The person working beside you —
He’s sharing the benefits
Is he sharing the responsibility?

Collective bargaining and union relations are considered by some utility executives as a mine of operations or, in some cases, necessary evils to be tolerated. They can be eliminated. This is unfortunate for the utility industry.

A union, when it no longer fulfills its obligation to those it represents, has no reason to remain as an institution of usefulness. Similarly, when a utility company can no longer fulfill its obligations, it too will go down the drain. The health and maintenance of both institutions is necessary to the survival of each with certain exceptions.

Should a utility company be taken over by a public power agency, that is the end of the company. When this happens, the employees suffer some losses but the industry must have people to work as there will always be some employees for the new company.

We see more changes in law which increase the rights of employees on the property of public agencies. We will see more of them. Therefore, the exceptions concerning institutional survival rest with the unions rather than the companies.

The private utilities need the rights of monopoly in their franchise areas. Services rendered must be paid for by all, not just some of the recipients of those services. The utilities need security in order to function as a service institution.

The unions on their properties need the rights of monopoly in their franchise areas—the collective bargaining unions. Here too, services must be paid for by all recipients, not just those who volunteer to do so. The unions also need security in order to discharge their responsibilities as a service organization.

Most private utilities have adopted the principle of mutual security with the unions on their properties. This must be the foundation of a proper relationship or there is no real relationship despite temporary compromises. Paternalism was not and is not enough to eliminate the need for unions on utility property.

Japanese Trade Unionists Are Bay Area Guests of Local 1245

Two Japanese Electrical Union Officials, Yasuo Otsuka and Akio Kamiya, spent the first two weeks of March observing the operations of Local 1245 in the Bay Area, an Executive Board session and a staff meeting. In addition, they were briefed on the operations of the Local by Business Manager Weakley and Assistant Business Manager Weickert.

Mr. Otsuka is a member of the Executive Board of the Shikoku Electric Power Workers Union with a membership of about 3,600 and Mr. Kamiya is the Director of Education for the Tokyo Electric Power Workers Union, whose membership is approximately 28,000. They are spending a total of six months in this country visiting various Local Unions, International Offices, attending Union conventions, and studying at St. John's University in Annapolis, Maryland.

They explained that Unions in Japan have many of the same problems which face American Unions along with a few special problems such as the inflation that the Japan Labor Movement by Communists and in some cases, domination by Communist leadership. Their contracts are generally for one year and the wage increase on a percentage basis. Some of the

Delegates from Eureka to Needles and from San Francisco to Reno are preparing to attend the 10th Annual Conference of Local 1245 at the Claremont Hotel in Berkeley, April 2 and 3. These delegates were elected by the membership at Unit meetings during the month of February.

The delegates will tackle "Project '66" at this Fifth Annual Conference of the Local. The negotiating program for 1966 will be hammered out by the more than 140 delegates in the tightly scheduled two-day conclave.

The Conference will be opened and chaired by President Charles T. Massie at a.p.m. Saturday. The keynote address will be delivered by Business Manager Ronald T. Weakley, following which the assembled delegates will plunge into the business at hand.

Attendance of guests at this Conference has been limited due to the serious nature of the issues which are to be discussed.

Members of the Executive Board, Advisory Council, negotiating committees, and the Local Union Staff will also be in attendance.

Plans for the Conference were nearing completion as we went to press.

Organizing Drive Set By Local 1245

Plans for a three-month organizing drive by Local 1245 were announced by the Executive Board at their last session. The plans, as outlined by the Union Office, call for a drive which will be kicked off at the Annual Conference, April 2 and 3. It will extend through April, May and June.

A highlight of the organizing effort will be a contest with valuable prizes to be awarded to members who participate.

For use in this drive, the Executive Board approved funds for the printing of a booklet for new employees, which will be made available to help in the organizing drive.

Special kits containing membership application cards, pamphlets, instructions and contract rules will be distributed at the Conference and at the Unit meetings during the course of the three-month push for new members.

Details will be found on pages 4 and 5 of this issue.

April 14th is the Last Day to Register!!
In the employment picture, certain forms and degrees of collective pressures termed "disciplinary action" are applied to employees for the omission or commission of certain acts. These range from minor infractions of rules to major breaches of duty in a utility. While it is recognized that certain circumstances may warrant action, particularly where outside employees and their employers are involved, the exercise of discretion in collective bargaining provides machinery for review of disciplinary cases. These are decided upon by the parties concerned, with the full force of contract rights and the courts.

A reprimand is similar to a traffic ticket for a minor violation. An order to show cause is similar to the preparation for a court conflict, where the issues are controversial. A suspension is like an order to appear in court with a specific charge, and the right to be heard and a recommended penalty. A final disciplinary action is an order to appear in court for a serious criminal violation, with the right to be heard and a recommended penalty.

