



"Every Member an Organizer—"
See Awards List on Page 3!

Utility Reporter

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

VOL. VII — No. 12

OAKLAND, CALIFORNIA

APRIL, 1960

Conference Sets Negotiating Program

2-Day Meet Shapes Top Proposals

Unanimous approval of a report to the Executive Board for transmittal to the Negotiating Committees of Local No. 1245 was the final action of the Fifth Annual Conference of the Local Union, held at the Claremont Hotel in Berkeley, April 2 and 3.

The report dealt with ten areas in which the Conference recommended that proposals be submitted and was the result of two days of debate and action on the part of the elected delegates. The entire report is reprinted on pages 4 and 5 of this newspaper.

Of prime interest to the delegates were such matters as Union recognition, the Benefit Program, Job Security, Safety, Apprenticeship, Maternity Leave, Wages, and equalization of job conditions.

The Conference was opened by President Charles Massie at 1 p.m., Saturday, April 2. In his welcoming speech he stressed the importance of the task which the elected delegates were performing at the Conference. Next, the Rules Committee Report, outlining the procedures to be followed at the Conference, was given by Chairman Robert Staab and approval voted by the delegates.

The Report of the Credentials Committee, which came next, stated that there were 147 delegates present from 69 Units, plus seven delegates from the General Construction Department.

(Continued on Page 4)

YOUR Business Manager's COLUMN
by Ronald J. Weakley

Current activities in connection with our collective bargaining and organizing efforts are taking most of this writer's time. Some of the routine business of our Union's operations must take a back seat as we move into the more important phases of our operations which affect the greatest number of our members.



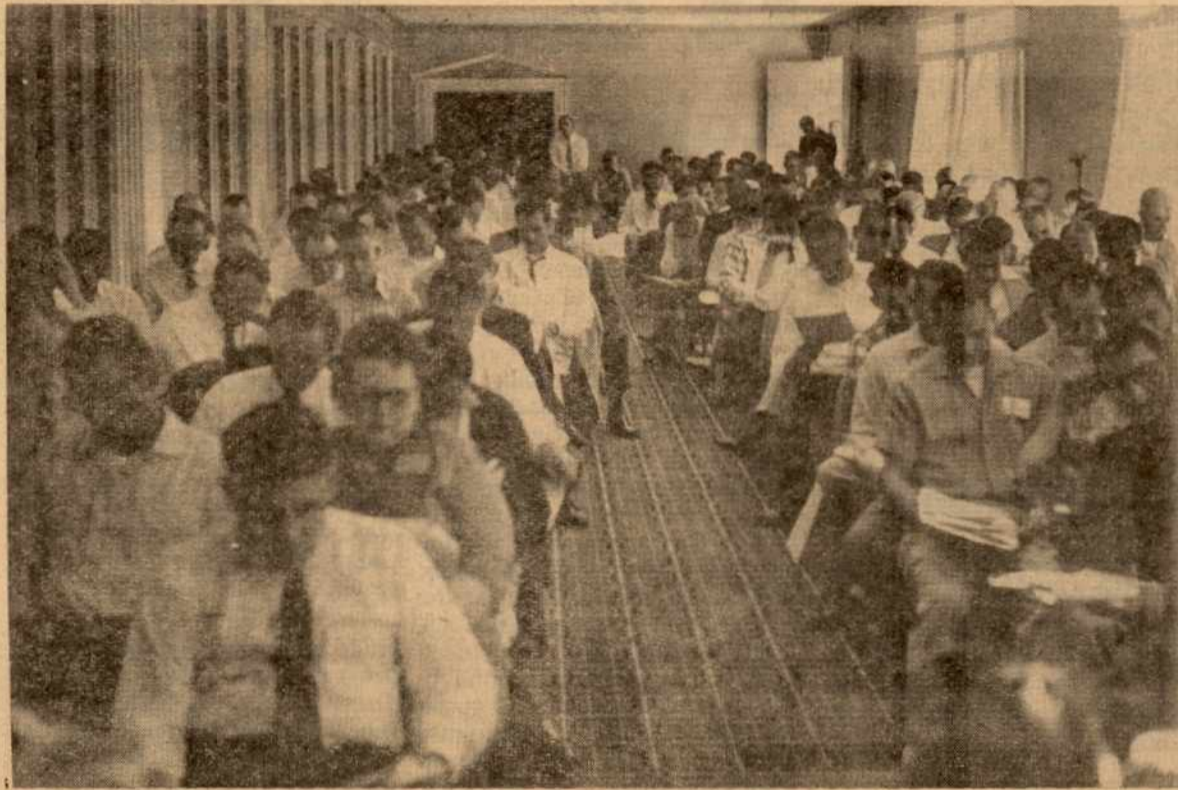
Unfortunately, we must bear with some activities by a few people who would divert us from our major tasks as we try to handle our great responsibility at the bargaining tables.

We shall not be diverted from these major tasks, no matter what the provocation may be. The few in our own ranks who hope that we will do so, are "whistling Dixie". We include any in the ranks of our employers who might continue to hope against hope that we shall divide our ranks as we sit across the bargaining tables.

Our Local Union election processes are in motion and are intended to be a model of democracy for the whole world to observe. The elections will be run by our working members from start to finish, assisted by our office facilities only as directed by the Election Committee.

The only way that our detractors may gain a measure of satisfaction is by our success.

(Continued on Page 8)



"PROJECT '60' UNDER WAY—Above photo was taken in the main conference room shortly after sessions started. Delegates are shown studying their programs preparatory to debating the first of the many issues acted on. Present were 147 delegates from 69 units covering an area from Eureka to Needles and San Francisco to Reno.



A great deal of time was spent by the delegates to the Conference in small caucus groups where problems could be discussed with everyone participating. The group shown is composed of delegates from Coast Valleys Division with Advisory Council Member Don Bennett, second from right, directing the discussions.

FOUNTAIN 1st TO WIN IN ORGANIZING CONTEST

Jim Fountain, Clerk from Ukiah in the North Bay Division, was the first person to win a prize by signing up five new members in the current Organizing Contest, according to an announcement from the Local Union Office.

Jim is entitled to his choice of any one of a dozen prizes listed on page 3 of the UTILITY REPORTER. He is also off to a good start in the contest for the five major prizes to be awarded to the contestants who sign up the most members during the three-month drive.

These prizes include—in order—an Admiral 21" Console Model Color Television Set, a Polaroid Camera, an Admiral Clock Radio, a Deluxe Barbecue Set, and a Westinghouse Seven Transistor Portable Radio.

The second member to qualify as a five member prize winner was Robert Zavala, Lineman



JIM FOUNTAIN

from the Sacramento Municipal Utility District. Zavala has signed up eight members to date and is still working hard.

The membership drive was kicked off at the Union Conference in Berkeley on April 2 and 3 by Asst. Bus. Manager Al Hansen. He urged all the delegates to participate and pointed out the urgency of the drive at this time when membership is falling because of the effects of automation on the employment of our members.

The delegates and Business Representatives of the Local have been hard at work since, distributing organizing kits and

talking about the drive at Unit meetings. The aim of the drive, which is succeeding, is to enlist every member of the Union as an organizer. Several hundred kits have been handed out and members are hard at work enrolling new members in the Union.

3 More Prize Winners

FLASH—Three more winners of prizes for signing up five members have been announced. John Zapan, Gas Department, San Francisco, with 9, "Nick" Garcia, Oakland Electric Department, 10, and Richard Bellato, SMUD, 5 new members.

Sierra Pacific Members Ratify Settlement

Members of Local 1245 employed by Sierra Pacific Power Company met on April 21 and voted to ratify the 1960 Agreement. Details of the settlement will be contained in the May issue of the Utility Reporter.

Depreciation Allowances For Human Investments

While we hear of "depreciation allowances" for capital investment, we wonder about the people who make capital investment possible. Whether one is directly employed as a productive worker in the building of an enterprise or whether he works at one place and risks his earnings in investments in another, he depreciates over the long haul.

He seeks to be compensated as he depreciates through the years by gaining pension rights, seniority rights, investment income, and other means of balancing his human investment with monetary security.

Business executives do a good job of compensating for "plant" depreciation. They do a good job of protecting the wear and tear on plant facilities through astute management and tax relief in order to replenish the tools of industry and to expand their operations through attractive investment pictures.

What bothers people who care about other people, is the lack of recognition for our growing elder population which needs immediate compensation for depreciation as they can no longer invest muscle and brains in the "plant." Many of them never had a chance to provide for "depreciation."

