

"The penalty that good men pay for not being interested in politics is to be governed by people worse than themselves." — PLATO

Utility Reporter

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

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OAKLAND, CALIFORNIA

JUNE, 1960

YOUR Business Manager's COLUMN

Your officers for the 1960-62 term have been chosen by those who were interested enough to exercise the democratic right of the secret mail ballot.

Elections are the means by which our members choose leaders who have considerable responsibility and authority concerning the welfare of all concerned with collective bargaining. Beyond collective bargaining, these officers develop and implement policies designed to protect and improve the position of the worker and his union. Policies are also adopted which are designed to better the lot of all citizens of the community and of the Nation.

In August, the membership will vote on a number of important changes in our Union Laws. Most of these changes are designed to bring language into closer conformity with our operations and new Federal statutes. Our operations are considered by experts on the matter to be a model for many unions and we have no difficulty at any time in complying with new laws because we have generally been ahead of them for years.

Also in August, your incoming Officers will meet together with the incoming Advisory Council to chart the course ahead.

1960, already half gone, has been a very busy time for all concerned with the operations of this Union. The last half of 1960 will also be a busy period wherein new problems will be encountered and old ones remain to be tackled as best we can in the time allotted.

November will be extremely important to not only our members and the United States, but to the whole world as we go to the polls to decide our future.

One of our basic plans is to provide educational information

(Continued on Page 8)

GIBBS, WEAKLEY TO HEAD LOCAL 1245 FOR NEW TERM

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, De Sabla Division, replaces Charles T. Massie, who did not run for reelection, as President of the Local Union. Weakley, who has held the position since 1951, 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 elec-

tion 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. Loretta 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 a 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 1950 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 reelected by just that margin—one vote. Staab received 326 votes to 325 for

Gerald F. Slaughter. This will be Staab's second term as a member of the Board. He is employed as a Troublemaker at Santa Maria in the Coast Valleys Division.

Richard N. Sands, Cable
(Continued on Page 3)



President
JAMES E. GIBBS JR.



Business Manager-Fin. Secty.
RONALD T. WEAKLEY



Vice President
MARVIN C. BROOKS

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 7th.

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 30, will be eligible for prizes in the contest.

Leaders in the contest for the major prizes are John Zapian, San Francisco Gas Department—

- | | | |
|--|----------------------------------|--|
| 33 new members; Robert Zavala, S.M.U.D.—22; and "Nick" Garcia, East Bay Electric Department—14. Sixteen members have now qualified for five-member prizes in the contest. These include the following: | Ralph H. Lancaster, San Jose 5 | 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. |
| Enda Bartley, San Francisco.... 7 | Guy E. Marley, Gen. Constr. 5 | This contest, with prizes for organizing, had never been tried |
| Ernest C. Boren, Sacramento 5 | Gerald G. O'Brien, Gen. Cons. 5 | (Continued on Page 3) |
| Noe M. Delisle, East Bay..... 5 | Kathleen O'Rourke, Gen. Off. 6 | |
| James H. Fountain, North Bay 7 | Ralph Rodrigues, East Bay.... 6 | |
| Juventino Garcia, East Bay....14 | Floyd Stowe, San Jose.....10 | |
| | Jess Urrea, San Jose.....10 | |
| | Lafayette Wicht, North Bay.... 8 | |
| | John Zapian, San Francisco....33 | |
| | Richard Bellato, SMUD..... 8 | |
| | Robert Zavala, SMUD.....22 | |



Exec. Board-Gen. Const. Dept.
JOHN W. MICHAEL



Exec. Board-Northern Area
GERALD F. WATSON



Exec. Board-Central Area
RICHARD N. SANDS



Exec. Board-Southern Area
ROBERT E. STAAB



Recording Secretary
LORETTA ARNESON

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.)

One of our 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 and genuine "trouble" go into every organizing campaign today, particularly in "Right-to-Work" states, and our local union members who keep on attempting to bring new 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 and ambitions, standing together to "lick" whatever "trouble" comes along. The more union members there are to fight for better wages and working conditions, and more of those things like better housing and more schools—in direct proportion are our chances of attaining them.

Then take another phase in our steps toward progress—better apprenticeship programs and the setting up of journeyman skill improvement training programs. No one can question that it is easier to go along in the same old way. A great deal of "trouble" is involved in setting up and operating good training programs and union education programs. But by the same token the tangible results produced—more job opportunities for highly skilled workers, 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 doing 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 hot sun. They tried to dump Brown and he is not too concerned about their plea to get poor Mexicans to work for pitiful wages. In fact, Brown showed a lot 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 American agricultural workers live like human beings.

The new plea is to Secretary of Labor Mitchell. He does not want to appear like Simon Legree in an election year when the Republican Party needs a "good image," so we won't hear too much jazz from Washington.

It looks like the land barons who bleat about "free enterprise" as they import cheap labor and seek cheap power and cheap water at the expense of all of the taxpayers, are caught without a crank as they seek to run their tractors up Montgomery Street all by themselves.

For many years, Labor lay dormant as those who sought to pick the crops were undercut by the importation of Mexican laborers who would work cheaper and agree to indignities that even a poor itinerant crop follower would not and could not take.

Many of them have children who must live and go to school. The Mexican laborers do not bring wives and children with them and they provide a good payoff for some "labor contractors" who are, in the opinion of many, worse than some other well known "procurers."

Neil Haggerty, before he went to Washington to head the Building Trades, started the farm worker organizing program. What he put in motion has not lost motion.

Now, with the AFL-CIO financial and organizational support, along with the support of many churches and many fair-minded citizens, Norman Smith is doing a job in the toughest organizing area in California.

We applaud Norman Smith, Neil Haggerty, and George Meany, who have pledged a real and permanent fight for the elevation of California's agricultural workers into a place in the sun. Not a place in the sun which burns them as they wonder how their wives and kids will survive, but a place in the scheme of things such as becoming a part of Organized Labor.

As far as Local 1245 is concerned, we welcome our brothers and sisters who toil in the fields of the corporate farms into the house of Labor. We further extend our determination to give a helping hand to them by better understanding and by concrete assistance when we are called upon to be of assistance in the present struggle between "agribusiness" and human needs.

Slim Hopes for Forand Bill Depend Upon Senate

By NORMAN AMUNDSON

With adjournment of Congress about a week to ten days away, hopes for passage of the Forand Bill to provide medical care for the aged are fading fast.