We are becoming more aware of the question of discharge and need to know more of its implications. The discharge of employees, the discharge of workers, the discharge of the Union. The discharge of employees, the discharge of workers, the discharge of the Union. These range from minor infractions of rules to major breaches of duty in a utility. The discharge of employees, the discharge of workers, the discharge of the Union. These range from minor infractions of rules to major breaches of duty in a utility. The discharge of employees, the discharge of workers, the discharge of the Union. These range from minor infractions of rules to major breaches of duty in a utility.
Letters to Congressman are Needed on Forand Bill

Letters by Union members and friends (and other interested persons) are needed to secure passage of this urgent proposal. Under the provisions of the Forand Act (the bill), members are asked to write to their representatives in Congress, whether Democrat or Republican, and to urge them to vote for the Forand Bill.

THAT BLASTED ROCK

By ENSLEY

To most people a rock is a rock, but when you stub a toe on one, it's a different kind of a rock. Brother Pharmaceutical Benefit, in a rock to keep his curious mind.

He would keep this rock, for he came to the conclusion that the rock was a veritable fortress without defenses against the attacks of the world. It is this fortress that he will keep for as long as he shall live.

Brother Pharmaceutical Benefit is a man of the world, and he has many friends. He has been known to say, "If you can't beat 'em, join 'em." And so he has, in this case.

The rock is a rock, and Brother Pharmaceutical Benefit has decided to keep it, for he has found that it is a place of safety in a world that is at odds with him.

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9 GOOD REASONS FOR FORAND BILL

1. Most older persons would benefit from the Forand Bill, which would pay the costs of hospital care, additional skilled nursing care, and surgical benefits.

2. Young workers would also gain.

3. Few persons over age 65 have or can afford good health insurance protection for dependents.

4. Only 2 out of 5 have any such protection according to the latest government figures.

5. Claims that voluntary insurance will grow rapidly are unscientific propaganda.

6. The cost would be moderate.

7. The benefits can be financed.

8. The Forand Bill will strengthen welfare agencies.

9. The bill would be a must.

According to a letter received by Representative Anne J. Forand (Dem. R.I.) from Dr. B. G. MacLean, formerly head of the American Blue Cross Association, it is necessary that the Congress immediately enact the Forand Bill in order to meet the problem of medical care for the aged.

This is the measure to which the American Labor Movement has pledged its support and to which the American Medical Association is strongly opposed.

Dr. MacLean, who recently retired as president of the National Blue Cross Association, stated in his letter: "A lifetime's experience has taught me that to conclude the costs of the care of the aged cannot be met unaided by government or by any other means. The higher estimate used by the insurance industry and home care could be stressed.

CORP. PROFITS SOAR WASHINGTON, D.C. — Corporate profit cash dividends reached a record high of $12.5 billion during the first quarter, a year over the previous high of $12 billion in 1957.

S8 Million to Police Unions, $3 Million to Police Business Firms

President Eisenhower wants Congress to appropriate $8,100,000 to enforce the Landrum-Griffith Act. Most of this would go to the new Bureau of Labor-Monopoly Reports, for the first time in the history of the United States.

Brother Silva, with strange rock.
3-Month Organizing Drive Launched

Exec. Board Okays Awards for Contest

At their March 26th meeting, the Executive Board of Local 1245 okayed the awarding of prizes in the organizing contest which runs through April, May and June. The prizes will be awarded in two groups:

1. Three grand prizes to be awarded to the three persons who sign up the most members in the contest.

2. A prize awarded for every five members signed up by a contestant. Any present member and any member who joins during the drive can become a contestant.

During the course of the drive it is hoped that every employee in the jurisdiction of Local 1245 not now a member will be approached and an effort made to sign up.

Contest prizes will be announced at the Conference, at Unit meetings in April and in the April UTILITY REPORTER.

Organizing Kits Available At April Unit Meetings

Members of Local 1245 who wish to participate in the organizing drive can pick up kits at the April Unit meetings. It was announced by the Executive Board.

It is not necessary to have a kit to participate in the drive, it was pointed out when the announcement was made. Credit for signing up a new member will be given on the basis of the "Witnessed" by signature of the dues deduction card. Basically, all one needs to become a contestant are application cards and dues deduction cards.

The kits will contain application cards, dues deduction cards, copies of the new booklet, "GETTING AHEAD WITH LOCAL 1245," contest rules, and information pamphlets. The kits are intended to be used as aids in signing up new members.

The most important feature of this drive, according to the board, is to enlist every member of the Union as an organizer.

"We hope that every member will realize that it is HIS responsibility to help himself and the Union by signing up new members," stated Local 1245 President Charles Masse.