Those who believe our senior citizens are simply a drain on the financial health of our Nation, forget that much of our present wealth was built by those millions who toiled for many years to make our way easier. The shameful record of the present administration and the Congress on providing medical care for the aged indicates that they have "forgotten" this fact.

If we place more value on immediate and future monetary affluence than on the compensation of those who "depreciated" their earning power by getting old while working for us, then we "depreciate" our Christian and American value.

Diploma Not Enough

Our educational system was severely criticized as we witnessed the launching of Sputnik. The situation is even worse. It is bad enough that our schools of higher learning fail to turn out a sufficient and competitive array of competent engineers and scientists in the world race for technological supremacy. What is worse, we are not even turning out a satisfactory product for the needs of our modern industrial technology at the factory level.

The high school graduate cannot, in many instances, meet the basic requirements necessary to assume the starting jobs in many of our industries. Corporations are spending millions in post-high school job training in order to get adequate skills to handle production.

Simple arithmetic, adequate spelling, reasonable knowledge of English, and other fundamental requirements of reasoning and expression, are too often missing as boys and girls seek to enter industry and progress up the ladder of skill and higher pay.

Too many corporations spent too much time defeating school bonds to protect their tax liability. Too many school boards made too many teachers give up when they tried to build mental discipline and stress fundamentals.

Budget fights over adult vocational education facilities, too much money and time trying to inject the "corporate image" into the school system, and too much fear of truth, have come back to haunt some corporations.

Some of these corporations pay a lot of taxes into the educational system. If they wasted their investments in other matters of corporate finance as they waste their school tax dollar, their stockholders would change some of the corporate heads who sit at the board tables of industry.

The fault is not that alone of industry. It is also that of the Boards of Education, the parents and the voters. Beyond that, it is partly the fault of the student or the worker who resents having to learn, especially on his or her own time.

A diploma is not enough when one cannot even pass a grade school test after graduating from high school. Seniority is not enough when skills become higher as we move into more complex technologies in the operations of industry. No union can forever gain higher pay for higher skill unless it represents people who can perform those skills. No union can forever press for seniority promotions when some people won't even get off their haunches long enough to put a bit of personal effort toward helping themselves as they block those who will.

The problem is a problem for all concerned. The answers rest with Government, industry, labor, parents, children and workers. All together, we can find the answers and solve the problem.



Left to right in top picture are Unit Recorder, Robert Stringman, Volney Wilson; and Benefit Committeeman, Warren Clipper.

Modesto Unit members are shown in picture at right.

MODESTO UNIT TALKS BENEFIT PROGRAM

Warren Clipper, Benefit Committeeman, is shown pondering a question asked by a member at the Modesto meeting in February. Brother Clipper demonstrated his ability and qualifications by giving a most comprehensive and understandable report of the Committee's activities in developing the Union's program on hospitalization, etc.

The members present were most interested in the tremendous amount of research done by the Committee and in a report of recent meetings with the Pacific Gas & Electric Company on the subject of hospitalization. At the conclusion of his report, Brother Clipper was given a well-deserved vote of thanks for the time and effort that he is giving to advance the interests of his fellow employees.

E.B. Stewards Talk: 'Labor In Community'

The Steward meeting continues to be the highlight of the month in the East Bay Division. Last month a workshop session was held on the important subject of Workman's Compensation. Richard Heath, one of Local 1245's attorneys, explained the intricate workings of Compensation Law. Excellent participation from the group kept Mr. Heath busy answering the many questions. Heath was commended by the group for the fine way in which he handled the program.

Consistent with the desires of the Stewards' request for information on all aspects of the Labor Movement, Art Hellender will be the guest speaker at the meeting on Tuesday, April 26, 1960. Mr. Hellender, who has a long and varied background in the Labor Movement, will speak on the AFL-CIO Community Services. He has held many offices from shop steward to business agent for the C.W.A., was Community Services Director for the CIO in San Francisco. Presently, Art is Assistant Secretary for the Alameda Central Labor Council.

The purpose of the AFL-CIO Community Services Committee is to encourage and train union members for active participation in community life. The Committee's specific responsibility is to plan and sponsor activities that encourage the maximum use of community health and welfare services by all the people.

The Committee's activities include operation of blood banks, programs for retired members, disaster relief and services to the unemployed, sponsorship and cooperation with many community activities of this nature.

We are eagerly looking forward to this program. Art Hellender's many years of service in this field should enlighten us on some of the little-known aspects of the Labor Movement.

WRITE TODAY: FORAND BILL

Union members should continue to write their Representatives and Senators urging the passage of the Forand Bill, it was announced by AFL-CIO headquarters in Washington, D.C.

Although the House Ways and Means Committee voted not to send the Bill to the floor of the House for possible passage, there is still a chance for the Bill in this session of Congress.

A similar Bill has been introduced in the Senate and hearings have been held on this Bill. Representative Aime Forand is endeavoring to get the Bill in the floor of the House by means of a petition. A petition which would force the Bill out of the Committee would require 219 signatures.

Political observers predict that the issue of medical care for the aged will be a "hot" political issue in the coming elections. For this reason, there is a strong possibility that some action should be forthcoming.

SIGNALS DRIVERS VERSUS

Drivers, by the fact they are human, are subject to errors of judgment. Drivers, not signals, cause accidents.

The traffic signal is not the boon to safety many drivers think it is. In fact, some intersections have just as many accidents after they are signalized.

The signal is supposed to cure the right angle collision—a common accident pattern, but don't rely on the signal. Keep alert and watch for the car that is a signal crasher.

The signal may contribute to accidents but the main fault lies with the driver.

Remember, "Drivers, not signals, cause accidents."


WALT MORRIS
System Safety Committee.

Every Member
An Organizer!


TAXPAYING TIME

When they come due I don't like them at all.
Taxes look large be they ever so small.
No man or no woman is happy to pay,
I grumble about them, as most of us do
For it seems that with taxes I never am through.
But when I reflect on the city I love, with its sewers
below and its pavements above,
And its schools and its parks where the children may play,
I can see what I get for the money I pay.
And I say to myself: "Little joy would be known if we
kept all our money and spent it alone."
I couldn't build streets and I couldn't fight fire,
Policemen to guard us I could not hire.
A sewage department I couldn't maintain.
Instead of a city we'd still have a plain.
Then I look at the bill for the taxes they charge,
And I say to myself, "Well, it isn't so large."
I walk through a hospital thronged with the ill.
And I find that it shrivels the size of my bill.
As in beauty and splendor my home city grows, it is easy
to see where my tax money goes.
And I say to myself: "If we lived hit and miss, and gave
up our taxes, we couldn't do this."

—From PIPELINE, Editor Sam L. "Red" Longwell.



The UTILITY REPORTER



RONALD T. WEARLEY	Executive Editor
NORMAN AMUNDSON	Editor
L. L. MITCHELL	Assistant Editor
M. A. WALTERS	Assistant Editor

Executive Board: Charles T. Massie, President; Marvin C. Brooks, Milton Shaw, Thomas F. Kerin, Walter R. Glasgow, Robert E. Staab, Everett T. Basinger, Richard N. Sands.

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

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

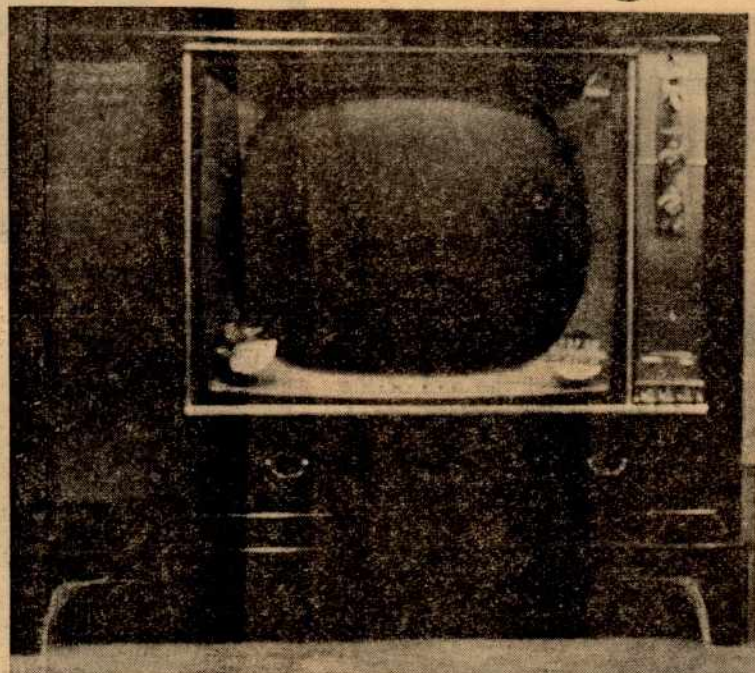
Subscription price \$1.20 per year. Single copies, 10 cents



**A STRONG UNION MEANS
A BETTER UNION CONTRACT**

**SIGN UP THAT
NON-MEMBER**

Local 1245 Organizing Drive Off to Good Start



HERE ARE CONTEST AWARDS

- 1st prize—Admiral 21" Console Model Color Television Set.
- 2nd prize—Polaroid Camera and kit.
- 3rd Prize—Admiral Transistor Clock Radio.
- 4th Prize—Deluxe Barbecue Set.
- 5th Prize—Westinghouse Seven Transistor Portable Radio.