The one chance for action this session would be if the Senate would vote to substitute the Forand-plan principle for the paupers-oath "compromise," according to word received from the AFL-CIO in Washington.

In an effort to blunt off the demands for proper consideration on the elderly citizens' needs, Congressman Wilbur Mills, Democrat, Arkansas has offered a final election year sop as a substitute for the great needs of 20% of the voting population.

The strong public sentiment for passage of the Forand Bill has astounded the members of Congress and caused several of them to change their minds on the issue. The opposition forces led by the American Medical Association and the Insurance lobby appear to have fought a successful delaying action against the passage of any legislation however.

CONSERVATIVES KILL IT

The fight in this session was kicked off with the introduction again by Representative Aime Forand, Democrat, Rhode Island, of his bill to provide Health Insurance through the Social Security System for people receiving Social Security benefits. The bill was killed by a coalition of conservative Democrats and Republicans in the House Ways and Means Committee. The Administration through testimony by Secretary of Health and Welfare Fleming indicated strong opposition to the bill.

The Administration then came up with a plan for direct subsidies to private insurance com-

panies through a combined Federal-State program to be administered by each state. This bill not only required a "means test" but also required the individual to pay the first \$250 on his health care not matter how poor he was.

CONFUSED SITUATION

This bill turned out to be such an unsatisfactory substitute that various members of the House and Senate came up with their own proposals. These proposals and the resultant publicity produced a confused situation where no one knew for sure what anyone of a dozen measures might provide. Through all of this the AFL-CIO continued to push for the Forand bill as the best solution to the problem of medical care for the aged. All over the nation Union members have been busy writing and signing petitions to Congress and pointing out to their friends and neighbors the importance of the Forand Bill.

It seems to be the opinion of most people concerned that our elder citizens deserve the protection of the Forand Bill and would prefer no legislation to the weak and ineffectual solutions offered by the Administration. They feel that they can take care of the situation at the ballot boxes across the nation in November.

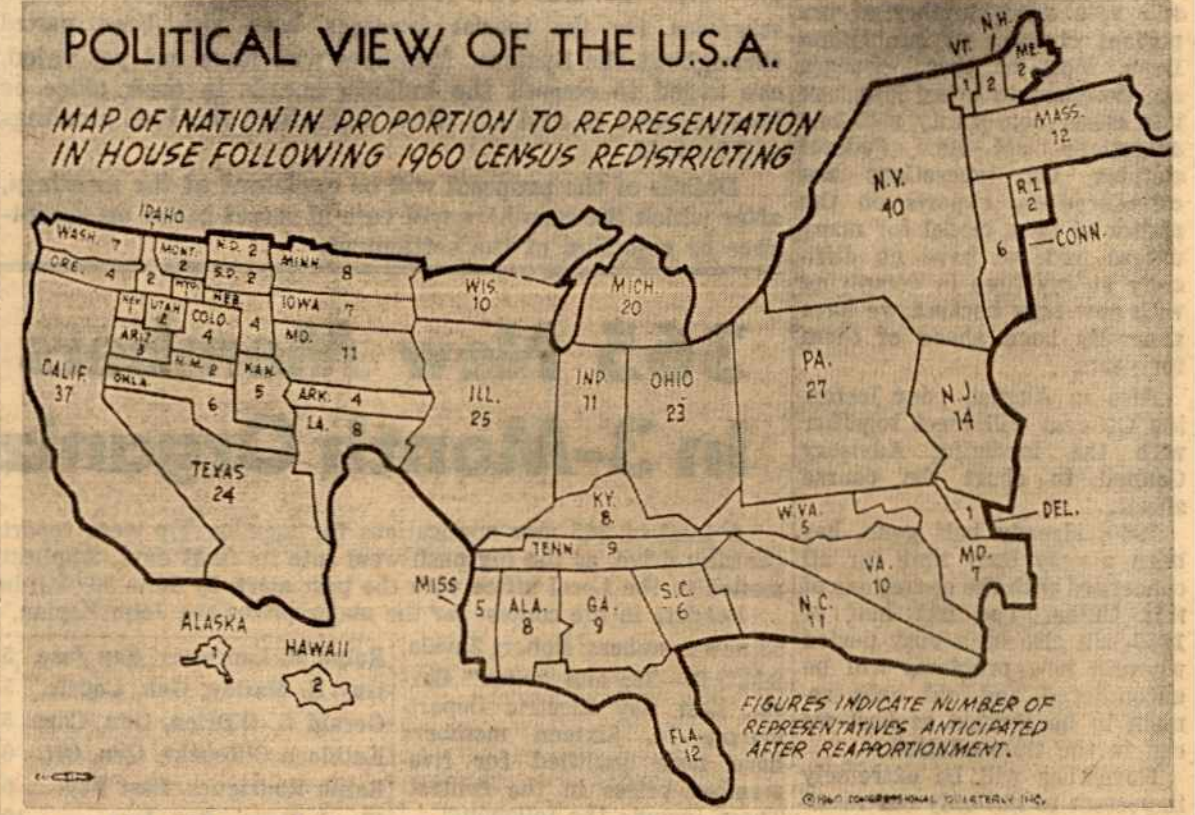
California Pay Is a Big Lure in Dixie

The AFL-CIO 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 AFL-CIO's monthly publication that the average weekly wage of an industrial worker in North Carolina, a right to work State, was \$62.93.

He said that California, which rejected a ban on the union shop, had a net population gain of 3,698,000 from 1950 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 may be 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."



ONE OF THE RESULTS OF 1960 census will be reapportionment of the House of Representatives. The map above shows the number of Representatives which each state will probably have after reapportionment. The gains are in the West and the losses in the South, Midwest and East.

Labor On The Air

KFAX, which began its all-news broadcasting last month in San Francisco, carries two special programs created and distributed by the AFL-CIO from Washington, D.C. One—Washington Reports to the People—is heard each Sunday at 2:15 p.m. The second, also a report on Washington developments with a labor interest, is part of a regularly scheduled labor news report which is heard five times a week at 6:15 p.m. Dial 1100.

Every Member An Organizer!

The UTILITY REPORTER

RONALD T. WEAKLEY 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.

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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 balloting on the candidates for all offices are as follows:

Total ballots in Post Office at 10:00 a.m., June 15, 1960, 3,554.

