes.

New Education Committees have also been formed.

The Ukiah Unit Education Committee members are Jim Fountain and Donald MacDonald. The Fort Bragg Unit Education Committee is composed of Jack A. Lemos, Fred Herville and

Harold Stensgard. On the Napa Unit Education Committee are Frank S. Anderson, B. James Grassman and Richard Gardner. These fellows are doing a good job on these Committees.

The Division Grievance Committee has done a good job this year. On your Grievance Committee is Robert Bosch, Chairman, Robert Meek, William Mazzina and Leland Stanford as the clerical member. Starting in January, 1960, there will be two changes on the Grievance Committee. Jim Fountain from Ukiah will replace Leland Stanford as the clerical member and Fred Jagers from Healdsburg will replace Robert Meek. I would like to take this opportunity to thank Leland and Bob for their service on the Committee and welcome Jim and Fred as new Grievance Committee members. I am sure they will find the Committee interesting.

Our Shop Stewards have done a good job in 1959. We had a very good attendance for our Division Shop Stewards meeting in October at Santa Rosa. I would also like to thank the Shop Stewards for their good work. Oscar Fellin and Earl Anderson in Santa Rosa; Fred Jagers in Healdsburg; Joe Pierce in Petaluma; Willie LeMay in Sonoma; Clarence Kelly in Guerneville; Don Nutting in Sebastopol; Frank Anderson, Joe Tamborini and Robert Gunn in Napa; Robert Bosch, Joe Borders and Richard Gardner in Vallejo; William Mazzina, Laffayette Wicht, James Grassman, Charles Stewart and Charles Bagley in San Rafael; Cliff Stormes in Point Arena; Walter Knox and John Kaser in Fort Bragg; Robert Meek, Donald MacDonald, Jim Fountain and John Tusi in Ukiah; John Crone, Walt Dunlap and William Sterberk in Lakeport; and our General Construction Shop Stewards in the North Bay Division, John Scheeringa, Les Elwood, Gerald O'Brien, John Grace, John Michael, Ken Neher and George Johnson.

Many other active members have given of their time to make our Union work. The year 1960 will be an important year for our members with the coming negotiations. The two most important things for North Bay members to do are to attend Unit meetings to keep informed, and sign up that non-member working along side of you.

Wishing you and your families a Merry Christmas and a Happy New Year.

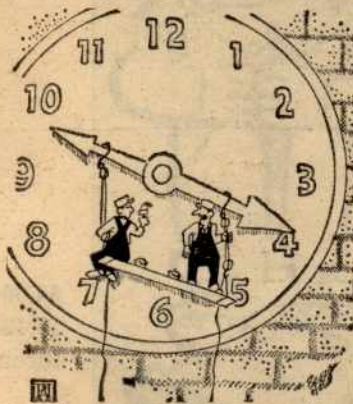
# Negotiation, '59 Hi-Lite

By JOHN WILDER

Looking back over the past year, it is difficult to pick any event as the high point of the year. Possibly negotiations stand out, as several worthwhile gains were made. However, of particular importance to me has been the cooperation and support from the membership with particular attention given to the Shop Stewards, Unit Officers and Committee Members. The people have given unselfishly much of their time and efforts to help their fellow members.

With my new assignment to the North Bay Division there must be some regrets. My many friends and acquaintances in San Jose will always be remembered. I know with the new assignment the same kind of relationship will be established. Best wishes for a Merry Christmas and a Happy New Year.

Are you the barber who cut your hair the last time? I don't think so, I've only been here six months."



"COME ON, JOE! WE GOTTA BE FINISHED BEFORE HALF PAST NINE" by Broudhecker.



Fourth Annual Unit Executive Conference in April at the hotel above are the delegates at the General Meeting where they discussed the effects of automation on American Industry.



# Problems, Plans Of 1960 Outlined

By CHARLES MASSIE, President Local Union 1245, I.B.E.W.

I would like to comment briefly on a few of the important problems and future plans to be faced by the Executive Board and Members of the Union. Some of our problems are caused by a constant change in the Utility Industry, while others can be attributed to improper actions on the part of a few labor leaders and continuous opposition on the part of certain management groups.

The Landrum-Griffin Bill, passed in the recent session of Congress, is necessitating some procedural changes in the Local Union and the expenditure of much time and money in com-

for change in our International Constitution and Local Union By-laws. I hope that each of you will support any amendments necessary to comply with the new law.