The prizes listed above will be awarded to the members who sign up the most new members between April 1 and June 30.

The following prizes will be awarded for signing up five new members during the drive. Winners can take their choice of any of the prizes listed below:

- Proctor Toaster.
- Sunbeam Steam Iron
- Oster Electric Knife Sharpener.
- Magic Hostess Electric Can Opener.
- Electric Hair Dryer.
- Electric Coffee Percolator.
- Stainless Steel Tableware (50 pc. service for eight).
- Forty-five piece set Melmac Dinnerware.
- Ronson Electric Shoe Shine Kit.
- Timex Watch.
- Cigarette Lighter.
- Leather Wallet or Billfold.

AUGUST 21 IS DATE OF EAST BAY AREA PICNIC

August 21 has been set as the date for the picnic of the East Bay members of local 1245 and the J. D. Roberts Area of the Regional Park has been chosen for the picnic site.

Herman Paganini is serving as the Chairman of the Picnic Committee assisted by Art Perryman and "Nick" Garcia. At this time, the Committee is busy raising funds and laying plans for the event. Later on, a larger committee will be formed to do all the many tasks associated with the big event.

It is hoped by the Committee that enough money can again be raised to provide free beer, food and prizes at a nominal price—somewhere in the neighborhood of \$1.00 per member as in past years.

Cooperation and assistance from the members in the Bay Area will be appreciated by the Picnic Committee.

The Union for Me

There are thousands of reasons for belonging to a Union, but it would seem that basically there are only two.

The first reason, not necessarily the most important, should be called "Intelligent Selfishness" or plain and simply "What's in it for me?" I join with others to gain those material things that will help me maintain myself and family in comfort.

Secondly, it is the responsibility of all of us to leave this world in a little bit better shape for those who are to come behind and, though our Union, this Godly end can be met.

SIGN UP THAT NON-MEMBER!
600

SEVERAL HUNDRED ORGANIZING KITS GO OUT TO MEMBERSHIP

Several hundred organizing kits have now been distributed to members of the Union in attendance at the Annual Conference and at Unit meetings. Other kits are being handed out to Stewards and members on the job.

According to reports from the Representatives, members have enthusiastically taken up the organizing effort and are working hard to increase the membership of Local Union 1245. Committees have been formed in numerous locations and are hard at work.

At press time, the Union office was unable to give details on the leading contenders for the colored television set, which is to be awarded, as all of the applications have not yet been processed. The office suggested the participants should send in the cards immediately in order to assist in getting them processed as rapidly as possible.

From the progress shown so far, our goal, "Every Member An Organizer," may soon be realized.

Contestants Flip a Coin

Two members in Stockton Division who are participating in the Organizing Contest had a little difficulty the other day.

Newt Hewett and Robert White formed a two man committee and got busy signing up new members. When the time came to decide who would get credit toward the awards in the contest they had a predicament.

They solved it by flipping a

4th Annual 100% Dinner At Ft. Bragg

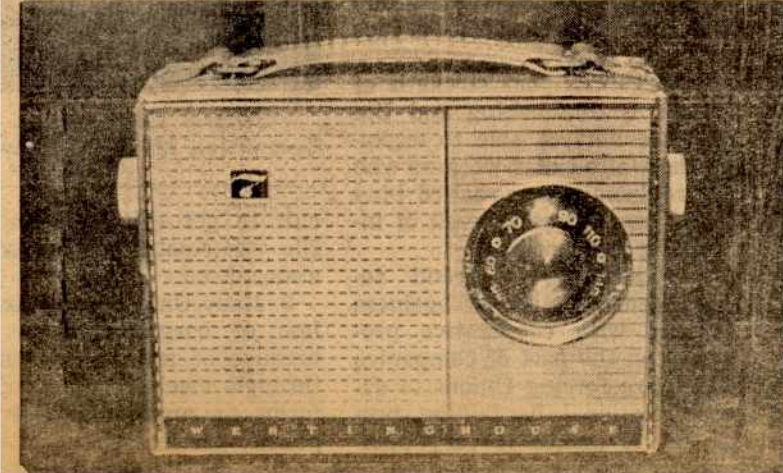
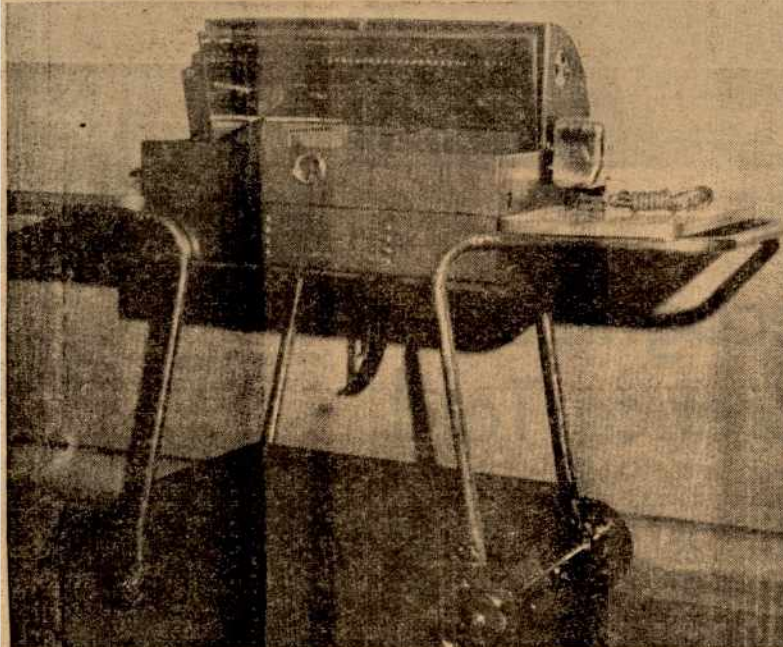
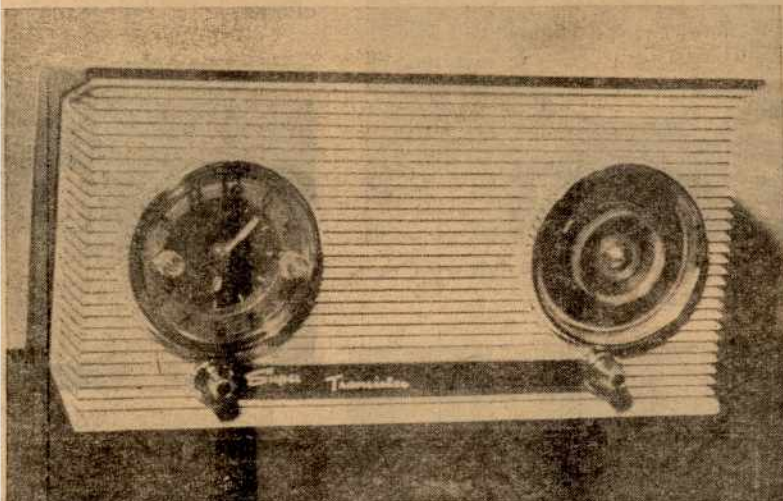
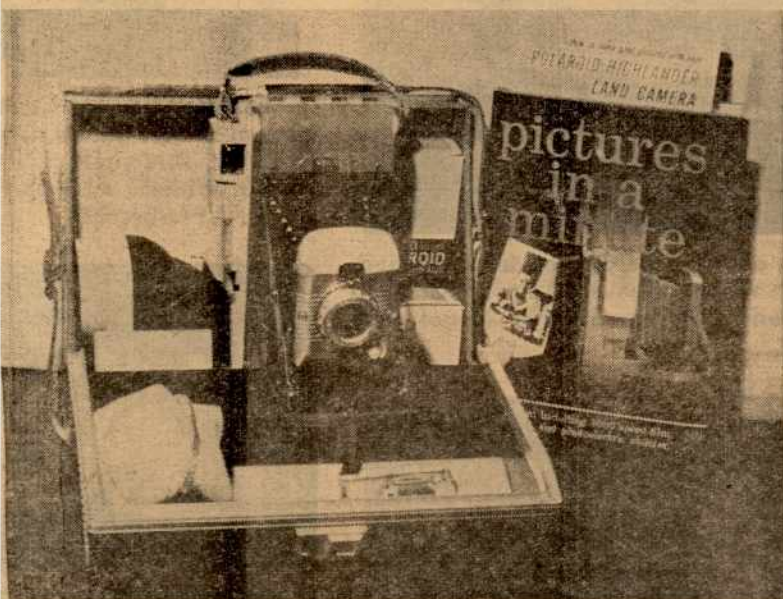
Their Fourth Annual One Hundred Per Cent Union Dinner was held by the Fort Bragg Unit on March 12.