Total challenged ballots: 3.
Total void ballots: 62.
Those persons whose names are in capital letters were elected:

PRESIDENT
JAMES E. GIBBS, Jr. 1346
Joseph S. Kreins 1018
William J. Reno 607
John Zapian 331

VICE PRESIDENT
MARVIN C. BROOKS 1185
Thomas Lewis 384
Patrick F. McEvoy 666
Ralph D. Miner 384
Peter E. Pelucca 243
Charles D. Warwick 354

BUSINESS MANAGER-FINANCIAL SECRETARY
Felix Bachmeier 375
RONALD T. WEAKLEY 2299
Clyde Weddle 616

RECORDING SECRETARY
LORETTA O. ARNESON 1360
James R. Martin 703
Ermano H. Paganini 294
M. Scott Shaw 899

TREASURER
ALLAN C. TERK 2621

EXEC. BD.—SOUTH AREA
Walter A. Kaufmann 211
Gerald F. Slaughter 325
ROBERT E. STAAB 326

EXEC. BD.—CENTRAL AREA
Albert M. Bolter 187
Harold E. Buss 174
Sylvester S. Cruz, Sr. 194
Rocco W. Fera 93
John F. Morgan 181
RICHARD N. SANDS 347
George J. Wagemann 106

EXEC. BD.—N. AREA
Lawrence E. Barbour 167
George W. Lamka 106
Kenneth Waters 271
GERALD F. WATSON 305

EXEC. BD.—GEN. CONSTR.
JOHN W. MICHAEL 206
John Scheeringa 72

ADVISORY COUNCIL MEMBERS

San Joaquin Division
Kenneth Brown 125
Albert G. Callahan 89
BOBBY G. ROBINSON 136

Coast Valleys Division
DONALD E. BENNETT 126
Merle H. Branson 23
Austin I. Harvie 30
Harry E. Koue 52

Dept. of Pipe Line Operations
WALTER G. KREUSCH 59

San Jose Division and Santa Clara M.U.D.
E. F. Chittenden 80
LELAND THOMAS, JR. 149

Standard Pacific Gas Line Inc.
Albert Bulthuis 4
ANDREW A. CLAYTON 11

Key System & East Bay Mun.
WILLIAM YOCHER 27

East Bay & Stores Divs.
JUVENTINO G. GARCIA 470
Sierra Pacific Power Co.
ORVILLE OWEN 65

De Sable Division
CHARLES E. HASTY 124

Drum Division
STANLEY J. JUSTIS 50

Colgate Division
VERNON L. FRANKLIN 54
Ronald James Livengood 42

North Bay Division
FRANK S. ANDERSON 164

Sacramento Division
DWAIN ZAHN 63

Sacramento M.U.D.
ROYALL D. MCBRAUNEHUE 44

Transit Authority, City of Sacramento
ROBERT W. CALZASCIA 10

Citizens Utilities Company of California
ARTHUR L. BORDEN 18

Gen. Constr. Dept.
Edward L. Orzall 90
JERRY G. WELLS 187

San Francisco Division & General Office
WILLIAM M. KENNEDY 259
John William Pickens 174

Stockton Division & City of Lodi

ED MARLIANI 111
Harold W. Rubow 47
Charles H. Scroggins 55
Robert I. Stringham 64

Humboldt Division
HENRY B. LUCAS 71

Shasta Division
JAMES M. BRANSTETTER 103

Clerical-at-Large
WESLEY R. BENNETT 82
Stanley A. Butera 54
JOAN ELIZABETH BYNUM 82
John Capriola 22
Damon Pembroke 22
Joseph F. Stansbury 24

San Francisco E.D.P. Center
RICHARD D. KERN 30

In addition to the foregoing, write-in votes were received as set forth below. In no case did any write-in receive more than two votes:

President: John J. Wilder, 1.
Vice President: C. F. Elliot, 1.
Treasurer: William Belaski, 1, Robert O. Jensen, 2, P. L. Miller, 1, Addis O'Conner, 1, Arthur Perryman, 2, Bruno Ricci, 1, Melvin J. Robins, 1, Bobby G. Robinson, 1, Fred Wolger, 1.
Business Manager - Financial Secretary: Charles Massie, 1.

Advisory Council

Department of Pipe Line Operations: Samuel Sproule, 1, Wayne Weaver, 1.

East Bay & Stores Division: Dwane Curry, 1, Herman C. Halbach, Jr., 1, Harold Lee, 1, Claude O. Peters, 1.

San Francisco Division & General Office: John J. Wilder, 1.

Humboldt Division: Joe J. Sykora, 1.
Sierra Pacific Power Co.: Sylvester Kelley, 1.

De Sable Division: Michael M. Aicega, 1, Albert J. Smith, 1, S.M.U.D.: Richard Bellato, 2.

The foregoing is a true and accurate accounting of the results of the Local Union's 1960 Election of Local Union Officers and Local Union Advisory Council Members:

A. D. Lucot, Jr.
Judge of the Election

Samuel L. Longwell, Teller.
Richard R. Hollister, Teller.
Roland T. Percival, Teller.
Jesse M. Smith, Jr., Teller.
Mike Escobosa, Teller.
Eugene R. Sheldon, Teller.
Robert A. Meek, Teller.
G. A. Larson, Teller.
Luther Hoover, Teller.
Arthur Barson, Teller.

Organizing Drive Nets 365 Members

(Continued from Page 1) in Local 1245 before. It is the opinion of the Union office that this has been a very successful experiment. Other unions have used this procedure many times in the past.

The interesting feature of this contest has been the fact that many of the winners are people who have been consistently signing up new applicants for several years. They are the type of member who organizes whether there are prizes or not. It is the feeling of the Union office that the prizes these members have won are being awarded for work during the drive and also as recognition for organizing work which has been done by these people in the past and work which will continue to be done by them in the future.

Honor Kapinos On Retirement

Honored at a retirement dinner by 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 officer in the White Russian Army. He left Russia after the Bolshevik Revolution, escaping to Mongolia and from there to China. He finally arrived in the United States some 16 years ago.

A man who takes great pride in doing his best at whatever he undertakes, Bro. Kapinos is known throughout the Gas Street Department for two things. As trailer man with Foreman Fraser, he fought a continuous and successful battle to have the neatest, cleanest trailer in the entire Department. His particular skill as a pipe wrapper is well known throughout the Gas Street Department.

