In an election featured by a tie vote for one office and several closely contested races, James E. Gibbs and Ronald T. Weakley were selected to lead the Local Union for the next two years.

Gibbs, a Light Crew Foreman in the Gas Department, DeSabra Division, replaces Charles T. Massie, who did not run for re-election, as President of the Local Union. Weakley, who has held the position since 1961, was elected to the office of Business Manager.

The tie vote occurred in the contest for Clerical-at-Large Member on the Advisory Council, where Joan Bynum and Wesley Bennett, both from East Bay Division, headed a field of six candidates with identical totals of 82 votes each. A run-off election has been ordered by the Executive Board of the Local.

Ballots will be mailed to the clerical members on June 30, 1960, to be returned to the P.O. Box by 10:00 a.m. on July 15, 1960.

Marvin C. Brooks, Light Crew Foreman, Stockton Division was retained as Vice President for another term. New officers will be serving in the posts of Recording Secretary and Treasurer. Lorettta Arneson, Clerical member employed by Sierra Pacific Power Company in Reno, is the new Recording Secretary. She has been active in the Union as a Steward, Negotiating Committee member, and delegate to several conferences.

The new Treasurer of the local, Allan C. Terk, is presently Labor Foreman at Caribou in DeSabra Division and a Shop Steward. Terk was active in the original organization of the local, beginning his activities in 1956 as a Line Steward at Concord, and has continued his loyal support of the Union ever since.

The race for Executive Board Member from the Southern Area proved again that "your vote does count" when Robert E. Staab was relected by just one margin—one vote. Staab's second term as Business Manager will begin July 7th.

Gerald F. Watson is the new Recording Secretary, Marvin C. Brooks, Light Crew Foreman, Stockton Division was elected to the office of Business Manager—Fin. Secty. Ronald T. Weakley is the new President.

Negotiations Bulletin
MEMBERS VOTE ON PROPOSALS

Local 1245 members employed by PG&E started voting on a proposal for settlement of the 1960 negotiations on Monday, June 27 and the voting will continue at special Unit meetings being held throughout the System through July 21.

Bulletins outlining the settlement have been distributed to all Union Stewards for posting on bulletin boards. Meeting schedules for the special meetings have also been posted throughout the System. Members who have not yet voted, are urged to consult the bulletin boards in their office or headquarters to find out when and where the Unit meetings will be held.

Details of the proposal will be explained at the meetings after which the members will vote in secret ballot on acceptance or rejection of the settlement.

365 New Members Are Signed In 3-Month Organizing Contest

A total of 365 new applications for membership were reported by the Union office in the organizing drive, as the big push went into its final days. Applications given to a representative or mailed to the Local office with the post mark by June 20, will be eligible for prizes in the contest.


Applicants who have received five-member prizes have been given their prizes at the time they qualified. Winners of the major prizes will be announced in the July issue of the UTILITY REPORTER and the prizes will be awarded during the first part of July.

For the contest, prizes for organizing had never been tried (Continued on Page 5).
Price of Progress

From The Electrical Workers Journal

Even though you may have read this in your April issue of The Electrical Workers Journal, we feel its importance justifies reprinting.

Some members told us recently that in a General Motors laboratory there hangs this motto: "The price of progress is trouble." This is a motto that could well hang in every local union office. A great deal of effort and hard work is involved in keeping our members into their ranks in spite of all the "trouble" involved must sometimes ask themselves if the results are worth it.

They are! There is nothing like more of us with the same goals. There is nothing like "hitting the wall" or genuine "trouble" comes along. The more union members there are to fight for better wages and working conditions, and more of us with the same goals, the better union members—these are worthwhile. These are the things that mark the difference between stagnation and real progress. The results are truly worth the trouble!

"It's About Time"

Norman Smith, who heads up the Agricultural Workers Organizing Committee, AFL-CIO, deserves the respect of Labor in his determined and effective drive to do a job for the workers who need it most.