Members of the Unit are proud of the fact that they have maintained the strength of their group over the years and expressed the conviction that they would continue to do so. "These members do more than talk about Unionism—they practice being good union members on the job every day," stated Representative Frank Quadros who was present at the dinner with his wife.

Arrangements for the dinner were made by Walter Knox and Walter Ojanpera. Jack Lemos served as Master of Ceremonies. Prior to the dinner, cocktails were served at the home of Dick Lemos.

Assistant Business Manager L. L. Mitchell and Mrs. Mitchell were guests at the dinner.

coin with the members of Jackson Unit as witnesses. White won the toss and is being credited for the new members.



Shown hard at work keeping the records for the Organizing Contest is Martha Kerr, Assistant Office Manager for Local 1245. Martha has each contestant's name entered on one page of her book with a list below of the new members signed up by the contestant. In this way she can keep an accurate account of the applications turned in as they arrive. Members are urged to send in applications as quickly as possible. This is a task which Martha enjoys very much and she hopes to be devoting much of her time to it as the Organizing Drive progresses.

UNION HAS A VIVID MEANING TO WIVES

"1481 Via El Monte
San Lorenzo, California
April 16, 1960.

"I. B. E. W.—Local No. 1245
1918 Grove Street
Oakland, California
Gentlemen:

"Most of the time, we take union benefits for granted and don't realize what they can mean to us.

"Recently, my husband was injured on the job, and was off work for one week.

"When the shock was over, and the "ice cold bills" came in it was a wonderful feeling to know that his medical expenses would be paid. Also, his disability insurance, which was increased by the supplementary injury benefit, equaled the take home pay he would have received.

"I am one wife who is grateful for the security we have achieved through the union.

"Very truly yours,
Mrs. Donald R. Roberts".

PROJECT '60 SPARKS A BIG YEAR

(Continued from Page 1)
 ment and eight from the Clerical Units. The report, which was distributed to the delegates, listed the number of members represented by each delegate and the number of votes which he was entitled to vote at the Conference.

WEAKLEY KEYNOTER

Business Manager Ronald T. Weakley delivered the keynote address in which he stressed the importance of placing "human values ahead of money values."

He traced the developments in Unionism since 1920 and pointed out that the rapid growth and development of Unions in the 1930's came as a result of people who placed human dignity and the rights of people first. This criterion could be a valuable one in developing our negotiating program for this year and future years, Brother Weakley suggested to the assembled delegates.

Following the coffee break, the group reassembled to hear the report of the Program Committee from Chairman James Gibbs, Advisory Council Member from DeSabra Division. Copies of the report, which had been formulated in two days of intensive effort by the committee, were distributed to the delegates. The Conference then recessed for dinner, following which the delegates met in caucus groups which were chaired by the members of the Advisory

More Tests on A-Plant Design

Pacific Gas and Electric Company is going ahead with additional tests on the pressure suppression reactor containment design proposed for its Humboldt Bay Atomic Power Plant, President N. R. Sutherland announced recently. Work on the tests will begin next week at PG&E's Moss Landing Power Plant in Monterey County.

Mr. Sutherland said the tests would take about three months to run and evaluate. Construction work at Eureka now is tentatively scheduled to begin in September.

PG&E Will Enlarge, De Sabla Powerhouse

Pacific Gas and Electric Company plans to rebuild and enlarge De Sabla Powerhouse on Butte Creek 12 miles north of Paradise in Butte County, it was announced recently by PG&E Vice President and General Manager S. L. Sibley.

Sibley said the Company will spend \$3.5 million for new construction and equipment that will increase the electrical generating capacity of the plant to 18,500 kilowatts from the present 13,000. The work will be started in the summer of 1961 and is scheduled to be completed in the winter of 1962.

Council. Arguments and discussions in the caucus groups continued until late in the evening.

Amendments to the negotiating program, which were developed in the caucus groups were submitted that evening and in the morning to the Conference headquarters. At 8 a.m., the delegates reassembled to consider these amendments.

Discussion and debate on the proposed amendments and the program as a whole, with several votes on contested issues, continued until nearly noon. After the delegates unanimously voted approval of the program, Brother Al Hansen spoke on the Organizing Drive which the Local is conducting and asked each delegate to become an organizer in his area.

Conference Guests

Present as guests at our conference were Dick Rapattoni, International Office, Al Coughlin, Business Manager Local 47 IBEW, and Vern Hughes, Business Manager Local 465 IBEW, Brother Coughlin's Local covers employees of Southern California Edison Company and Brother Hughes' Local represents employees at the San Diego Gas and Electric Company.

Bro. Chas. Foehn Unable to Be At Conference

Mr. M. Scott Shaw
 Recording Secretary
 Int'l. Bro. of Electrical Wrkrs.
 Local Union 1245

Dear Sir and Brother:

I regret that I was unable to attend the annual Conference on Saturday and Sunday, April 2 and 3, 1960, because of being confined to the St. Joseph Hospital with a bad knee.

I would like to have been at that meeting as the one I attended a year ago was certainly inspiring and mostly because of the interest shown by the members attending that conference. Also, the way the officers set up their agenda. I do hope I will be able to make your next Conference.

Fraternally yours,

CHARLES J. FOEHN
 Bus. Mgr. - Fin. Secy.

(Bro. Foehn is Business Manager of Local 6 of San Francisco member of the San Francisco Board of Education and member of the International Executive Council of the IBEW).

Local 1245 Widely Recognized As Outstanding, Conference Told

"Your Local is recognized as an outstanding Union by attorneys in the Labor field, by other Unions, by University Industrial Relations Departments, and by Management," stated Stanley Neyhart in opening his talk to the delegates at the Conference. His talk covered current developments in law relating to Union affairs. Mr. Neyhart is one of the partners in the law firm of Brundage and Neyhart. This firm specializes in labor law and has represented Local 1245 for many years.

"All of the attorneys in our firm look forward to an opportunity to represent this Local. We feel that this group has made tremendous achievements in the face of overwhelming odds."

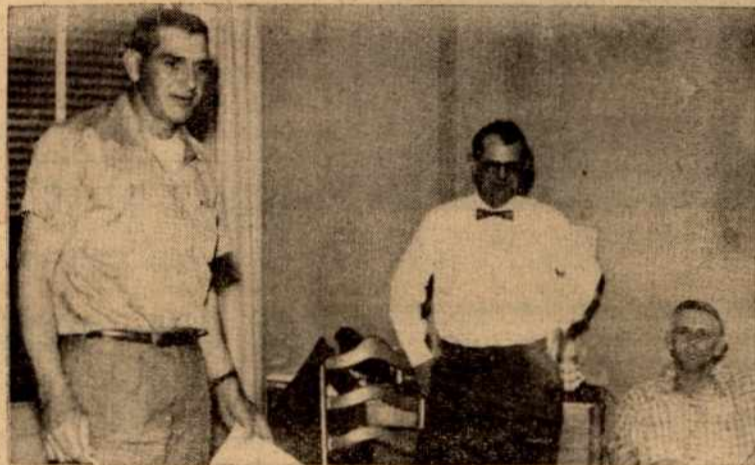
Mr. Neyhart then proceeded to relate his discussion to historical developments by pointing out that the civilizations of Egypt and Rome, when they were at their peak, provided such things as a forty-hour week, retirement plans and other job benefits. A decline in the civilization coincided with a decline in the working conditions of the people. At its apex



Stockton Division Caucus led by R. Miner (at the end of the table), Advisory Council Member. Others in the picture are J. Theiler, Modesto; L. Carter, Sonora; F. Rouse, Sonora; C. Scoggins, Lodi; R. White, Jackson; W. Lehman and H. Rubow, Stockton; N. Hewett, Jackson. Two others were not identified.