Brother Kapinos also served as president of the Poker Club. Brother Kapinos is truly a man who will be missed by his fellow workers.

Gibbs and Weakley Head Local 1245

(Continued from Page 1)

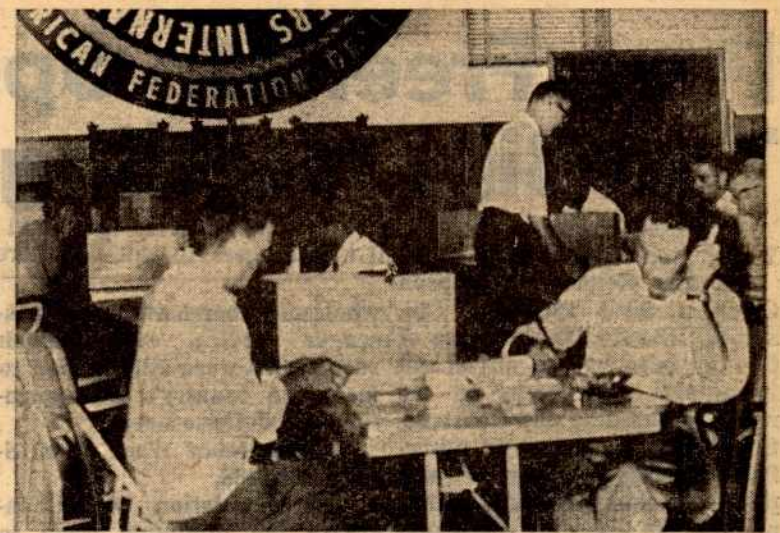
Splicer in the Underground Department, Oakland, was returned to office for a second term, winning from a group of seven candidates for the office of Central Area Executive Board Member.

Gerald F. Watson, Lineman at Corning in Shasta Division, won election to the Executive Board from the Northern Area. He moves up to this position from his previous post of Advisory Council member from Shasta Division. Watson has served as a Unit Chairman and is a member of the Shasta Division Joint Grievance Committee.

The General Construction Department will be represented on the Executive Board by John W. Michael, Mechanic in the Station Division of General Construction. Michael has served as the General Construction Department member of the Advisory Council for the past two years. He has been a delegate to several conferences of the Local, has served as Shop Steward, and is also a member of the General Construction Department Joint Grievance Committee.

Counting of the ballots was begun by the Election Committee under the direction of Chairman A. D. Lucot, at 10:00 a.m. on Wednesday, June 15. They worked until late in the evening and then resumed counting the next day, finishing in the afternoon. Serving on the Election Committee in addition to Lucot, were: Samuel L. Longwell, Richard R. Hollister, Roland T. Percival, Jesse M. Smith, Jr., Mike Escobosa, Eugene R. Sheldon, Robert A. Meek, G. A. Larson, Luther Hoover and Arthur Barson.

It is the feeling of the Union Office that the Election Committee should be complimented for the efficient manner in which they handled the difficult and exacting job. The Office, in thanking the Committee for serving, believes they are echoing the sentiments of an appreciative membership.



The Election Committee of Local 1245 is shown hard at work on the task of opening, checking, and counting the ballots in the recent election. The closeness of the contests for several posts required the recounting and rechecking of ballots on numerous occasions by the committee.

'A' MEMBERS TAKE NOTE

We again find it necessary to remind our members to check two important facts on their policies.

1. Make sure your age is stated correctly.
2. Make sure the correct beneficiary is listed.

Your union promises to keep your secret if you lied about your age to get the job. We just want to make sure you will get your pension when you are 65. Now is the time to get this corrected, not when you are ready to retire.

Furthermore, we are in no position to judge which wife, which child, or which beneficiary is entitled to the \$1000 Death Benefit. If there is any change in your marital status, or change of heart about who should be your beneficiary, please notify our financial secretary. We do not want to get involved in unnecessary disputes of this nature.

In Memoriam

HAROLD J. JOHNSON, a Machinist at Humboldt Bay Power Plant, Eureka, passed away June 13, 1960. Brother Johnson was initiated into Local 1245 on April 1, 1949.

C. E. BOGAN, an electrical inspector, Eastbay Division, died in June, 1960. Bro. Bogan had 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
I.B.E.W.—Local Union 1245
P.O. Box 785

Oakland 4, California

Please continue to forward all other correspondence direct to Local Union Headquarters:

LOCAL UNION 1245, I.B.E.W.
1918 Grove Street
Oakland 12, California

A Full House for 1245 Business Rep.

Nancy McPeak, who joined her four sisters during the month of May at the home of Business Representative Dan McPeak in Alameda, completes a "full house" for the McPeak family. Dan is now the father of five happy, active, attractive young ladies.

'NOT WORRIED HERE'

"A Government agency sent out a request to all cities, asking information on what was being done to protect the communities against H-bomb attack. An angry young mayor sat down and penned this reply: 'Re atomic protection request, not worried here. We have a chamber of commerce which has repelled everything new in the past 50 years.'"

Congrats to Mike

Congratulations are in order for Steward Mike Escobosa in General Office. At 4:00 A.M. on May 26th he became the father of an 8 lb. 15 oz. boy. At 8:00 A.M., Mike showed up for work.



The Sacramento Municipal Utility District Unit of Local 1245 recently gave away a Portable Television Set and Transistor Radio as awards in a fund raising event with proceeds to be used for a Picnic and possibly other social events for members and their families. Pictured above are Peter Pelucca, Social Committee Chairman, Charles Massie, Local 1245 President, Jack Wingett, winner of the TV, and Business Representative Al Kaznowski. Winner of the Transistor Radio, Harry Yaeger, was not present. All of these events are being carried on in connection with a vigorous organizing drive at SMUD.

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 all working people will be interested in supporting.

•1. The Kennedy Thompson

Common Situs Picketing Bill, S-2643, HR9070. 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-3020 and HR9742.

This legislation deals with the problem of discontinuing railroad passenger service. It would not prevent the elimination of unneeded 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, HR4488.

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, HR4700.

The Forand Bill provides health care 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. Kuchel, Clair Engle.

Nevada Senators: Alan Bible, Howard W. Cannon.

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

California Representatives: Clement W. Miller, John E. Moss, John F. Shelley, Jeffery Cohelan, J. Arthur Younger, John J. McFall, Charles M. Teague, Harry R. Sheppard, Harold (Bizz) Johnson, William S. Mailliard, John F. Baldwin, George P. Miller, Charles S. Gubser, B. F. Sisk, Harlan F. Hagen.