The attendance at Unit meetings has been somewhat disappointing to your officers. Too few people are making the decisions regarding the welfare of the members. Your officers sincerely endeavor to guarantee democratic methods of procedure and operation; however, our desires aren't sufficient without your interest and participation.

In April of 1960 we intend to have another conference. The purpose of this conference will be to discuss our negotiating program for the coming year. The best way an individual member can present his ideas to this conference will be through participation at his Unit meeting where the proposals originate and delegates are selected.

On behalf of myself and the Executive Board, I wish to extend to each member and friend a personal greeting at this Christmas Season.



Charles Massie

plying with the bonding and reporting provisions of the Act. This legislation also causes need

# THANKS, SAN FRANCISCO MEMBERS, FOR AID IN '59

By DAN McPEAK

As the Christmas Season approaches, I extend to the membership of Local 1245 my wish that all of you have a Very Merry Christmas and a Happy and Prosperous 1960.

The season also provides an opportunity for me to thank all of the members in the San Francisco Division who gave so much

of themselves and to thank their families who missed them at home so much during the year. This list includes our Advisory Committee member

John Pickens, Harry Dederman of the Negotiating Committee, Rocco Fera, Brad French, Chris O'Grady and Bill Reno of the Grievance Committee, the Unit Officers and the Shop Stewards.

These brothers spent many hours of their own time taking care of problems and attending meetings to further the interests of their fellow men. The faithful few who attend all the union meetings also deserve

thanks for their continued interest in the affairs of the local union for the closing year.

We are entering a new year in which we will have many problems, some old and some new, and the interest and support of all the members is needed to resolve these problems. The job of organizing cannot be left to the Stewards, the affairs of the local union cannot be left to the Unit Officers and the policing of the Agreement is the responsibility of all the members. Let's have 100 per cent membership and 100 per cent participation of membership in 1960.

My thanks to all the membership for allowing me to be of service to them.



Dan McPeak



An attentive audience at the banquet session of the Unit Executive Conference last April.

# U.S. Tax Designed To Benefit the Rich

Since 1948, many special benefits for upper income taxpayers have been enacted, including the following:

**1. Split income provision**—In 1948 Congress granted this tax bonanza to the wealthy. Splitting of income unfortunately does not help the low income taxpayer, the saving was concentrated in the higher-income brackets.

A person earning \$5,000 per year can reduce his taxes about 2 per cent by filing a joint return (about \$80 saving) a person receiving \$100,000 a year can reduce his taxes 27 percent or a saving of \$13,680. In other words, the person with 20 times as much income saves 171 times as much tax money.

**2. 4% tax credit on all dividend income**—In 1954 Congress passed a revised revenue act providing two special benefits for dividend income; (a) Exclude from their income the first \$50 of dividends received and (b) claim a tax credit to 4 percent of all dividends received.

Among more than 24 million taxpayers with adjusted gross income under \$3,000, only 1.2 percent claimed an average dividend tax credit of \$17. Among the 21,000 returns with adjusted gross income over \$100,000, over 90 per cent received an average tax saving of over \$2,700.

89 percent of American families have no stock holdings at all. The greatest concentration is in the hands of those with incomes of \$10,000 or more.

**3. Depletion Allowances:** In 1954 the average corporation paid 48 percent of its income in taxes, but in that same year, 24 large petroleum companies paid only 22.6 percent of their income in taxes.

Depletion allowances are granted to mining and other extractive industries involved in the extraction of any type of mineral or metal, ranging alphabetically from asbestos to zircon, to say nothing of brick, clay, sulphur, gravel and oyster shells, which are now covered, in one form or another. The savings run from 5 percent for brick, clay, gravel and other building and construction items to 27½ percent for oil and gas producers. The only excluded items from the 1954 tax code are those derived from "Sea, water, air or similar inexhaustible items."

Provision for depletion allowances unquestionably aids only the big corporations and the wealthy taxpayers.

**4. Capital Gains**—Tax laws provide special status for income received from selling at a profit, shares of corporate stock, real estate, or any other type of capital asset. If such assets have been held for six months or longer, the maximum tax rate applicable to the profit or capital gain is 25 percent.

According to the 1954 Statistics of Income, individuals with adjusted gross incomes of \$5,000 per year, or less, received only 3/10 of 1 percent of their incomes in capital gains, while those with adjusted gross incomes of over \$100,000 received 22.7 percent of their incomes in capital gains.