Caucus of the Department of Pipe Line Operations and Standard Pacific Gas Line Inc., with Wayne Weaver, Advisory Councilman (on the right), and Andy Clayton, StanPac Negotiating Committee member in charge.



Shasta Division Caucus led by Gerry Watson, Advisory Councilman. Standing in center is Jim Branstetter.



Richard Kern and Joan Bynum are shown listening to Clerical delegates at the Clerical Caucus.



North Bay Division Caucus Councilman.



East Bay Division Caucus. Others shown, around R. Baker, R. Jensen, J. Paig and G. Widick. Also participated was F. J. Harbrecht.



De Sabla Division Caucus Councilman.



Sacramento Division Caucus Councilman.



A combined Caucus was Municipal Utilities District, camera, from left to right, and Owen (Sierra Pacific); and



General Construction Dept. Committee Members Tony Be

KNOW WHAT'S GOING ON!



ATTEND YOUR UNION MEETINGS!

in achievement, a civilization has a strong Union movement or its equivalent.

UNION UPS & DOWNS

The American Trade Union Movement is a cyclical thing with ups and downs. It is hard to say where we are at the present time. The Taft-Hartley Act started a downward movement after the strong upward push which dated from the Wagner Act in the middle thirties. The Landrum-Griffin Act is another repressive measure but whether there will be more anti-union legislation is difficult to state at this time, according to Ney-

hart. He outlined for the group five areas in which Unions face problems today:

1. Organizational strength of Unions is diminishing and Unions are not yet able to organize the white collar workers who are replacing the so-called blue collar workers as a result of increasing automation.

2. There is a trend toward centralization in business coupled with cooperative programs on the part of companies which are forcing Unions to develop national bargaining programs. It makes it very diffi-

cult to get effective rank-and-file participation in this sort of atmosphere.

3. Many Unions are facing the loss of bargaining unit work because of automation and through mechanization in sub-forms as preassembly of component parts.

HERE IS LOCAL 1245's FULL '60 NEGOTIATING PROGRAM

Conference Report (As Unanimously Adopted, April 3, 1960)

1. UNION RECOGNITION

- a. Provide for a union Shop by changing the present maintenance of membership to establish Union membership as a condition of continued employment for all present employees covered by contract and future employees 30 days after being hired.
- b. Provide the right of Union member to display Union decals on hard hats.

2. BENEFIT PROGRAM

- a. Company to pay the cost of employee's coverage under the medical and hospital insurance plan.
- b. Company to pay full cost of equal coverage for employees under the group life insurance plan.

3. CONTROL OF INDUSTRIAL HAZARD

- a. Company to establish procedures and methods to adequately protect employees from exposure to industrially produced radiation hazards.
- b. Provide that no employee shall work alone on live lines where voltage exceeds 750 volts.
- c. The Company will provide two (2) men, qualified for the anticipated work, to shoot trouble when adverse weather, heavy traffic, remote areas or other foreseeable factors create unduly hazardous working conditions.
- d. An employee will not be required to undertake any work which he reasonably believes that he cannot perform safely.

4. WAGE CONSIDERATION

- a. Fair and equitable wage increase.
- b. Inequity adjustments for classifications meeting the following criteria:
 - (1) Did the specific classification work content show an unusually large increase since last negotiations?
 - (2) Does an inter-plant comparison show a positive inequity in our industry?
 - (3) Does a comparison of similar jobs within the Company show a positive inequity exists.
 - (4) Did the proposal contain any information which would justify its inclusion, over and above the three shown here?
- c. Eliminate Section 303.4 of the contract.
- d. Upgrades in clerical to be on a one (1) day basis.

5. EQUALIZE CONDITIONS

- a. Equalize the time-off with pay to attend funerals for all regular employees.
- b. Company to furnish employees with all tools, equipment and protective clothing required by the job conditions.
- c. Minimum guarantee for paid holidays shall be six (6) per year or the equivalent number of holidays which are observed between Monday-Friday inclusive, whichever is greater.
- d. Company to continue employee's benefit coverage with no losses (other than wages) while serving on Negotiating Committee.
- e. In Section 302.10 delete the following: "provided, however that the foregoing shall not apply when any such job is in a town or metropolitan area, or is a station or hydro job where living quarters are provided on the project or immediately adjacent thereto."
- f. Emergency relief to have scheduled workweek. Change the language of Section 208.20.

6. JOB SECURITY

- a. Speed up grievance procedure, with special emphasis on cases involving disciplinary action, lay-off, demotion or by-pass.
- b. No cut, no lay-off, over five (5) years' service, and remove three (3) year bar in General Construction.
- c. Amend 205.7(b) to read as follows: "Bids made by employees who are in the Division or Department and who are receiving the top pay in the next lower classification and who has the greater classification seniority."
- d. Amend Section 205.7(d) to read as follows: "Bids made by employees from any other Division or Department and who are receiving the top pay in the next lower classification and who has the greater classification seniority."
- e. (1) Provide transfer rights for Meter Readers and Collectors into Commercial Clerks promotion and transfer units and vice versa.
 - (2) When a Clerical employee is demoted for reasons, other than inability to perform, he shall upon reassignment, receive the maximum rate of pay of his previous assignment and his seniority rights.
 - (3) Combine promotion and transfer units in Division.
 - (4) System-wide demotion for Clerical.
 - (5) Commitment by Company to meet by a specified date on lines of progression for clerical employees and continue until completed.
 - (6) Agree to interim negotiations of job definitions.
- f. Appropriate seniority on which award was based to be shown on job award bulletins.
- g. Amend job bidding procedure to include consideration of all time spent in higher classification when bidding from lower classification in normal line of progression.

7. ESTABLISH JOINT COMMITTEE

- a. Joint Committee of Labor and Management to discuss mutual problems and development of cooperative ventures in agreed areas.

8. EXPAND DUTIES OF APPRENTICE COMMITTEE

- a. Expand the scope of the Apprenticeship Committee to develop job standards.
- b. Develop methods of achieving automatic progression.
- c. Eliminate temporary upgrades to Apprentice classifications.

9. MATERNITY LEAVE

- a. Establish the right of employees to leave of absence for maternity cases.
- b. Right to return to former job after maternity leave to be guaranteed.

10. TERM

- a. Recommend amending the contract with the leeway of negotiating a longer term agreement based on final package offer of settlement.



led by Frank Anderson, Advisory



led by Nick Garcia, Advisory Council. At the table from left to right, are: J. Wilcox, H. Lawson, B. Gunter, [unclear], but not shown in the picture,



led by Jim Gibbs, Advisory Council.



led by Dwain Zahn, Advisory



led by Sierra Pacific, Sacramento and Citizens Utility. Facing the R. McBraunehue (SMUD); Orville Borden (Citizens Utility).



Department Caucus with Negotiating Committee and Jerry Wells participating.



Stan Neyhart of Local 1245's law firm of Brundage and Neyhart speaks to the delegates.



Orville Owen (Sierra Pacific) speaks for the Program Committee.



Busy at the Registration desk on Saturday morning with Business Representatives Norm Amundson, John Wilder and Frank Quadros.



"Er... this union of yours - could they get me a raise?"

4. There has been an increase in the political activity of anti-union forces.

5. The Government is being injected into the collective bargaining process in many ways such as NLRB decisions which make some bargaining demands unlawful and court decisions af-

fecting bargaining, arbitration and organizing.

UNIONS MUST SELL
Mr. Neyhart feels that Unions must develop selling programs in terms of policies, goals and ideals which will convince both non-members and members of the worth of Unions. New or-

ganizing techniques must be developed.

There have been some optimistic developments in past years also, which Mr. Neyhart pointed to. The courts have recognized that unions are here to stay and the government is realizing that government employees have the

right to organize and bargain collectively.

"I sincerely believe that whatever problems this Local will face it will meet them successfully. Your performance in the past in the face of tremendous odds, indicates this," concluded Mr. Neyhart.

TELEMETERY, REMOTE CONTROL

(The following article was contributed by James F. Parker, Local 1245 member from Santa Rosa in the North Bay Division. It deals with a subject of increasing importance to utility industry employees. We are proud of Bro. Parker's technical knowledge.)