Nevada Representative: Walter S. Baring.

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

Congress adjourns around July 1—DON'T DELAY.



Weighing his words carefully as he answers a question asked by one of the Stewards at the San Francisco Stewards Meeting is Joe Grodin, one of the attorneys retained by the Union. Mr. Grodin spoke to the Stewards on the need to gather all of the facts and related information when preparing a grievance for presentation to the Company. He pointed out that grievances can be lost at any level in the grievance process if the factual evidence to support it is missing. To the right of Mr. Grodin is Dan McPeck, Business Representative, who acted as chairman for the educational session.



In a "Bull Session" following a recent Stewards Meeting in San Francisco are Business Representative John Wilder and Dorwin Robinson. Behind them back to the camera is John Anderson while John Pickens and Norbert Lindeman engage themselves in an earnest conversation in the background.



Pictured above are part of the Stewards who heard Attorney Joe Grodin speak at the May Stewards Meeting in San Francisco. In the row at the left are Clyde Weddle, John Zapian and Bill Reno. Left to right, the others are Ron Fields, Larry Foss, John Pickens, Henry Nash and Rocco Fera.

Govt. to Launch Study of Effects of Ship Automation

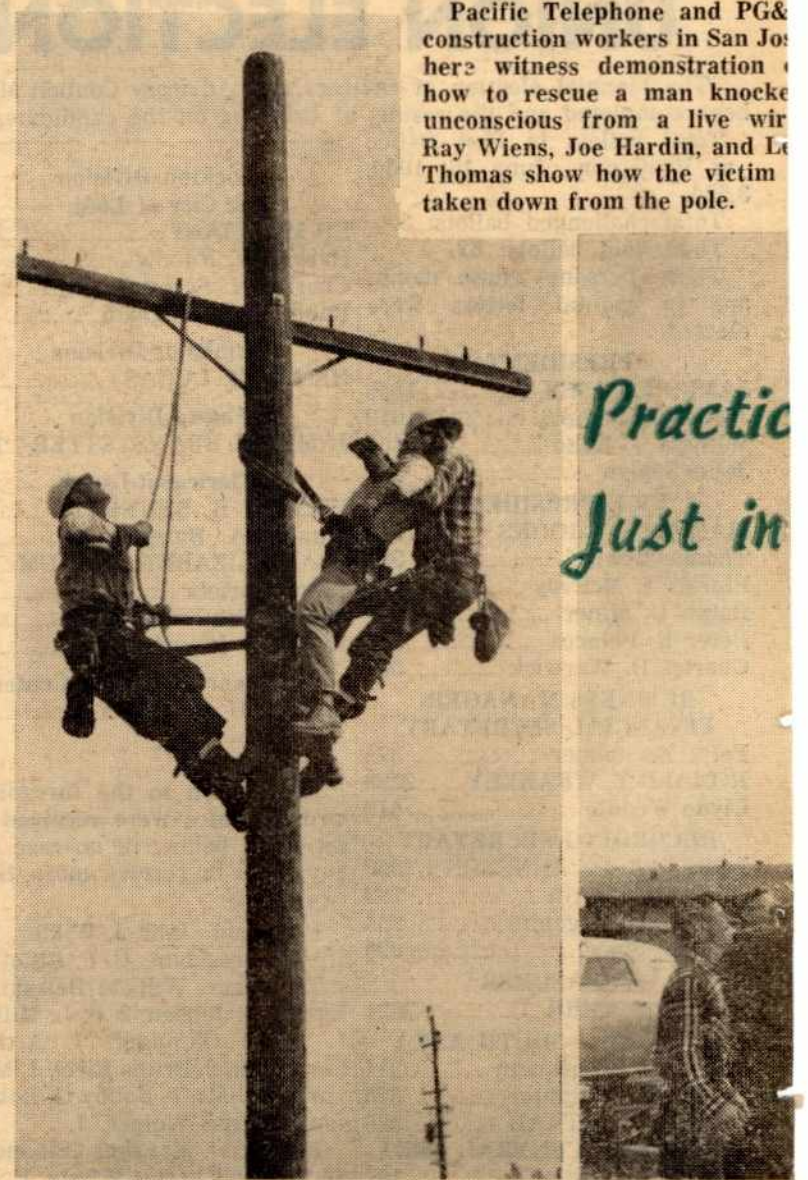
The application of automation to American merchant ships is the subject of the latest study launched by the Maritime Administration. "Ideally," says the agency, "an automatically operated merchant ship is visualized as one that could sail without the services of its crew from the point where the pilot is dropped as it clears the harbor outbound to the point where the pilot boards the ship at its port of destination.

"Such a ship must be capable of self-sustained, unmanned operation for at least 30 days without any maintenance, and for at least 90 days with only minor maintenance."

The Maritime Administration acknowledges the implications involved and says "that any move toward automation must be made over an extended period with a thorough sense of responsibility toward labor."

To this end, the Administration, typically, has invited U.S. shipping lines to participate in the program. Through some oversight, no doubt, maritime unions were not mentioned in this connection.

The study will be conducted under a contract awarded to the Norden Division of United



Pacific Telephone and PG&E construction workers in San Jose witness demonstration how to rescue a man knocked unconscious from a live wire. Ray Wiens, Joe Hardin, and Leland Thomas show how the victim taken down from the pole.

San Jose Linemen Demonstrate Emergency Methods

By MARK R. COOK

Recently the overhead personnel of the Pacific Gas & Electric Co. and the Pacific Telephone & Telegraph Co. got together in San Jose for some training and safety instruction. One of the hazards of line work 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 Wiens, sub-foreman, 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 Committeeman.

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 Norden expects to complete its initial study contract in about nine months, the Maritime Administration indicates that seamen will have a number of years grace period before they have to throw in the towel and default to the electron

E. BAY STE ROUSE GR

The educational program for very successful program. The nature and administration of the AFL-CIO.

Business Representative Norm Amundson discussed the organization and procedures in Local 1245. John Wilder discussed the California State Labor Federation, and the AFL-CIO national structure was discussed by Business Representative Ed James.

In the discussion which followed the talks, interest centered around the aims and objectives of the various groups, the services provided, and responsibilities and financing.