After all, if the basic principle of Union organization is that those who need organization the most get the most support, then all Union members should support the drive of the A.W.O.C.

Smith is a former management employee who simply decided to spend his future in a job that Labor has shirked in the State of California.

The Associated Farmers are screaming. They couldn't get Pat Brown to bail them out as their crops ripen in the fields. They turned to lump Brown and he is not too concerned about their plea to get poor Mexicans to work for pitiful wages. In fact, Brown showed a lack of class in telling the Associated Farmers and the California Farm Bureau Federation to "get lost."

Maybe we can do without cherries this year, if it will help our Agricultural workers who work, suffer and agree to inhuman skill improvement training programs. No one can claim the difference between stagnation and real progress. The results are truly worth the trouble!

California Pay Is a Big Lure in Dixie

The A.F.L.-C.I.O. yesterday published a report that California's average manufacturing wage of $101.63 a week was attracting thousands of workers from southern "right to work" states.

Dr. Milton J. Nadworny, associate-professor of commerce and economics at the University of Vermont, pointed out in the A.F.L.-C.I.O.'s monthly publication that the average weekly wage of an industrial worker in North Carolina, a right to work state, was $92.52.

He said that California, which rejected a ban on the union shop, had a net population gain of 2,900,000 from 1930 to July 1, 1958, while most right to work states were showing a continuous net population loss, despite the highest birth rates in the Nation.

"It is well for the future of the southern states," he wrote, "to take a long look at the philosophy of a low wage economy and restrictive legislation, which can produce results both painful and costly to the economic development of the states which have embraced it."

POLITICAL VIEW OF THE U.S.A.

ONE OF THE RESULTS OF 1960

map of nation in proportion to representation in house following 1960 census redistricting

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**UNION ELECTION RESULTS**

The biennial election of Officers and Advisory Council Members for Local 1245, I.B.E.W., has been completed and the results of ballots cast are as follows:

**Election held at 10:00 a.m., June 15, 1960.**

**Total challenged ballots: 3.**

**Total void ballots:**

- **San Francisco Drive**
- **San Francisco East Bay**
- **Sacramento Drive**
- **East Bay M.U.D.**
- **San Francisco Division**
- **Central Area**

**Those persons whose names are in capital letters were elected:**

- **PRESIDENT**
  - John J. Wilder
- **VICE PRESIDENT**
  - Harold W. Rubow
- **FINANCIAL SECRETARY**
  - Robert E. Staab
- **TREASURER**
  - Walter A. Kaufmann
- **STANLEY DIVISION**
  - Harold W. Rubow
  - Robert E. Staab
  - Walter A. Kaufmann
- **SAN FRANCISCO E.D.P. CENTER**
  - Richard D. Kern

In addition to the foregoing, write-in votes were received as follows:

- **JUNE, 1960 UTILITY REPORTER PAGE 3.**

**COMMENTS**

**REPORTING SENSITIVE DATA**

- **ATTENTION**
  - SMUDI
  - Member
  - Manager

**NOTE**

- **MEMBERS TAKE NOTE**
  - **A Full House for 1245 Business Rep.**
  - **NOT WORRIED HERE**

**ORGANIZING DRIVE**

**Nets 365 Members**

(Continued from Page 1) In Local 1245 before it is a reality. Michael has served as the General Construction Department President, which has been done by

**Honor Kapinos On Retirement**

Begun at a retirement dinner... for his fellow workers in the Gas Street Department, San Francisco, was Vitaly Kapinos, who retires on June 30 after 14 years' service with PG&E.

Brother Kapinos was once an electrical inspector, East Bay Street Department, died in June, 1960. Bro. Bogun has been a member of the union since May 1, 1957.