Instruments for several purposes have been and are referred to as telemeters. This article deals with the instruments used for taking measurements at one location and indicating them at another.

Telemetering is nothing new. For years, measurements which could be converted into voltage and current values have been transmitted directly over wires to distant points. However, in recent years, due to the ever-increasing distances and areas covered by remote control systems, telemetering has made many advances.

Telemetry and remote control are closely related. Quite frequently the same transmission media is used for the telemetering and control of the system. The first requirement of the system is the device to take the necessary measurement and convert it into the electrical values required for transmission. Pressure, rate of flow, temperature, and other data desired can be measured by any of the established methods. It is no problem to convert these measurements into electrical values. A thermo-couple produces a voltage which varies with temperature, a photo-electric cell will convert light into electrical values, moving diaphragms can be mechanically coupled to electrical components such as coils and capacitors, and rotating elements can drive small electric generators. Simplicity, economy, and other design factors will actually determine which methods will be used in any system. However, it should be noted that in any system there must be some method for converting the information into electrical values for transmission.

The second phase is to transmit the electrical values obtained from the measuring station, or device, to the point where the indication is desired. The method of transmission can be any one of several used for the purpose. Distance, number of indications required, number of stations, physical relation of remote points, reliability, and economy being the determining factors.

Sending the electric current directly over wires is the simplest method if sufficient energy is obtained from the measuring equipment and the distance is not too great for the accuracy desired. The great disadvantage of this method is that any troubles, such as loose connections or shorted wires, which affect the system, will cause incorrect values to be shown at the receiving station.

BETTER METHOD

A more reliable method is to convert the measurement taken into a modulated tone of a desired frequency. Thus any system changes which produce variations in the strength of the signal do not affect the accuracy as the frequency is not affected. If the distance requires it, one or more amplifiers can be used to overcome wire losses.

Only one measurement at a time can be sent in this manner, and in cases where several measurements are required, they must be transmitted in sequence. This can be done with an automatic switch but, for many systems, this is an undesirable feature.

If the electrical signal is used to modulate a radio frequency carrier signal which is sent over the wires, the system can be expanded by using a different radio frequency for each telemeter signal. With modern wire line carrier equipment, many signals of different frequencies can be transmitted over the same line including talking circuits for maintenance and repairs.

Perhaps you are wondering why it is necessary to send radio signals over a wire line rather than transmit them through the air as is usually done. The wire lines are required to confine the signal to a definite path between the stations involved. If the radio signals were transmitted over the air they would not

be confined, and as a consequence, the number of telemetering systems which could be used within a certain area would be severely limited. This would be necessary because the signals could be received by other than the station at which they were desired. Frequencies and stations would have to be so located and assigned that it would be impossible for them to interfere with each other. Such a system would also be subject to a large amount of interference from other sources such as electrical machinery, lightning and mobile transmitters carried by ships and aircraft.

It might be well to mention here that there are small, short range, remote control systems that do operate by radio transmission. Some examples are model aircraft and boat control, garage door opening systems, and farm irrigation pumps. These are all operated at or near the same frequency and therefore must be remotely located

from each other unless the operator does not mind faulty operation caused by interference from other systems.

MICROWAVE EFFICIENCY

The recent development of point to point microwave radio transmission has made it possible to transmit telemeter information without the use of wire lines. This is possible because the short wave length of the microwave frequency allows the energy to be focused into very narrow beams which are highly directive.

This factor, along with proper system design, greatly limits the amount of interference to other stations. It is also possible, due to the small frequency range required for telemeter signals and the large frequency band used for microwave transmission, to send hundreds of telemeter and remote control signals over one point to point system. However, the number of microwave channels available for telemetering are limited in number, and therefore must be utilized to best advantage. The best utilization of microwave for this purpose is in systems where wire line carrier is impractical, over large bodies of water or very rugged terrain, or where the number of telemeter channels required is very large.

The third step involved is to receive the signal sent by the telemeter transmitter. This is accomplished with the carrier or microwave equipment designed to operate with the transmitter on the sending end of the system. The output of this receiver can be steady or pulsed direct current, or an alternating current of steady or varying frequency. If required, this output can be amplified to a value required for operation of the remote device.

INDICATING DEVICE

The final element involved is the remote indicating device. In most cases where exact indications are required this is generally a direct current meter scaled to indicate the quantity measured on the transmitting end. However, it could as easily be a system of indicating lamps, or simple indicating devices designed to operate whenever the measured quantity deviated above or below the value desired.

For remote control purposes the same system can be employed, the same or similar type signals being sent for control as are used in metering. In those situations where it is desired to control the equipment from which the metering signals are received, it is necessary to have two-way transmission of the signals. This is accomplished by a system having receiving and transmitting equipment located at both ends. One-way metering, or control, requires only one transmitter and one receiver. In certain complex systems, such as pipeline operations where it is desired to adjust pressure at several locations related to each other, it is necessary to have several telemeter transmitters and receivers located at various points on the system.

Telemetering systems range from the simple, one-way, alarm system that produces an audible and visual indication that something has changed at the other station to the highly complex system that accurately monitors, adjusts, and provides sequential interstation operations. All of these various types of telemetering have been developed for the purpose of reducing manpower

Brazil Trade Union Men Visit Local 1245

A group of eleven Trade Unionists from Brazilian Public Utilities visited Local No. 1245 Offices on Monday, March 21. They spent the day conferring with Business Manager Weakley, learning about our operations and putting the Business Manager through an intensive question period on the role of Utility Unions.

They were particularly interested in our organizing program, negotiations and the benefits which the Local has secured for its members.

In the group were: Francisco Pinheiro, Heitor T. do Rego, Clodsmidt Riani, Edoald M. Roriguez, Jose F. dos Santos, Sebastiao E. Silva, Jose Barbosa, Lucio S. Boente, Jose Cabral, Elles Martins, and Lourival Salles do Nascimento.

Mr. John W. Standard of the Office of International Labor Affairs was the team manager. Brother Standard is an official of IBEW Local 844 of Sedalia, Missouri.

Ransom Cook New PG&E Brd. Member

The Board of Directors of Pacific Gas and Electric Company at its recent meeting elected Ransom M. Cook a director.

Mr. Cook, a resident of San Francisco, is president and chief executive officer and a member of the board of directors of Wells Fargo Bank American Trust Company which was recently formed by the merger of two well-known pioneers among California's banking institutions. He succeeds as PG&E director the late Harris C. Kirk who was chairman of the board of American Trust Company at the time of his death on March 14.

A native of Portland, Oregon, Mr. Cook received his education at Oregon State College and joined the American Trust Company in 1921. Five years later, in 1926, he became a vice president of the bank and in May 1959 was elected its president.

Mr. Cook has served a term as president of the California Bankers Association and is a member of the executive council of American Bankers Association. His corporate directorships list, among others, Cutter Laboratories, Inc., and Reserve Oil and Gas Company.



Registering for the Conference on Saturday morning were Gene Evans, Santa Maria; George Tully, Eureka; and H. M. Hornbrook, S. Kepplinger and C. Rattray, Humboldt delegates.



Citizens Utilities members Betty Rathbun, Redding Office, and Arthur Borden, Advisory Councilman, chat with Mert Walters, Assistant Business Manager.



Chow line at the Saturday evening buffet dinner with Wayne Weaver (Pipe Line), Pete Pelucca (S.M.U.D.), Lee Roy Thomas (San Jose) and Ralph Lancaster (Belmont).



Every Member An Organizer!

requirements, providing faster and more accurate operation and control, or operation and monitoring of equipment in locations impossible or hazardous to operate manually.

In recent years telemetering and remote control have played a very important part in controlling guided missiles, transmitting valuable data to earth from space satellites, as well as monitoring and controlling various processes where radioactive materials are employed.

Verna Leonard Is a Wiz at Bridge

It's still quite a few years away but one Local No. 1245 member who won't have any trouble keeping active when she retires is Verna Leonard, Steward in the Sacramento Office of Pacific Gas & Electric. She is planning to return to teaching bridge and playing in bridge tournaments whenever possible.

There is no question about her qualifications. In 1959 Verna was rated as one of the ten top women players in the Western United States. She was also the first person in Northern California to receive a Life Master Award. In order to receive this award, a player must have 300 rating points in tournament play, of which 50 points have to be red or blue and won in National or Regional Tournaments. A Life Master Award entitles the holder to play in any International or Regional Tournament anywhere in the world.