Interest in these meetings is high, judging by the rejection of John Wilder's suggestion that during the summer months, the meetings be held every other month instead of every month. The Stewards indicated that, if anything, they would like to have two meetings a month rather than just one.



Some of the East Bay Stewards. Left to right are Joan Bynum, H

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. Weakley, 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 Local 1245's Radiation Safety Consultant, Mr. Sam L. Casalina.

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 of both daily newspapers to crush unions.

Meanwhile, leaders of the International Typographical Union and the American Newspaper Guild answered the crisis with a call for organic unity of all newspaper unions, either through merger or close working relationships.

A Tax Tip: You Can't Lose By Earning

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 hoisted into an income tax "bracket" that will cost them more than the extra money they make.

Not true. Nowhere in the income scale is there a point where the tax collector takes more or as much as is earned.

The rate of tax graduates on incomes up to \$200,000 and then levels off at 91 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, goes like this:

Up to \$2,000 he pays 20 per cent of the taxable income (\$400 on \$2,000), then 22 per cent on any part of the next \$2,000, 26 per cent on any part of the next \$2,000, 30 per cent on any part of the next \$2,000, 34 per cent on any part of the next \$2,000 and so on, graduating through 38, 43, 47, 50, 53, 56 and 59 per cent tax in two thousand-dollar jumps. Then the tax increase jumps enlarge to \$4,000, \$6,000, \$10,000 and \$50,000, and completely out of the range of any known or expected-to-be-known member.

An example: if a man earns \$6,000 taxable income he pays \$1,360 in tax. If he earns \$6,001, he pays \$1,360 plus 30 per cent of the next dollar, or \$1,360.30, thereafter paying 30c for each dollar earned up to \$7,999, when the rate on excess jumps to 34c for each dollar earned, and so forth, according to the scale above.

Anybody want to try for the \$200,000 point? He'll net \$43,180 take-home.

—From "The Dispatcher," April 8, 1960.

Hope for Increase In Minimum Wage

A new minimum wage law which would increase the Federal minimum wage to \$1.25 an hour in three yearly 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 action 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-

lion employees in the retail trades, mostly chain, department and food store employees.

Under the "Portland Pattern," management forced one union on strike and, before picket lines could form, imported armed strikebreakers to publish the newspapers.

The unions involved fear that the Portland situation is a rehearsal for a similar attack in other cities and in other industries.

The International Labor Press Association this week called attention of all labor bodies to the threat to organized labor and urged financial contributions to the strikers.

Contributions can be sent to Rene J. Valentine, Director of Joint Activities, Roosevelt Hotel Portland, Oregon. Valentine is an ITU international representative who is in over-all command of the union fight.

As there was no sign of a break in the long strike, newspaper unions were increasing the publication of the Portland Reporter in which they are putting their case before the public.

Originally a weekly, the Reporter now comes out twice a week and will be published more frequently as its advertising revenue increases.

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.

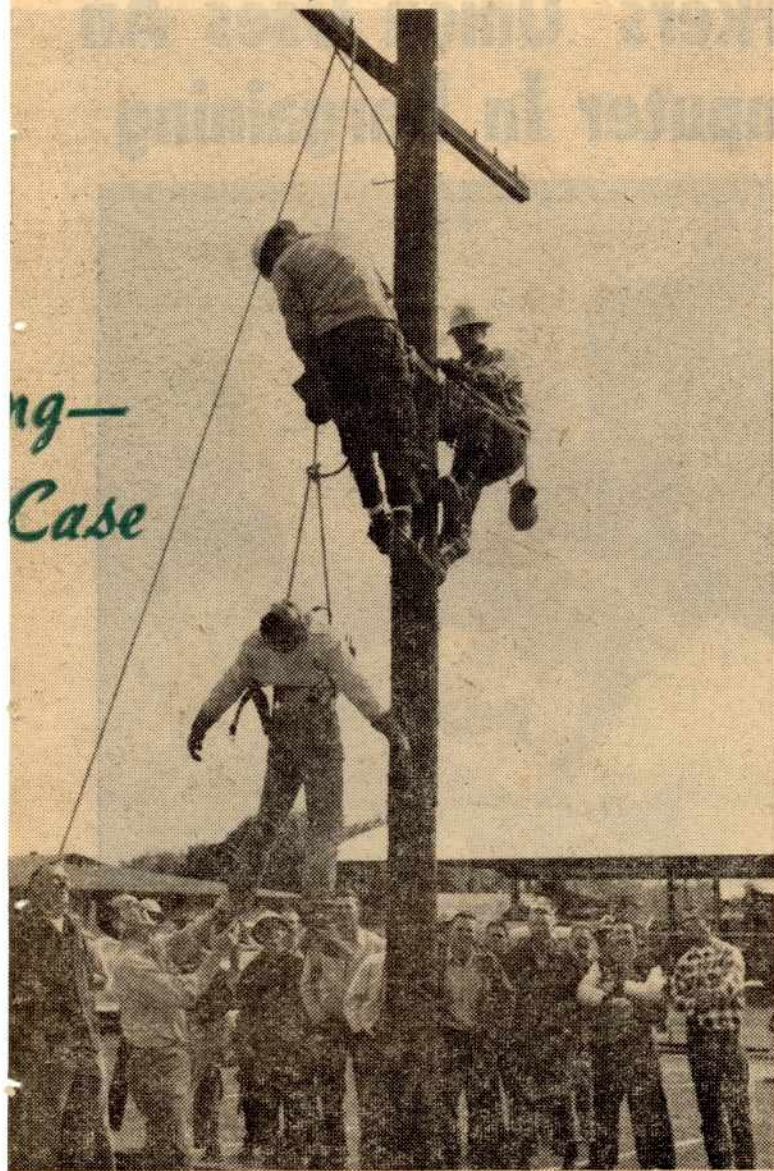
Following the talk by Brother Mitchell, Business Representative Frank Quadros led a discussion on some of the problems currently being encountered by Shop Stewards in the North Bay Division.

In attendance were Fred Jagers, A. J. Borders, Frank Anderson, Francis White, Orman Gaspar, James Harper, E. J. Grassman, Leland Beckman, Oscar Fellin, Dor Nutting, Frank Mercer, John Scheeringa, and Lester Elwood.

It was announced at the meeting that one of our active members, George Neher, Subforeman in Ukiah, was being promoted to Heavy Foreman at the new Clearlake Highlands Service Group.