**ATTENTION ALL MEMBERS**

The following address is being used for Local Union Election purposes only in accordance with By-Laws:

- **ELECTION COMMITTEE**
  - P.O. Box 785
  - Oakland 4, California

Please continue to forward all other correspondence direct to the Secretary of the Local Union 1245, I.B.E.W. (San Francisco E.D.P. Center)

**In Memoriam**

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**San Francisco East Bay**

**Sacramento Drive**

**East Bay M.U.D.**

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Pres. Freeman Spotlights 4 Top Bills Needing Our Aid

President Freeman has called to the attention of the Local Union four bills now pending in Washington, which he believes will actually be supported in the Senate.

1. The Kennedy Thompson Common Carriers Picketing Bill, S-3642, HR 2979. The purpose of this bill is to remove unjust and inequitable restrictions on the rights of Building and Construction Unions to engage in peaceful picketing for lawful purposes. President Eisenhower has asked three times for correction of this injustice. The bill has full approval of the Sec. of Labor.

2. Railway Legislation S-3030 and HR 3074. This legislation deals with the problem of discontinuing railroad passenger service. It would prevent the elimination of needed passenger service, but it would protect the public and the country from the wholesale abandonment of passenger service, even though such trains were still needed to meet the country's transportation and defense needs.

3. Minimum Wage Law, S-1046, HR 14408. This legislation would increase the minimum wage to $1.25 per hour. We feel it is important to raise the minimum wage and, more important, to cover workers not now covered.

4. The Forand Bill, HR 14706. The Forand Bill provides healthcare benefits for retired workers under Social Security. This principle has been recognized as the only sound approach to this serious problem by every agency concerned with the health of the nation except the American Medical Association and private insurance companies. Passage of this bill is desperately needed by our senior citizens.

Please write your senators and representatives as soon as possible expressing your feeling concerning these bills. They are actually anxious to know how their constituents feel on these matters.

California Senators: Thomas H. Kefauver, Clair Engle Nevada Senators: Alan Bible, Howard W. Cannon

Address: Senate Office Building, Washington 25, D.C.

Any move toward automation is the danger of high voltage contact. This demonstration was given by two of PG&E's "top linemen," illustrating the proper way to lower a person rendered unconscious by a high voltage contact. The "victim" is Joe Hardin of the PT&T.

The two Local 1245 men involved are Ray Wien, sub-contractor, electric, San Jose, and LeLand Thomas Jr., lineman, electric, San Jose. Both are well known to all the members in the Division. Ray is Unit Chairman of San Jose, 1511, while Lee is the present Advisory Council member from the San Jose Division. Other Union activities that Lee has participated in include Shop Steward, Unit Chairman, and Grievance Commit-TEE.

We hope that the only time this will ever be done is in training and practice. We also know that if it ever has to be done for "keeps" the fellows in San Jose will know how to do it.

Aircraft Corp., and will include investigation into such problems as: automatic navigation and ship control, automatic communication and signaling, automatic operation of engine room and ship's machinery, collision avoidance, damage control, adverse sea conditions, and deck operations.

Although Norceca expects to complete its initial study contract in about nine months, the Maritime Administrations indicate that season will have a number of years grace period before they have to throw in the towel and default to the electron.

Pacific Telephone and PGE construction workers in San An- her: witness demonstration of new gun to rescribe a man knocked unconscious from a tree with ray Wien, Joe Hardin, and Lee Thomas show how the victim was taken down from the pole.

Pictured above are part of the Stewards who heard Attorney Joe Grodin speak at the May Stew- ards Meeting in San Francisco. In the row at the left are Clyde Weddle, John Zapian and Bill Reen. Left to right, the others are Ron Fields, Larry Foss, John Pickens, Henry Nash and Rocco Ferro.
Union Staff Gets Full Day
Class on Radiation Safety

On Sunday, June 5, 1960, Union Headquarters was the scene of a tightly scheduled but highly successful seminar on Radiation Safety.