These are generous tax provisions that give relief only to

those who have capital gains income and, in the main, they are individuals with incomes of \$100,000 or more.

As a result of these benefits, many upper income taxpayers with the same income actually pay lower taxes in 1958 than in 1948.

Tax experts and labor have

estimated that at least \$18 billion a year additional would come into the Treasury if both personal and corporation tax loopholes and cheating were halted.

Big business on the other hand, has protested against closing the loopholes, and some have urged opening new ones.

**WHERE ARE YOU on the totem pole?** Are you one of those rugged individualists raking in \$100,000 or more? Are you among the 50 per cent who earn less than \$4,000 a year? Or are you somewhere in between?

The 22,036 families and individuals reporting \$100,000 or more a year actually averaged \$190,000 apiece in 1957. After paying income taxes averaging \$85,000, their take home pay amounted to an average \$105,000 a year.

The income tax gets progressively stiffer as incomes increase—as is also shown on the totem pole.

## SOCIAL SECURITY TAX TO GO UP ON JANUARY FIRST

On January 1, 1960 the Social Security Tax Rate will be increased.

The new rate of 6% of the first \$4800 of earnings will be divided equally—3% from employer and 3% from employee as has been true in previous years.

## Builder Convicted In Construction Death Case

In what is believed here to be the first case of its kind in California, Vladimir Golubev, a San Francisco building contractor, has been convicted of criminal negligence and involuntary manslaughter as a result of the death of a carpenter working for him.

On Nov. 10 he appeared in the court of Superior Judge Raymond Arata and was sentenced to five years' probation, fined \$750 and ordered to pay funeral and other costs to the victim's widow.

Golubev was convicted by a jury of six men and six women, who deliberated 4½ hours before returning the verdict.

The case stems from an accident last Feb. 9 which claimed the life of Bernard Lamm, 57.

According to Assistant District Atty. Nicholas Dariman, who prosecuted the case, Golubev had a contract to build an apartment structure at 1929 Clement St. and had excavated an area at the back of the property for parking.

The ground in this neighborhood is sandy and unstable. An old five-foot-high concrete wall ran across the back of the property. The contractor had made no investigation of this wall to see if it was reinforced, but merely poured some concrete piers under it at several points and then dug soil away to a level eight feet below the wall.

It was brought out at the trial that sand was seen running out from under the wall. Lamm was directed to push pieces of one-inch board under the wall to stop the sand and while he was thus employed the wall buckled in the center and Lamm was buried under tons of sandy earth.

It was over half an hour be-

fore he was dug free and he was dead on arrival at the hospital.

A coroner's jury brought in a verdict of "criminal negligence" against Golubev, and in a preliminary hearing before Judge Lenore Underwood he was ordered to stand trial.

Testimony was offered at the trial by J. H. Russell, district engineer of the construction section of the Division of Industrial Safety, that Golubev had violated sections of the State Safety Code by failure to inspect the soil and safety factors before beginning to excavate and failure to shore up the bank as the excavation progressed.

It also developed that the contractor did not have a building permit for this job. This was important because in order to get a permit he would have had to file plans including safeguards against cave-in of the old wall.

Dariman said the jury may also have been influenced by evidence that Golubev seemed more concerned about his own financial danger than the fate of the victim. The testimony indicated he made no effort to dig the victim out, but left the scene shortly after the accident to rush to his insurance agent and ask about his financial liability.



## WHERE ARE YOU ON THE TOTEM POLE?

More than \$1,000,000  
223 Taxpayers.  
Income taxes took 51.7 per cent.

\$100,000 to \$999,999  
22,713 taxpayers.  
Income taxes took 45.2 per cent.

\$25,000 to \$99,999  
459,820 taxpayers.  
Income taxes took 28.7 per cent.

\$10,000 to \$24,999  
3,008,116 taxpayers.  
Income taxes took 13.7 per cent.

\$6,000 to \$9,999  
11,342,460 taxpayers.  
Income taxes took 11.7 per cent.

\$4,000 to \$5,999  
14,423,710 taxpayers.  
Income taxes took 11.7 per cent.

\$2,000 to \$3,999 a year  
15,450,592 taxpayers.  
Income taxes took 7.3 per cent.