Verna has played in national tournaments in New York, Washington, D. C., Coronado, Seattle, Portland and San Francisco. In 1948, playing with Elbert Miller from Marysville, she won the first National Mixed Pair tournament held in San Francisco. Her first National championship was the Women's Pair Tournament in San Francisco in 1939, for which achievement, she joined the other winners in a bridge game, a loft over San Francisco in a United Air Lines plane.

A full listing of Verna's accomplishments in her 22 years



BRIDGE CHAMP — Shown above with a few of the many prizes she has won in bridge tournaments, is Verna Leonard, Local No. 1245 Steward from the Sacramento Office of PG&E. Her prizes include cups, trophies, appliances, clocks, silver plates, luggage and many other items. In May, Verna hopes to play in the National tournaments in Los Angeles and in October at Phoenix, Arizona.

of tournament play would probably fill an entire page of the newspaper. As it is, the trophies, appliances, cups, silver plates, clocks, and other awards she has won have pretty well filled her house.

In Local No. 1245, Verna has served for many years as an active Steward, Conference delegate, and Grievance Com-

mittee member.

As Verna sees it, "My bridge and the Union are my two most important activities outside my work for the Company. The bridge is important because it provides an unrelated interest for me and the Union because it determines the conditions which will apply on my primary job—earning a living."

Share Automation Gains, Avoid Strikes, Kaiser Tells Employers

Workers should share the benefits of automation . . . collective bargaining must be made to work without government coercion — unions and management should have day-to-day communication . . . Taft-Hartley doesn't work . . . and all this make dollars and sense for management.

This, in essence, is what Henry J. Kaiser, Jr. told the Los Angeles Rotary Club on March 4. Stepping out as one of the nation's leading "enlightened" industrialists, Kaiser asserted that show-down deadlines in union contract negotiations must be avoided.

The steel strike, he said cost the labor, industry and the people of this nation six billion dollars. "We cannot afford these nation wide shutdowns, he declared, "and I don't care WHAT industry you're talking about." "As long as both sides look on the contract expiration date as the signal for nationwide advertising campaigns, recriminations and all-out war—we shall have no hope in this country of peace and stability, let alone the kind of growth that spells survival."

Warning that our economy is expanding only half as fast as that of the Soviet Union and that accelerated growth is needed to meet the needs of an increasing population, Kaiser looked to automation to provide the answer.

But, he added, "I wonder . . . if some of us in Management aren't beginning to look on automation as a weapon? Not as an advance for the common good—but as a means of defeating Labor?"

"You aren't the one who is boosting the production, we tell the worker—our machines are doing it. No wonder the worker, under this charge of being obsolete, turns to the union for help.



HENRY J. KAISER, JR.

No wonder he thinks of automation as a job competitor—an intruder out to uproot his family, rob him of his wages, send him drifting goodness knows where."

"I don't think Management really thinks in this manner," Kaiser continued, "but because of our need to stack the bargaining-table deck, we have shortsightedly seized on automation as one of our ace cards, on the turn-down of wage demands. The Union, in turn, has no other recourse but to fight automation as an enemy and fight it the only way it knows how—with featherbedding practices."

"We have said to the Union, 'You have no part in this' — forgetting that it has been the power of the working people . . . which has helped bring about our high production, our high earnings, and our ability to accumulate capital investment, and thus give birth to this new wonder child, automation," the California executive observed.

Focusing on the heart of his argument, Kaiser explained "I think it is incumbent on Management and Labor to search for a means of getting beyond the bargaining table—and work toward some method whereby fluid negotiations can be carried

on the year-round. We've done it with income tax on a "pay-as-you-go basis" — now why can't we do the same thing in industry, by working out an "adjust-as-you-go" work contract? Why issue ultimatums when we should be communicating together NOW—not just on wage issues but on other matters, vital to production and the welfare of our country?"

Kaiser said that his brother Edgar, in settling early in the steel strike had tried to work out just such a plan for Kaiser Steel, through the establishment of two experimental committees. One will try to reach a step-by-step solution to various issues concerning work practices. The other referred to as the "Fruits of Progress Committee," will look for a way to share future cost-savings, perhaps some kind of built-in escalator."

"What we are looking for," Kaiser explained, "is a Sharing Plan—not profit-sharing (which would) make one team out of two by giving our workers a stake — an in-the-pockets take-home stake — in improved efficiency and production . . . If we fail, maybe we've got to give it a second try, or a third."

Belittling the prejudice of some management spokesmen against working with labor leaders, Kaiser said "It has nothing to do with an honor-system, or high-sounding resolutions, or brotherhood pacts . . . It comes down to dollars and cents. Those who would argue our present way of doing things is efficient — have got to show us first, in dollars and cents, that this is so."

Mrs. Newbride: "I took the recipe for this cake out of the cook book."

Hubby: "You did perfectly all right, dear. It should never have been put in."

ASK PREVAILING PAY IN BERKELEY

The City of Berkeley was notified on April 12, 1960 by Assistant Business Manager M. A. Walters, appearing before the Personnel Board together with Shop Stewards John Hinkle and James Armstrong and several other Local Union members employed in the Electric Department, that Local Union 1245 was seeking a substantial wage increase which would provide that City employees would receive the prevailing rate applicable to the construction and maintenance industry in private employment in the East Bay Area.

Further requests were submitted for adjustments in the classification of Radio Technician both in rates of pay and the establishment of a differential when required to work nights.

Labor Jamboree Will Aid Monterey County Needy Children's Camp

Organized labor of Monterey County and a Special Events Committee of the Monterey Peninsula have joined forces to establish an annual event which will bring labor and friends of labor to this world-famous resort area each Memorial Day—a Labor Jamboree, in which many members of Local 1245 are participating.

Golf, bowling and fishing tournaments are now ready for registration, and a barbecue and donation awards have been prepared.

Net proceeds will provide free camperships to boys and girls from 7 through 11 at the \$200,000 Camp Cahoon, which is situated in Pine Canyon near Arroyo Seca, deep in Carmel Valley.

Through the Monterey County Youth Foundation, Inc., labor unions of the county administer and support the camp, which requires only of the children and their parents that the youngsters need and will enjoy the camping.

Camp Cahoon will accommodate 50 children weekly along with a counseling staff sufficient to provide one counselor to each seven or eight children. The camp already has provided 440 camperships during construction.

Fresno Area in Debt

According to State Consumer Counsel, Helen Nelson, the consumer installment debt of wage earners in the Fresno Area is nearly ten times their weekly income.

In addition to the question of wages, the Union proposed that the City pay the full cost of the individual employee's coverage in the group hospitalization program and that the employees' existing vacation allowances be improved.

The City of Oakland employees are next. A meeting of Local 1245 members employed by the City of Oakland has been scheduled for Wednesday, April 20, following which proposals will be drafted for submission to the City Manager's office at an early date.

Moss Landing Unit Again Sponsoring a Little League Team

BY RAYMOND ENSLEY

Spring is here, and with it comes the old familiar phrase "batter up." The eyes of the Nation are on the "opening day" games, fans listen with avid interest to radio sportscasters, and the sport pages of the newspapers blossom out with batting averages and prognostications.

This spring awakening has also brought a flourish of activity from Unit No. 1214, Moss Landing Steam Plant. As a community project they are now starting a drive to raise money to again sponsor a Little League ball team. Moss Landing sponsored a team last year and although it didn't win the pennant last year, it looks like it has the potential this year. The sponsoring of this team may be the means by which some talented youngster might be challenging an old pro for his position in the Major Leagues at some future date. But even if these youngsters never make the big time, it is satisfying to know that you have played a part in teaching a youngster the real meaning of good sportsmanship.

Congratulations to all the members of the Moss Landing Unit who are putting so much of their time and effort into making this project a success.

Every Member An Organizer!

WHAT HAS THE UNION DONE FOR ME LATELY



Douglas Cuts Pay, 13,500 Unorganized Office Help

FROM: The Machinist April 4, 1960

When a big corporation decides to retrench, its first victims are its non-union employees. Employees who have no union cannot protect themselves.

Douglas Aircraft Co. of Santa Monica, Calif., took this economy route last week. Arbitrarily and without warning, it imposed a drastic 10 per cent pay cut on its 13,500 unorganized office and technical employees. The announcement took these employees completely by surprise.

Douglas' production and maintenance employees are protected by their union contract against pay cutting. IAM and United Auto Workers represent the bulk of these employees.

The company's action was obviously timed for the start of wage negotiations with the unions. It will not have the effect desired by the company, Grand Lodge Rep. Charles H. Jones reported.