The Staff Seminar, set up under the direction of Business Manager Ronald T. Weckley, started at 8:00 A.M. and was concluded at 5:00 P.M. with a one-hour break for lunch, and was conducted by Legal Director of the AFL-CIO, Mr. Sam L. Casalini.

Subject matter included Lab’s responsibilities in the Atomic Age, past and present radiation applications and protective legislation, the nature of radiation and the different types of radiation detection and protective devices, the biology of radiation, irradiation, and related matters.

Some excellent films from the AFL-CIO’s library were shown to the group during the sessions.

Question and answer periods were provided after each step of the excellent presentation by Mr. Casalini.

Mrs. L. L. Mitchell, who is attending San Jose State College, was a guest at the Seminar. Her interest involves the family aspects of worker protection and the knowledge of public safety factors for home education.

In all attendance felt that giving up a Sunday at home was more than worth the effort and Mr. Casalini’s fascinating lectures demanded sustained audience interest.

Northbay Stewards & Unit Officers Meet

The May 7 Shop Steward and Unit Officers’ meeting in Santa Rosa included a talk by Assistant Business Manager L. L. Mitchell on grievance procedures and arbitration. In his talk, Brother Mitchell stressed the importance of the Shop Steward gathering all the facts and information relating to a particular grievance.

He pointed out that grievances can often be lost because of a lack of complete information.

Following the talk by Brother Mitchell, Business Representative Frank Valentine led a discussion of grievance procedures currently being encountered by Shop Stewards in the North Bay Division. In attendance were Fred Jaggers, A. J. Borders, Robert Dobeck, Walter Purcell, Orman Gasper, James Harper, J. J. Graesman, Leland Beckett, Oscar Felli, Dar Nating, Frank Merrer, John Schoening, and others.

It was announced at the meeting that several active members, George Nihol, Subcommissioner in Ukiah, was being promoted to District Director of the Clearlake Highlands Service Group, Brother Nihol, who came to North Bay from San Francisco Division in 1953, has been with the Union in Ukiah from the beginning and has shown outstanding dedication to service and the welfare of his fellow workers.

He was also trying to set a good example for his new job, over a couple of cases of beer.

Portland Unions Fight On; Strike Now 6 Months Old

Newspaper workers in Portland, Oregon, this week passed their sixth month on strike or locked out in the drive by publishers to break the walkout for crusaders for news freedom.

Meanwhile, leaders of the American Newspaper

A Tax Tip:

Contrary to rumors reported to be current, nobody loses money by earning money.

Some members are reported to be under the impression that unless they limit their annual earnings to a certain amount, they will be held into an income tax "bracelet" that will cost them more than the extra money they make.

Not true. Nowhere in the income section is any such point, with a point, the tax collector takes more or as much as is earned.

The rate of tax graduates on incomes up to $5000, and then levels off at 21 per cent of all income above that amount.

The tax on incomes in the range of members, for a single person who is not the head of a household, would be.

Up to $2000, he pays 20 per cent of the taxable income ($400 on $2000), then 22 per cent on any part of the next $2000, 26 per cent on any part of the next $2000, 30 per cent on any part of the next $2000, 34 per cent on any part of the next $2000, and so on, graduating through 38, 43, 47, 50, 53, 56 and 59 per cent in tax in two thousand-dollar jumps. Then the tax increases jumps enlarge to $4000, $6000, $10000 and $50000, and completely out of the range of any known or expected-to-be-known member.

An example: if a man earns $6000 taxable income he pays $1360 in tax. If he earns $6000, he pays $1360 plus 30 per cent of the next dollar, or $1360.30, thereafter paying 30c for each dollar earned up to $7999, when the rate on excess jumps to 34c for each dollar earned, and so forth, as the limit of the scale above.

Anybody want to try for the $20000 point? He’ll set $3431.80 take-home.

Hope for Increase in Minimum Wage

A new minimum wage law which would increase the Federal minimum wage to 25 cents an hour in three years steps and extend coverage to an additional four million workers has been tentatively approved by the House Labor Committee.