Less than \$2,000 a year  
14,700,039 taxpayers\*.  
Income taxes took 3.8 per cent.  
\*This includes many individuals or families who filed returns but did not pay taxes.



# Family Features



## SOUP TO NONSENSE BUSY SCIENTIST

By Jane Goodsell

It just goes to show you never can tell about people. Take Charles Darwin, for instance. His father despaired of his ever doing anything worthwhile. Take Churchill. He got terrible grades in school, and seemed destined for obscurity.

Take me. My high school chemistry teacher only passed me on condition that I promise I would not sign up for his physics course the next year.

Yet here I am, one of this century's leading and busiest scientists. I don't mean to sound boastful, but it's such a thrill to know that I'm making a contribution in the great march of scientific advancement.

I have so many experiments going that some days I hardly know which to work on first. Of course, during the late summer months I concentrated on my peach-shaving. The peach season is short, you know, and I felt that it was vital to work on this important task while I had an abundance of scientific material. I often spent several hours a day, shaving the fuzz off peaches with my electric razor.

Even during this busy season, though, I didn't totally abandon my other projects. I managed to snatch a few minutes each day to test my paper napkins for wet-strength, and I kept up my research on writing in butter. And every evening before going to bed, I tore the paper off a Spring cigarette, and examined it over a strong light. You can't give up an important project like that in midstream.

But now that the peach season is over, I can get back to my more time-consuming experiments. Today I washed half my hair in Woodbury and the other half in ordinary shampoo. That's no easy task, believe me. I also conducted a little experiment to determine whether Parkay margarine is actually more velvety and less shiny than other margarines, and a match for the high-priced spread.

I think I'll have to buy a card file to hold my charts and graphs. My reports on super-strength Alcoa wrap, alone, are voluminous. Every time we have a roast, I wrap one-third of the leftovers in Brand X foil, one-third in Brand Y and the remainder in Alcoa wrap. You'd be surprised how much time it takes to cross-check the leftovers for dryness and tastelessness, and the aluminum foil for ripping and tearing.

I spend hours summarizing the results of my research. My Shinola shoeshine charts are fairly simple. It's merely necessary to keep track of whether a Shinola shine actually lasts seven days. But working with percentages taxes my abilities to the limit. I was never very good at arithmetic.

Sometimes I feel like a split personality. I keep dividing myself in half. I already told you about my shampoo experiment, but that's only part of it. I treat my right hand with Jergens, and my left with a leading medicated lotion. I wash half the laundry in Tide, and the other half in an ordinary washday product

to determine scientifically if Tide really produces the cleanest clean. For a truly controlled experiment, though, I should have two washing machines. Lack of money is a terrible hinderance to a scientist.

Tomorrow promises to be a busy day. I am going to conduct an experiment on the tires of our car. First I must ink them and then lower the full weight of the car onto sheets of paper. The point of this project is to determine how the tire area compares to the area covered by my own two feet. This is vital for some reason which has momentarily slipped my mind.

WHAT? You want to know

## The Last 'Featherbedder'

With big industry evading the crucial issues arising from automation and calling it "featherbedding" and blaming it all on organized labor, Joe Glazer of the Rubber Workers has come up with some new verses to the old tune of "I've Been Working on the Railroad".

The last verse reads:  
**I've been switching trains and engines  
All the livelong day;  
All I do is push a button  
And the trains go where I say.  
I'm the only railroad worker  
In the whole darn USA,  
But the boss says I'm featherbedding,  
I guess I'll get laid off today.**

the results of my experiments? Ssh! For heaven's sake! You don't want the Russians to get hold of such vital information, do you?

## LIVE A LITTLE LONGER

### Anti-biotics: curse or cure

By Dr. William A. Sawyer  
IAM Medical Consultant

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

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

When so dignified and reliable a publication as the New England Journal of Medicine speaks out against a drug which is harmful, I cannot refrain from passing on to you their thoughts.

Six years ago they called attention to the toxicity of an antibiotic called di-hydro-streptomycin, which was thought to have some advantages over the original streptomycin. It has been frequently prescribed for the common cold and other simple bacterial infections.

Where it has been used for any length of time, irreversible deafness has resulted all too often. There have been 32 cases of permanent hearing loss reported.

Where di-hydro-streptomycin has been taken for some time, loss of hearing is often progressive after the drug is stopped. Furthermore, there can be a lapse of several weeks to six months between the taking of the drug and the onset of hearing loss. As a result the doctor who prescribes it usually does not know of its eventual disastrous results.