GOOD CLERICAL PROGRAM NOW BACKING

"Local 1245 has a good program going for its Clerical members. The improvements we are seeking are essential to the welfare of the Clerical employees."

"This program will not become a reality, however, without a united effort on the part of the entire Clerical group."

These are the conclusions reached by Jim Fountain, Clerical member of the Negotiating Committee from Ukiah in North Bay Division.

"There are many ways that our members can support the program of the Union. First in importance is—always—organizing. We need to approach the non-member over and over again until Jim has learned from experience how important the things he has to say are."

"Against a person up is only the first step, however. Then we need to tell him what the Union is all about, get him out to the meetings, talk about the Union and its activities—educate him, in other words."

"Very important in supporting the Union is to realize that we are the Union. People continually say 'the Union ought to do this' and 'they should do that.' We need to change this to 'our Union' and 'we.' Then we'll be on our way," says Jim.

Every Member an Organizer: Here Are Handy Suggestion

Included in the organizing kits to be issued is a future Union activity for signing up new members. These suggestions are repeated for all members:

1. SIGN UP THAT NON-MEMBER; SOME SUGGESTIONS ON HOW TO DO IT.

2. Stress the team approach. Point out important it is that he get on the team in order to improve his own conditions.

3. Be persistent but not obnoxious. Give a person a membership card and suggest he fill it out while you are there. If he asks for time to think it over—leave the card and come back the next day. Keep coming back and asking in a friendly way for the card.

Meal Provisions

In the Utility Industry, service to the public often requires employees to miss a meal at home with the family. Due to the Union's efforts these meals are now furnished by the employer.

Holidays and Vacation

Today's hectic life is such that everyone needs a 'break,' a chance to forget the job for a few hours. Paid Holidays and Vacation are enjoyed by all members of Local 1245.
HERE ARE THE CONTEST RULES

1. All members of Local 1245 and any new members shall be eligible to enter the contest. Employees of Local 1245 will not be eligible.

2. Membership application cards and payroll deduction cards may be submitted to the business representative or mailed direct to the Local Union Office.

3. To receive credit for a new member sign-up, the payroll deduction card must be signed by the contestant as witness, or in the case of cash payment of dues, payments must be accompanied with a Steward's receipt indicating contestant who signed new member.

4. Applications may be submitted singly or in groups. Contestants will be notified when they qualify for the prize awarded for sign-up of five new members. Contestants may receive as many (five new members) prizes as they can qualify for.

5. Records of new member applications received will be kept in the Local Union Office.

6. Applications received until 12:00 Midnight, June 30, 1960, will be counted in the contest. Applications received by U.S. mail will be counted if postmarked before 12 Midnight, June 30, 1960.

7. Winners of the five major prizes will be announced in the July edition of the UTILITY REPORTER.

8. Any dispute over the awarding of prizes or the conduct of the contest will be referred to the Executive Board.

Here are Contracts for a Better Living!

Local 1245 has negotiated many agreements for its members. We have reprinted here the introductions and Headings of a few to illustrate this most important function of our Union.

This Agreement entered into this 1st day of March, 1960, by and between Citizens Utilities Company of California, a California corporation, hereinafter referred to as “Company”, and Local Union No. 1245, International Brotherhood of Electrical Workers, affiliated with American Federation of Labor-Congress of Industrial Organizations, hereinafter referred to as “Union”.

AGREEMENT

This Agreement, made and entered into this 1st day of March, 1960, by and between Citizens Utilities Company of California, a California corporation, hereinafter referred to as “Company”, and Local Union No. 1245, International Brotherhood of Electrical Workers, affiliated with American Federation of Labor-Congress of Industrial Organizations, hereinafter referred to as “Union”.

SICK LEAVE

Worry over the financial loss when one is ill and cannot report for work—a disaster in years past, is no problem when your sick leave is a part of a Union Agreement.

Every Member An Organizer!

...
DINNER HONORS COLGATE SHUTDOWN 'VICTIMS'

Colgate Division Local 1245 members gathered for a farewell dinner on Monday night, January 25th, in Marysville to bid farewell to Colgate Division employees who are scheduled for layoffs and wage cuts as a result of the PG&E Company's plans to eliminate the functions of the Accounting Department in Colgate Division and transfer the department's work to the EDP Center in San Francisco.

Long a bulwark of the Clerical group in its strong organizational percentage and active participation in Local Union affairs, the Marysville Clerical Unit members feel keenly the loss of their Brother and Sister Union members.

Of the 18 jobs in the Accounting Department, 37 were identified for elimination, with one remaining in the department at a reduced rate. According to preliminary estimates, the elimination of the department will result in making 13 employees subject to layoff, 4 subject to possible transfer to other locations or departments, 11 to take a demotion of at least one step in the wage and classification progressions, and 2 to face enforced retirement. A total of 30 employees are being adversely affected, three of whom have been with the Company for over ten years in their progression with the Company.