A similar measure is pending in the Senate Labor Committee, with favorable reports expected.

Observers predict that, although the administration feels the bill goes too far, the President will not veto it in an election year. The largest group of new workers to be covered by the legislation would be 3.4 mil-

wards Classes Growing Interest

The Shop Stewards in East Bay is continuing to function as a staging point for May 31, 1960, was devoted to discussions on the structure and to undermine the Secretary Frank Anderson, Francis White, and urged financial contribu-

Union Staff Gets Full Day
At the heart of the Atomic Age, it is also my intention to deal largely in matters economic exploitation. An his-discovery took a up with electrical power utiliza- 
insurance coverage. Worker This was true to the extent that 
hazards. 
benefits and suffer none of its 
his family will, I believe, be able 
peaceful 
that the 
I.B.E.W. once more 
patience. By the 
additional 
unemployment. In addition 
status of Arma engineers—a re- 
whether these 
work, the 
the system involved in this kind of 
and, in addition, has contracts with the International Brother- 

It is ironic that this country's 
years 
with this 
the 

As a consequence, 
members of Local 
transfered to a computer every 

Since 1946, when the Atomic 
atomic Energy Act of that year was 
use of radioactive ma-
materials, the industrial and med-
ical fields wherein these materials are used, house 
only a third of this State's 
Sources of Radiation. In addition to 
the U.S. Atomic 

"If the old folks can't eat, at least they can vote."

"In the past," according to 
employment 
and their salaries, along with 
sources of radiation hazard 
protection 
new 
and deaths 
the 
radiations 
ployed in West-

"And if you can't 
get 
experience and a 

The 
itself 
in 
which 
"Smoke" 
 whats 
whites. As a result, the screwworm 

"The 'No Smoking' rule should be strictly applied, and 
signs should have been posted to warn other workers," Cham-

"If the old folks can't eat, at least they can vote. And so the people who have to care for them..." — James Reon in The New York Times.
One kind of trouble befuddling many Union members is that of having to pay off notes or debts, or even to have their money taken out of their pay check by their union officers. The writer, in working with the people in their difficulties, has found many of them are floundering in the same old rut, going from one trouble to another, and not realizing that they can get out of the rut.

Many union members have been faced with bills for services rendered or services promised to be performed. The union has often been sued by creditors, or threatened with suits demanding payment of a debt. These suits have often been successful, and the union members have lost their money, their union membership, and sometimes even their jobs.

The problem is not new, and the solution is not easy. But there are steps that can be taken to prevent this kind of trouble in the future.

First, it is important to understand the legal rights of the union members. Many union members are not aware of their rights, and the unions themselves are not always clear about these rights. The union should be aware of the laws that protect the members, and should be able to help members understand their rights.

Second, the union should be able to help members understand the importance of good financial planning. Members should be encouraged to save money, and to plan ahead for their financial needs. This will help prevent the kind of problems that have plagued the union in the past.

Third, the union should be able to help members understand the importance of communicating with the union. Members should be encouraged to communicate with the union about their financial problems, so that the union can help them understand their options.

In conclusion, the problem of paying off notes or debts is not new, and the solution is not easy. But there are steps that can be taken to prevent this kind of trouble in the future. The union should be aware of the laws that protect the members, and should be able to help members understand their rights. Members should be encouraged to save money, and to plan ahead for their financial needs. This will help prevent the kind of problems that have plagued the union in the past.

The union should be able to help members understand the importance of communicating with the union. Members should be encouraged to communicate with the union about their financial problems, so that the union can help them understand their options.
The PG&E System Negotiating Committee of Local 1245 is caught by the camera during one of their many scheduled meetings with the Company. At the bottom of the picture, back to the camera is Assistant Business Manager L. L. Mitchell. On his left is Business Manager Ronald T. Weakley. Going around the circle from Weakley in a clockwise direction are the members Arthur Baker, James Fountain, Jerry Fleming, Wayne Weaver, Harry Dederman, Joe Kreins and Dick Kern.