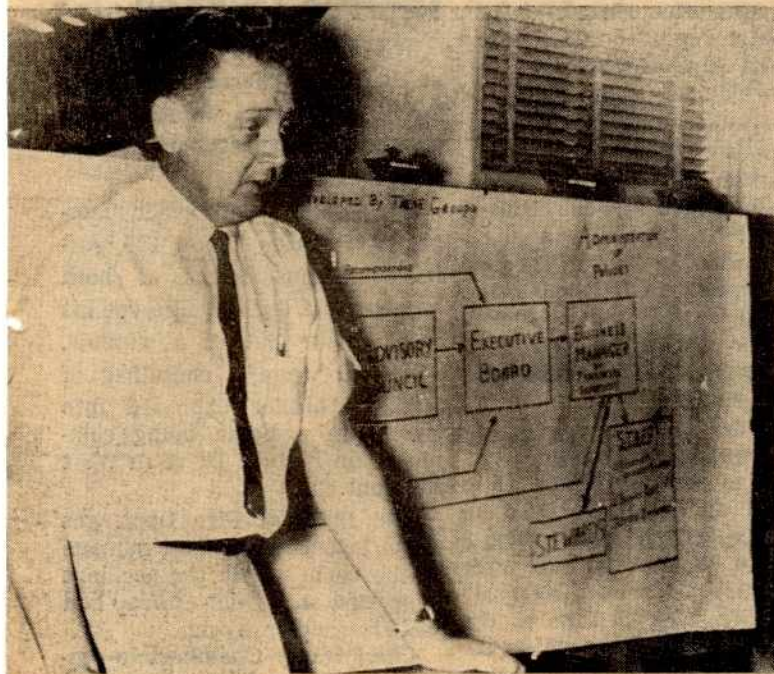
Brother Neher, who came to North Bay from San Francisco Division in 1951, has served as Unit Chairman at Santa Rosa and as Shop Steward. The Ukiah Unit congratulated Brother Neher at a get-together after their May Unit meeting, wishing him good luck in his new job, over a couple of cases of beer.

Brother Neher, who came to North Bay from San Francisco Division in 1951, has served as Unit Chairman at Santa Rosa and as Shop Steward. The Ukiah Unit congratulated Brother Neher at a get-together after their May Unit meeting, wishing him good luck in his new job, over a couple of cases of beer.



WARDS CLASSES SHOWING INTEREST

The Shop Stewards in East Bay is continuing to function as a meeting of May 31, 1960, was devoted to discussions on the structure Movement from the local level through the top echelons of



Business Representative Ed James discussed the organization and aims of the AFL-CIO at the May meeting of the East Bay Division Stewards. Behind him can be seen a part of the large chart which was prepared to show the organization and administration of Local 1245. The chart was drawn to show that policies are developed by the members acting through their Unit Meetings, the Advisory Council and the Executive Board. These policies are then carried out by the Administrative Staff of the Local under the direction of the Business Manager.



Who attended the May Meeting are shown in the picture above. Herman Paganini, Roland Vasarhely, Mike Bevan, "Nick" Garcia,

Radiation Round-Up—



ATOM HAZARD TO MEMBER AND FAMILY

By SAM L. CASALINA, Radiation Safety Consultant

It will be my desire to bring to you in this, and succeeding issues, news and information concerning the utilization of atomic and other forms of radiation. With these new sources of energy pervading many aspects of our lives—our jobs, medical facilities, schools, and even some of the foods which we eat, it has become incumbent upon all of us to keep abreast of the developments in this Atomic Age. It is also my intention to deal largely in matters of radiation safety, especially as it concerns workers who must earn their livelihood by serving California industries, medical facilities, and educational institutions. A well-informed worker and his family will, I believe, be able to enjoy all of the Atomic Age's benefits and suffer none of its hazards.

PATTERN OF CIVILIZATION

Almost every advancement that man has made during the course of his civilization has had its attendant hazards. When electricity emerged from its laboratory and novelty stages in the latter part of the 19th Century, and was put to work in the home and industry, the danger of the noninsulated wire and underground circuit took its toll of workers and the public. This was true to the extent that electrical workers were denied insurance coverage. Worker safeguards then began to catch up with electrical power utilization. In reviewing the pattern of most of man's discoveries one is struck by the dismaying fact that the safe utilization of that discovery took a back seat to its economic exploitation. An historical example of this was the discovery of X-Rays by Wilhelm Roentgen, after whom today's unit of radiation is named (pronounced Ren-ken). His discovery in 1895 that the rays coming from his electrical discharge tube could go through several thicknesses of paper and expose film, was put to work within a few weeks in a Vienna hospital. As a consequence, radiation damage to the physicians and attendants administering the X-Rays was almost as great as the ills afflicting the patients.

CHALLENGE TO INDUSTRY

If one pauses to look into the matter, it will be found that the rapid adoption of Roentgen's X-Rays, parallels somewhat our own country's industrial development. Our Yankee ingenuity has given us new processes and technological advancements which have been quickly pressed into serving our society. As a consequence, the injuries and deaths of workers has led to the adoption of safeguards or the revision of the inadequate ones. It is now time for the safeguards to grow simultaneously with, or preferably to proceed the application of a new development. It is ironic that this country's workers, who have contributed to, and enjoy, the world's highest standard of living, must suffer a high incidence of physical damage in attaining that standard. We have now evolved a source of power which demands intelligent leadership, and responsible, alert workers. The peaceful use of atomic power, and the benefits of other forms of radiation should not exact their price in human suffering. One way to see that this does not happen is to become aware of radiation uses, its safety problems, and the solutions available to each of us in protecting ourselves and our families from its misuse.



SAM L. CASALINA

THE GIANT THAT GREW LIKE TOPSY

Since 1946, when the Atomic Energy Act of that year was passed by Congress to allow for civilian use of radioactive materials, the industrial and medical users have increased in number phenomenally. In California alone, approximately 3,000 licenses have been issued to users of radioactive materials. The facilities wherein these materials are used, house only about a third of this State's sources of radiation. In addition to the U. S. Atomic Energy Commission's licensed users of nuclear materials, are the following: radium users, X-Ray machines, fluoroscopes, cyclotron produced radioisotopes, and various electronic devices. Dozens of new AEC licenses each month swell the above total. Mr. Gordon Freeman, I.B.E.W. President, stated the situation well in his address at the I.B.E.W. Conference on Atomic Energy last November. Said President Freeman, "Now with nuclear energy for industrial uses becoming more and more a practical development, the I.B.E.W. once more is vitally concerned with this development for peacetime use and with the hazards it brings and the controls which are necessary to preserve life and limb."