Unfortunately di-hydro-strep-



**"WE HAD TO LAY OFF A FEW OF OUR MEN, WE WERE GETTING TOO MANY YEARS AHEAD OF THE COMPANY'S YEARS AHEAD MODELS" by Broudecker.**

tomycin is still used extensively in the USA, and it is in this form that streptomycin is often combined with penicilin. Although the two anti-biotics, streptomycin and penicilin are useful separately, they should not be put together in a single package. It is regrettable that some doctors have accepted the claims of the manufacturers without investigating the possibilities of its harm. It is falsely claimed that if used in this combination, it will have a preventive as well as a curative effect.

The New England Journal says it is disturbing that prescriptions with this combination are still used for long periods. It is not surprising that serious and fixed hearing loss results.

This Journal goes on to say that there seems to be no good reason for continuing to market di-hydro-streptomycin. The Food and Drug Administration, which has protected us so well from aminotriazole on cranberries, should see that di-hydro-streptomycin is withdrawn and manufacture discontinued. Little if any value would be lost.

What can one do in an illness where such unnecessary drugs are administered? It's a tough spot to be in. Generally speaking, the fewer antibiotics one takes the better. They are used too freely. Both doctors and patients are responsible for some of this.

Too many patients expect doctors to be up-to-date and cure them quickly with some miracle remedy. Sometimes patients insist that shots of some recently talked about new antibiotic be given.

Also some doctors fall prey to the convincing arguments of the manufacturers who too often make unwarranted claims for their products.

The best advice I can give is to pick the best doctor you can and if you are given some remedy for a long time, ask about it and try to find out what it might do to you. Don't hesitate to say you'd rather not take a chance on some drug that has not been sufficiently proven. At least beware of di-hydro-streptomycin.



By Clair M. Cook

Executive Director, Religion and Labor Foundation

The Catholic Council on Working Life has rendered the nation in general, and migrant workers in particular, a real service by sponsoring a two-day "National Conference to Stabilize Migrant Labor" at the Lewis Towers campus of Loyola University here.

The program, conceived only three months ago, was unique in bringing together not only sociologists, clergymen, economists, labor leaders, government people and professionals, but by including farm employers and users of migrant labor, two of whom spoke in a session on "The Responsibility of Growers." Both Miss Catherine Daly of Daly Farms, Benton Harbor, Michigan and Frederick Van Dyke of Stockton, California, gave a new dimension to the conference with their combination of genuine concern for the workers and realistic understanding of the farm employer's position.

Dr. Varden Fuller, California professor of agricultural economics, set things moving with a most illuminating exposition of the economics of migrant labor, while the Saturday luncheon struck a high note in the extremely hard-hitting address of San Antonio's Archbishop Robert E. Lucey on "Migrant Labor, A Moral Problem." A panel of three on "Public Law 78" provided a good background in the operations of the program which brings the "braceros" here as Mexican contract laborers. The Very Rev. Msgr. George G. Higgins spoke out of his background as one of the Mexican farm labor program's special consultants, whose report and recommendations to Secretary Mitchell was presented in October.

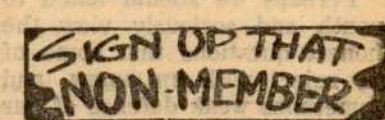
Chairman of the "Responsibility of Non-Governmental Organizations" discussion Sunday morning was a Protestant, Rev. Cameron P. Hall of the National Council of Churches Depart-

ment of Church and Economic Life. John Livingston, AFL-CIO organization director, teamed with a public health administrator for this session. Appropriately, the Secretary of Labor, James P. Mitchell, considered "Migrant Labor, The National Responsibility," in a luncheon session presided over by the Puerto Rican secretary of labor, Don Fernando Sierra Berdecio. The final "Responsibility of Government Agencies" session heard Pennsylvania's labor commissioner, William L. Batt, Jr., and Senator Paul H. Douglas.

Perhaps recital of such a program is dull reporting, but for anyone concerned with migrants the mere reading of such a schedule, in a conference under auspices of a religiously-oriented organization, should challenge the imagination. And that is precisely what the program did for the two hundred or so who attended. It was, as the invitation predicted, "a unique and pace-setting conference."