**Wage Talks Now On In Berkeley, Oakland**

Wage discussions are currently under way with the Cities of Berkeley and Oakland, where Local 1245 represents the employees in the respective Electric Departments. In both cases, recommendations for 5% increases have been made by the City Managers. The Union, however, in its appearances before the two City Councils, has requested additional increases designed to eliminate certain inequities, a demand also by both City Councils is expected in the next few days.

In the area of publicly owned electric utilities, the Local Union has submitted proposals with respect to employee fringe benefits and working conditions to the Sacramento Municipal Utility District and the Alameda Board of Utilities. On June 3, proposals from IBM are expected to be submitted for application; improvement in the nursing home of Alameda and other requests that the District pay the full cost of individual coverage under the group hospital and medical insurance and life insurance were submitted for the establishment of a joint apprentice committee under the Shelley-Malone Apprenticeship Act; payroll deduction of Union dues, improvement in safety program; several inequities; and a general wage increase were submitted to S.M.U.D. The first meeting with the District's Committee was scheduled for July 5. In Alameda, proposals for improvements in the hospital and medical insurance program; establishment of a group life insurance program; and requests for better representation on Union dues; improvement in the vacation and overtime provisions and a general wage increase were submitted on June 10. The Union's Committee is awaiting word from Management on the submission date to start negotiations.

In the Transit industry, an agreement has been reached to conclude negotiations with the Key System Transit District on the following basis:

A six months' extension of the Agreement to run through December 31, or 20 days after the Alameda-Contra Costa Transit District takes over the Key System operations, whichever occurs first. A wage increase of 15c per hour effective July 1. An additional 1/4c per hour contributes 5c to the group hospital program. This 1/4c per hour is the Company contribution to the group hospital program. This 1/4c per hour contribution is paid to the Company to the group hospital program. This 1/4c per hour contribution is paid to the Company to the group hospital program.

Members employed by the Sacramento County Authority are actively preparing for negotiations. A committee has been appointed and proposals are being prepared for submission prior to July 15.

**Linemen Jobs Available in City of Oakland**

The City of Oakland has announced examinations for two positions which members of Local 1245 may be interested in applying for. The first is Lineman with the salary range of $650-$697 per month. The second is a dual position—Cable Splicer and Lineman; the Cable Splice rate is $564 to $581 per month.

Applications are being taken for filling in application for these jobs is Fri., July 22, 1960, at 4:00 p.m. Applications should be made to the Civil Service Board, Room B-10, City Hall, Oakland.

General requirements for the application are four years' recent successful experience as a Journeyman Lineman, at least two years of which shall have been spent as a Communications Lineman or an equivalent combination of education and experience.

The examination for the jobs will consist of a written test, a performance test, and a personal interview.

**Cedric Kasten Will End 47 Years of Service on Aug.**

Cedric Kasten, Assistant Auditor of Division Accounts for PG&E and Chairman of the Joint Grievance Committee in the General Office, will retire on August 1st of this year.

Mr. Kasten has served as Chairman of the Committee since its inception in 1955. Prior to that time, he acted as the Company Representative in dealing with the Union on problems in General Office. Over the years, a good relationship based on mutual respect, confidence and honesty, has been built at General Office. All of the Union Representatives who have dealt with Mr. Kasten have regarded him as a "first class" man who would take action if a good case was presented to him.

A native San Franciscan, Mr. Kasten went to work for PG&E in the Bookkeeping Department of San Francisco Division in November, 1913. He transferred to the General Auditing Department in 1942.

**Inflation**

Something that cost $5 to buy 10 years ago now cost $10 to repair.

Nevertheless, and despite the growing popularity of frozen orange juice, most men like to squeeze their own tomatoes.