JONES, coordinator of IAM negotiations with Douglas, added:

"The 10 per cent across-the-board pay cut announced by the company for its 13,500 unorganized, salaried employees will in no way alter the union's determination to obtain a seven per cent increase in wages for its members.

"The company's published reasons for its action are so vague as to cast doubt on the necessity for it but, whatever the reasons, it is clear the company's an-

ouncement was timed to coincide with the beginning of contract talks.

"THE MOVE is one of bargaining strategy."

A million dollars a month will be taken out of the pay checks of the Douglas office and technical employees, IAM members announced in handbills distributed at the company's huge Santa Monica, El Segundo and Long Beach, Calif., plants.

The handbills also pointed out:

"DOUGLAS is one of the healthiest companies financially in the (aircraft) industry.

"It is true the accounting books on their face show a loss of thirty-four million dollars in 1959 but this was because the company wrote off a heavy portion, (eighty-eight million dollars) of the cost of the DC-8 (jetliner) program." Economic experts predict Douglas' sales will pass a billion dollars in

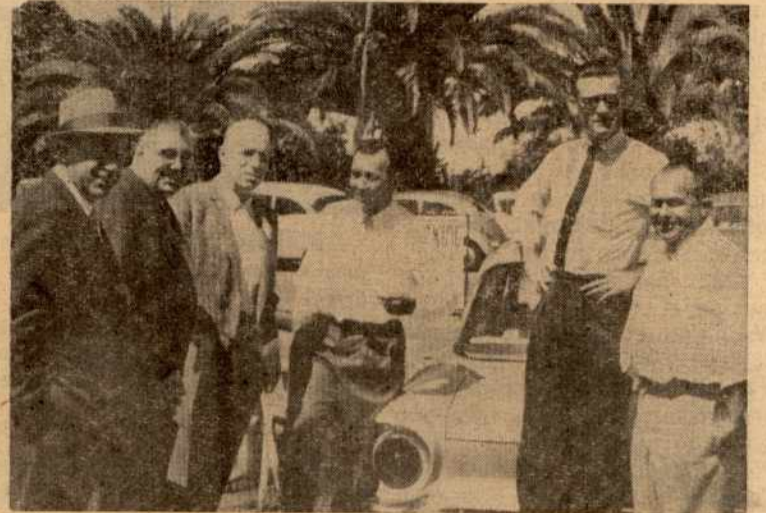
1960, the handbill said. (Douglas' sales hit nearly eight hundred eighty-four million dollars in 1949.) The handbill concluded:

"Only a strong union can protect pay levels and move forward to higher standards of living and job security for employees and their families and for communities where Douglas employees live."

Progress and growth of the company depends on maintaining these standards.



Ronald T. Weakley, Business Manager, gives the keynote speech to the assembled delegates in which he stressed "human values over money values."



Reception Committee members Gene Hastings, Scott Wadsworth and Jack Wilson (in shirt sleeves) were on hand to greet Paul Yochem, Stan Butera and Bill Kennedy.

YOUR Business Manager's COLUMN
by Ronald T. Weakley

(Continued from Page 1)

isfaction is if our members fail to exercise their democratic rights in turning out a tremendous vote for the candidates of their free choice.

Let us carry on our business in behalf of our working members who will decide in their own manner who they desire to lead this Union. If they don't like the way their welfare is being handled, they will make some changes and this is as it should be.

In the meantime, let's organize every single eligible employee, attend all of our meetings, and support the programs which were developed by elected workers at our recent Conference.

We never get all of the things our members desire, but we get the most when we have the most interest and the most understanding support as we put our case to the employers.

The public, the rest of Organized Labor, and the utility industry are watching what we do this year. Whatever we do, let it be a credit to the history of our Union and the principles in which we believe, as we discharge our responsibilities in collective bargaining and internal democracy.

WEAKLEY NAMED TO STATE ATOMIC POST

Governor Edmund G. Brown has named Ronald T. Weakley, Business Manager of Local 1245, I.B.E.W., to the newly formed Advisory Council on Atomic Energy Development and Radiation Protection.

Weakley will represent Labor on the 10-man Council. Colonel Alexander Grendon, Coordinator, will chair the Council. The full list of members follows:

Dr. Chauncey Starr, vice president of North American Aviation and president of its Atomic International Division, Canoga Park (Industry).

Dr. Joseph Kaplan, UCLA physics professor and former chairman of the U.S. National Committee for the International Geophysics Year. (Science and Technology).

Dr. Robert L. Scanlan, Los Angeles. (Medicine).

Ronald T. Weakley of Local 1245, International Brotherhood of Electrical Workers, Oakland. (Labor).

Dr. Ralph Richardson, associate professor of philosophy at UCLA and a former aide to Governor Brown. (Education).

Richard M. Pittenger of Los Angeles, vice-president of Farmers Insurance Company. (Insurance).

Hollis B. Roberts, McFarland rancher. (Agriculture).

Mayor Arthur C. Atteridge of Salinas. (City Government).

James Pool, Ventura County Executive Officer. (County Government).

Weakley, honored at the confidence expressed by this appointment, stated:

"This responsibility will take some time from an already pressing schedule of work but is worth the time in that the welfare of our members and the general community are inseparable when it comes to the great need for adequate protection from radiation hazards as we seek to put the atom to work for peaceful uses."

The first meeting of the Advisory Council will be held in the Governor's Office on April 26th. Business Manager Weakley will be in attendance at the meeting.

GEORGE RICE MOURNED; VICTIM OF CANCER AT 42

By RONALD T. WEAKLEY

George L. Rice, aged 42, passed away on March 28, 1960. He was a victim of cancer.

George had a useful career cut short by death. He served his country as a member of the Armed Forces in World War II. He served his government as a competent consultant to a Federal Board during the Korean conflict.

He served the Labor Movement as secretary of the Culinary Workers Union in Monterey, California and as Research and Education Director of Local 1245 I.B.E.W.

His period of service with Local 1245 produced a strong emphasis on education and communication as the foundations for progressive Unionism. He helped put the "Utility Reporter" into being and did a yeoman job on many research projects which helped our negotiating committees to obtain many benefits for our members and their families.

Since George left us a few years ago, he kept his hand in matters of concern and well-being to all working people. His friends number in the hundreds, and he carries with him as he leaves this Earth, the honor of having left his mortal station with a plus record because he made this world a better place in which to live.

Proud, aggressive, and firmly opinionated on most matters, George never backed off from a fight over his beliefs. As his hour of reckoning approached, George displayed more courage than most men. He fought cancer with all of his waning strength. He helped medical science by allowing himself to become an "experiment" in the face of certain death which he knew all the time, was inevitable.

One act of human compassion which this writer will never forget, was quietly performed by Governor Pat Brown, in order to ease the problems of a man with cancer and a wife and two young children, George, through his will to fight, outlived his planned ability to command suf-



GEORGE RICE

ficient income with which to meet his family financial obligations as a provider.

In spite of his tremendous responsibilities and the workload of the Chief of State in California, Pat Brown took time out and found a productive job, not a handout, for George, so that he could earn a living under the hopeless situation he faced. George did his job well until the end. For this, I shall always respect Pat Brown, no matter what differences of opinion I may ever have with him.

To George's wife, Mary, and his two fine daughters, I can only offer the sympathies of our Union and the hope that they may face the tragedy of George's loss with the courage he did as he faced his final problem.

Local 1245 has lost a friend and a man who helped us toward the goal of human dignity in the marketplace.

His example of courage in the face of hopeless odds should be a lesson to those who grow weak even when faced with the minor problems of our everyday life.

LET'S MAKE IT 100% UNION!
SIGN UP THAT NON-MEMBER!

Tax Cuts for Majority—How Terrible!

—San Francisco Chronicle Editorial, April 18, 1960:

"But incomes below \$10,000 have been favored with a tax reduction. When anyone else, e.g., a Republican, has suggested tax reduction, Governor Brown has denounced the proposal as uneconomic, unjustified, almost immoral. By his own rates, however, he has handed income tax reductions to the great bulk of the State's taxpayers, namely, all married couples with dependents having incomes less than \$10,000. These cuts run from 10 per cent to around 6 per cent."

Is this a new Editorial policy at the Chronicle? They are going to "bleed" only for those persons with incomes over \$10,000?

S.F. Grievance Chairman Suffers Head Injury

Bradford M. French, Chairman, Union Grievance Committee, San Francisco Division, has been off work since April 5 when he suffered a head injury.

His many friends in Local 1245 hope that he will be recovering soon and ready to return to his work in the Electric Underground Department.