As a sample of the unique, hear the words of grower Van Dyke, who took this heretical (for an employer of farm labor) approach: "Agricultural employers should be helping the (National Agricultural Workers) union in its effort, since growers have every bit as much to gain as the union of farm workers who are able to hold their heads up high, look the world straight in the eye, and say, 'We are men'."

Neither religion nor labor can be happy with the situation until they do. But surely this is an area where, as in this conference, they must make common cause together.



**Across**

- 7: Pro-labor presidential possibility
- 12: Navy builder
- 13: Set with gems
- 15: World—
- 16: Joined together
- 17: Raw metal
- 18: Pot
- 20: News Chiefs (abbr.)
- 21: He belongs to IFF and AU of NA
- 25: Of lowest income
- 28: Stands on back legs
- 32: Counsel
- 33: Good Books
- 34: Author, The Cloister and the Hearth
- 35: Get
- 36: Forever
- 38: Pet
- 41: Most Holy Lord (L. unit)
- 42: Table of #1, 7 Across (init.)
- 45: Tie
- 48: Bear
- 51: Stop work for cause
- 52: Complained
- 53: Weapon
- 54: Girl's name

**Down**

- 1: Gas station
- 2: Hunting season is soon for this
- 3: Horse
- 4: —supra (in the page referred to)
- 5: Born
- 6: Hate
- 7: Main force
- 8: Speed
- 9: Japanese sash
- 10: Blame (Scot.)
- 11: Require
- 14: Dentist's degree
- 19: Insect
- 21: Self-respect
- 22: Place again
- 23: Girl's name
- 24: Non-conformist
- 25: Average
- 26: Poem
- 27: Eggs
- 29: — Khan
- 30: A minister (abbr.)
- 31: Compass pt.
- 33: Sprees
- 35: Penny, Santa Fe (abbr.)
- 37: Chemical compound
- 38: Principal
- 39: Skills
- 40: Waterproof cover
- 42: Sea bird
- 43: Soviet city
- 44: Hindu scriptures
- 46: Contend
- 47: Indo-Chinese language
- 49: Nathan
- 50: Expire

# Sick Leave Comes Under Attack in City of Oakland

Officials of I.B.E.W. Local Unions 1245 and 595 in a meeting with Mr. Harry Rosenberg, Assistant City Manager for the City of Oakland, stated on December 2nd that they were opposed to a proposed charter amendment which would deny future Electric Department employees the same sick leave provisions enjoyed by present employees in the Department. This position was

expressed by Business Manager S. E. Rockwell on behalf of Local Union 595 and Assistant Business Manager M. A. Walters representing Local Union 1245 and was taken as the result of a special meeting of all Electric Department employees called jointly by the two Local Unions.

Mr. Rosenberg stated that the present sick leave provisions prevailing for Electric Department employees (60 days full pay and 60 days 1/2 pay, the same as applicable for police and firemen) were creating serious problems for management and they felt something had to be done. He pointed out that the charter amendment would maintain the present provisions for current employees (1 day per month or 12 days per year with a maximum accumulation of 120 days).

Brothers Rockwell and Walters pointed out that the voters of the City of Oakland had established the current practice as far back as 1911 and had reconfirmed their position twice since then, the last time being in 1951. They further pointed out the position of Electric Department employees developed at the special meeting and stated that neither Local Union could support the proposal but in fact would oppose it with every means at their command.

## EXECUTIVE BOARD BACKS STEELWORKERS

(Continued from Page 1) Board and the Units will be so advised.

Business Manager R. T. Weakley reported at length on the heavy load of current activities and the necessity for adequate if more frequent, meetings of the Executive Board to handle our many problems.

A special meeting of the board was set for Saturday, December 19 and the next regular meeting will be held on January 9, 1960.

of the dangers of compromising with ignorance and moral weakness.

Individualism, kept alive by youth, provides the means to combat compromise and conformity when such measures are wrong. It is wrong to make a commercial Roman Holiday out of a simple celebration of the Brotherhood of Man on Christmas Day.

Let us look with pride and humility upon our youth at Christmas. Let us make this Christmas a milestone in the lives of our children by taking a few moments of self-appraisal and being honest with ourselves.

If the happiest days of our lives were those of our youth, let's abandon the false dignity of our present status and join with our children in agreeing that maybe they have a point—that the glory of individual expression is superior to mass conformity.

If we can do this, we will give our youth the best Christmas present we have. They need it.