Although held in the pleasant surroundings of Steve's Pizza House, the meeting was not a joyful occasion. Discussions held during and after the dinner resulted in the formation of resolutions by the Unit membership to direct the Local Union Executive Board and Negotiating Committee to seek, by all possible avenues, to organize together for great numbers to fight the Company.

The social and economic views of the present-day world are often incomprehensible. The views of utility executives and union leaders differ on a number of issues. This is more than natural in our industrial democracy.

Yet, particularly, we find unusability in private utilities and in the unions which represent their employees on the issue of preference for private employment.

On the matter of "preference," certain situations exist where certain utility customers are afforded reduced rates, for services through subsidy by the federal tax body. This matter of "preference customers" is particularly disadvantageous to utility companies who complain about some people getting preferential treatment for the costly services rendered to "preference customers" is particularly disconcerting.

A number of state utilities are being set up on a subsidy basis by the federal tax body. A great deal of state utilities and in private utilities and in private enterprises.

It is a great privilege to meet with and exchange ideas with our foreign friends. In our house.

Refund Due On Disability Tax

Result of the ballot count announced by Chairman ANIBAL SILVA. (See back to Camera.)

Ugly Americans? Not Us!

The U.S. Department of State, the Department of Labor, and the International Cooperation Administration have made arrangements for visitors from foreign lands to be the guests of Local 1245 over the past few years.

We have made our facilities available to our government and our visitors. We are proud of the fact that many foreign labor and management people have tasted of our hospitality and knowledge. We have not neglected this responsibility of good citizenship.

Some members may question our taking the time to discharge the responsibilities in this field given by our government. We not only provide knowledge but we receive knowledge in these same principles and knowledge through our national understanding. Local 1245 is now well known in many foreign lands.

Our frankness in discussions and self-criticism where warranted, are well received by our visitors who are also refreshed by our attentive ear to their ideas. They get tired of being "told." Some Americans have become so carried away with their "superiority" that they have lost the ability to listen and learn from those across the sea. Not so with Local 1245.

It is a great privilege to meet with and exchange ideas with our foreign friends. No "Ugly Americans" in our house.
Scribbles on a document page...
SIERRA PACIFIC NEGOTIATORS

Sierra Pacific Unit Negotiating Committee, shown here, left to right: Orville Owen, Advisory Committee member and Chairman; Union Grievance Committee, Sierra Pacific, employed as Gas; Aronness; Loretta Aronness, Unit Recorder; Sierra Pacific Reno Unit, Shop Stewart; Clerical Employees: employed as Bookkeeper; Robert Newberry, Chairman Unit Safety Committee, employed as Lineman.

SIERRA PACIFIC TALKS SET


Subject matter will include wages, safety, apprenticeships, pensions, and certain working conditions.

Union’s Committee will consist of Orville Owen, Gas Supervisor; Loretta Aronness, Clerk; and Robert Newberry, Lineman; Business Manager Ronald T. Weakley; Assistant Business Manager L. L. Mitchell; and Business Representative Roy D. Murray.

Negotiations with Sierra Pacific have always been carried on in an atmosphere of mutual respect and confidence that labor-management problems are only solved by joint effort.

The present Contract anniversary date is May 1, 1969.

As a result of many requests from the Stewards, who realize the necessity to know all aspects and problems of the Labor Movement, the Business Office arranged to have Joseph Grodin delivered by Murray.

Dixon, an Organizer, of the Sierra Pacific Power Company of Reno, Nevada and of Local 1245, I.B.E.W., will come to the Local brought out much new information.

Most.

To qualify for voting in the June 7 primaries, members are required to register at their earliest convenience. Registration deadline is April 14.

You Can’t Vote...

All Local 1245 members are reminded that April 14th is the last day to register in order to vote in the important June 7 Primary Election.

To qualify for voting in the June 7 primaries, members are urged to register at their earliest convenience. Registration deadline is April 14.

Here are the five classifications of voters who must either register or re-register. It includes those who:

1— Have changed their addresses since they last registered.

2— Have changed their names since they last registered.

3— Want to change political affiliation.

4— Need their registrations cancelled because they failed to vote at either Primary or General Election in 1968, and have not re-registered since that cancellation.

5— Have become of age and have never registered.

In California, we will elect this year:

39 State Senators
39 State Assemblymen
39 Congressmen

Most important of all—This is a Presidential Election Year.

PRIMARY ELECTIONS—JUNE 7

GENERAL ELECTIONS—NOVEMBER 8

If You Don’t Register

Deadline April 14

Atom Power Badly Needed but Progress Is Slowed by Costs

Japanese Trade Unionists Are

Bay Area Guests of Local 1245

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