Teacher: "Pro means the opposite of con. Give me an illustration of each."

Pupil: "Progress and Congress."

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

(Continued from Page 1)

ers set the standards of conformity which youth is expected to follow. Yet, our younger people are accused of conforming to their own "childish" or "delinquent" standards.

It is said that many young people — teenagers — wear or want to wear the same clothing, with few exceptions. They like "rock and roll." They "dig" some older people and consider others as "squares."

They love their parents but are somewhat dismayed at parental conformity with the obvious surface values of monetary status.

They rebel individually and sometime collectively against an elder minority which dictates conformity.

Next, our youth moves into jobs, marriage and parenthood. This is the age of compromise. If one wants some economic security and the means to provide for his new family he must compromise his natural individualism with economic and social reality.

As the years go by, status in the scheme of things dictates that his middle years develop more and more conformity. This means promotions, acceptability and "right thinking" friends.

Even as he moves from the natural vibrance of youth, to the compromise of the "status seeker," and thence to the power of the elder conformist, each individual longs for the individualism of youth.

I suspect that many of us who have compromised and conformed to our present posture, secretly wish we had the spark of disagreement which we discarded for "security" and social "status."

Perhaps we should listen to youth and seriously view the honest questions that some of us reject with an angry, and sometimes weak defense of our own obvious weaknesses as parents and leaders.

Conformists are prone to deny individual dignity and many real Christian principles. They resent those who fight the ignorance of blind conformity.

Eggheads, odd-balls, religious nuts, agitators, beatniks and other derogatory labels are placed upon individuals who will not deliver themselves to complete conformity.

The right to disagree was established on Calvary and is the essence of liberty.

The reason for Christmas is youth—a child born to die as an example of individual spirit for good. Helping the weak and the sick, fighting the money changers in the temples, preaching the word of brotherhood, and finally, forgiving the compromisers and the conformists as they crucified Him.

On certain basic issues, there is no compromise. We know in our hearts which things belong to the courage and strength of youth. We must warn our youth

## Whose Union?

by DAN McPEAK

Officers	Yes	No
Business Manager	X	
Shop Stewards	X	
Members	X	

The union was formed by people who banded together because individually they were powerless to attain better conditions for themselves and increase the fruits of their labor for themselves and their families.

Members of a union must take an active interest in the affairs of their union and attendance at union meetings is a responsibility of membership. Officers are elected by the membership each two years to establish policy and to lead and direct the affairs of the union. The wishes of those members who attend meetings can best be determined by the officers through the actions taken at meetings. When the members fail to attend the officers can only estimate what the desires of the non-attenders are.

In the last set of negotiations with P.G.&E., seven thousand members did not care enough about the conditions under which they earn a living to go to a meeting. (One out of 24 in two years) and discuss the issues and cast a secret ballot on an offer of their employer.

Had only two out of every nine of our servicemen in World War II attended, we would be either German or Japanese subjects now and wouldn't have to worry about negotiations or union meetings at all as there would not be any to attend.

# NEW SYSTEM-WIDE DEMOTION WORKS

Bob Dixon, long time chief cook in the old cook shack at Kettleman Compressor Station, was the first member of Pipe Line Operations to appreciate the recently negotiated System Wide demotion procedure according to a report from Jack Wilson, Business Representative.

## Robins Explains Organizing Success at Pittsburg Plant

"I believe that too many well meaning people attempt to organize on an emotional basis. My approach in signing up people is to point out the logical reasons why they should be Union Members."

This is how Mel Robbins, Electrician at Pittsburg Power Plant, explains his success in maintaining 100 per cent organization in the Electric Department at the Plant. "Of course I work with a bunch of intelligent guys who find it easy to understand the importance of Union membership and activity. This makes my organizing work relatively easy."

Along with his activities in organizing, Mel is also a Grievance Committee Member for the East Bay Division and serves on the System Negotiating Committee.

"Really now it shouldn't be necessary to point out that a weak disorganized group of workers never improved a working condition or got more money," says Mel.

"From there I go on to point out how every day of our lives we enjoy something which we have received through the efforts of our fellow employees who are Union Members. Holiday pay, sick leave, overtime pay, expense allowances, safety provisions, seniority rights, defined hours of work, job bidding, shift premiums—a half hour spent examining the agreement will open anyone's eyes on this subject."

Our present agreement is not a perfect one according to Mel

Brother Dixon, a nine-year veteran of the Kettleman range (cook range that is), was recently notified that he was to be let go because of lack of work. The cook shack was to be closed. Since he was the only cook in the Department, it appeared that it was "down the road" for Brother Dixon.

At this juncture Steward Wayne Weaver got into the act and called attention to Section 206.13 of the new agreement. Bob Dixon will continue in the employ of the company and if the Kettleman cook shack is ever reopened he will be back on duty. Another right provided in the Agreement—return to a former job and location on accelerated basis.

All parties concerned with this problem, most of whom have also enjoyed Bob's cooking, have realized the debt we owe to the System Negotiating Committee and the persistence and diligence they displayed last July.

but no agreement is. The only way it will be improved is through the activities of the Union members and if one is not a Union Member he can't do anything about improving it.

"Nothing but simple logic," says Mel.

E	D	M	U	N	D	B	R	O	W	N
S	E	A	B	E	E	R	U	B	I	E
S	E	R	I	E	S	U	N	I	T	E
G	R	E	P	A	N	T	E	D	S	
P	O	O	R	E	S	T	R	E	A	R
A	D	V	I	S	E	B	I	B	L	E
R	E	A	P	E	R	R	E	C	E	I
E	T	E	R	N	A	L				
P	A	T	S	S	D	G	O	V		
C	R	A	V	A	T	E	N	D	U	R
S	T	R	I	K	E	R	A	I	L	L
S	P	E	A	R		S	T	E	L	L

# Cal. Unionists Study New Labor Law at S.B. Meeting

A four-day conference was held in Santa Barbara, November 16-19, 1959 to take a good look at the Labor-Management Reporting and Disclosure Act of 1959. Co-hosted by the California Labor Federation, AFL-CIO, and the Institute of Industrial Relations, University of California, the meeting attracted some 400 Labor Representatives.

Sam Kagel, Professor of Law at U. C., Labor Relations Expert and Noted Arbitrator, led off with a discourse on "The History and Development of Labor Law up to 1959."

Tracing the history of Labor Law from the 14th century, Kagel led the group step by step, through the centuries, likening the swing from favorable laws to unfavorable laws to a pendulum. The swings in the arc described by a pendulum are growing wider as witnessed by the pro-labor swing of the thirties and the present anti-labor swing, according to Kagel.

Kagel concluded that whatever was brought out by the McClellan Committee could have been handled by present laws and that the new law was designed to and will restrict Labor's abilities to make gains through collective bargaining.

Charles P. Scully, general counsel for the State Federation, explained the new law in detail, using a 35 page analysis as a guide for his presentation. **MOSK, BIEMILLER**

Major speeches included those presented by Attorney General Stanley Mosk, Arthur M. Ross,

director of the Institute of Industrial Relations at U. C., (presently arbitrating a case between Local 1245 and P.G.&E.) and Andrew J. Biemiller, director, Department of Legislation, AFL-CIO.

Various panels consisting of attorneys and educators made up the balance of the audience participation program. Archibald Cox, nationally known professor and Labor Law expert, participated in the discussion as a consultant who worked on the draft of the new law.

Business Manager Ronald T. Weakley and Southern Area Executive Board Member Robert Staab attended the conference from Local 1245.

On November 20 and 21, Business Manager Weakley attended the annual California Labor Press Conference at the same location. Principles of communication, the competence of labor editors, and a look at today's Labor Press were the main subjects of conference discussion. **LABOR PRESS NEED**

Major speakers were Dr. John Clark, Associate Professor of Language Arts, S. F. State Col-

lege; Sam Eubanks, Executive Secretary, San Francisco-Oakland Newspaper Guild. Professor Charles Hulten, chairman, Department of Journalism, U. C. and Chairman of Judges, 1959 I.L.P.A. contest.

Highlight of the conference was a dinner address by Mrs. Helen E. Nelson, California's new Consumer Counsel.

State Federation Secretary C. J. Haggerty summed up the conference by warning the editors of the danger of poor communications between labor leadership and the membership. Haggerty estimated that only about 20 per cent of California's one and one-half million union members ever get a labor paper to read. He called for stepped up education and an expansion of the labor press plus sharp improvement in labor's public relations program.

Secretary Haggerty, President Tom Pitts and the staffs of both U.C. and the Federation deserve praise for the week-long program which consisted of work sessions on some serious problems faced by working people and their unions.