THE BEGINNINGS OF RADIATION PROTECTION

The controls of which Mr. Freeman speaks had their roots in the first meeting of the International Congress of Radiology forty-two years ago. I have mentioned Roentgen's X-Ray discovery in 1895. One year later, Madame and Pierre Curie discovered polonium and radium from pitchblende (African uranium ore). The rapid use of these sources of radiation began to take their toll of workers. The first injuries from radiation were slow-healing skin burns on the bodies of X-Ray users. The use of radium in luminous dial paint produced bone cancer in the girls who, in painting the dials, moistened the brush tips with their lips. By the time that

Electrical Workers' Union Uses An Electronic Computer In Bargaining

Local 418 of the International Union of Electrical Workers, in Westbury, N.Y., has discovered a way of developing fast, accurate statistical reports that may soon become general practice among labor organizations: they use a Univac electronic computer.

Wage comparison reports, merit increase studies and other pertinent documents for use in contract negotiations with management are now created automatically by the union, whose members are employed in Westbury's vast Arma Company plant.

"In the past," according to 418 president Sanford V. Lenz, "the problem has always been that management has had easier access to advanced accounting methods than labor has, especially at the local level. This condition has changed. Unions can now command the use of the most modern computers at very little cost."

Mr. Lenz's statement may sound surprising, since computer prices range between a hundred thousand and several million dollars; the fact is, however, that it's not necessary to buy or even to rent a computer in order to enjoy its benefits.

The computer used by Local 418, a small-scale Remington Rand Univac 120 system, is operated on a service center basis by Scientific Tabulating, Inc., Westbury, L.I. The union does not have to buy or rent anything except time, paid for on a fee basis. The same opportunity is also available in cities throughout the United States, at Remington Rand's own Univac Service Centers.

Under this arrangement, the union is required to pay only for as much computer time as it actually uses; and the value of that time, in terms of the enormous amount of statistical work that the system can perform with electronic speed, far exceeds the nominal cost.

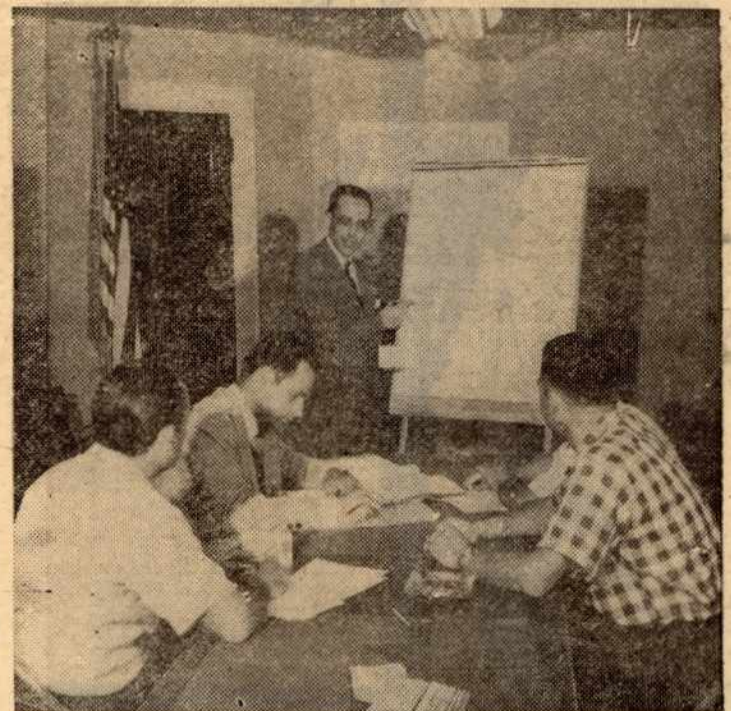
the International Congress met, it had become apparent to all participants that protection measures were vital if the mysterious, unseen rays coming from Roentgen's tube and Curie's radiation were to be of benefit to mankind.

(Editor's note:

In the July issue of the UTILITY REPORTER, Mr. Casalina will continue the story of the milestones in the development of radiation hazard protection.)

ATOMIC ODDITIES

To the livestock grower of the Southeast United States, the screwworm fly is more than a mere pest. It caused damage to cattle amounting to ten million dollars annually. The Island of Curacao, in the West Indies, was also plagued with the screwworm fly. It was found in the laboratory that about 3,000 roentgens of radiation would cause sterility in the male fly. (Note that in comparison, it takes only about 400 roentgens in man to cause sterility.) Since the female screwworm fly mates only once, an elaborate trick was perpetrated on Curacao's screwworm population: The United States Department of Agriculture entomologists sterilized and released many thousands of the fraudulent males. As a result, the screwworm population on the Island was wiped out. Encouraging results are also being obtained in the Southeast United States.



PREPARING FOR NEGOTIATIONS, members of Local No. 418 of the International Union of Electrical Workers, in Westbury, N.Y., study statistical data supplied through a union-made Remington Rand Univac Computer. Standing is Local 418 president, Sanford V. Lenz. Members of the Local are employed at the Arma Company, one of the nation's largest engineering firms. Local 418 pioneered use of electronic computers among labor organizations to develop fast and accurate wage comparison reports and merit increase studies.

The union now maintains a file of punched cards showing all Arma engineering employees and their salaries, along with such information as age, type of engineer and type of college degree. All new information—new grades, new assignments, changes in salary, etc.—is fed to the computer every three months, to update the master file; and twice a year the computer runs off a comprehensive, automatic report on the salary status of Arma engineers—a report which is then compared with similar studies on engineers elsewhere.

Another important set of statistics provided by the Univac 120 system is a semi-annual report concerning merit increases. Company management has allocated a pool amounting to three per cent of the payroll for merit raises; the new automatic report enables the union to know whether these raises are being equitably awarded.

What is an appropriate ratio between an employee with 15 years' experience and a beginner? How can an equitable wage distribution be maintained? These are only a few of the many other questions which Local 418 is now able to answer through automatic data processing techniques.

The system has even been used to help bring about a considerable increase in union membership. Many white-collar workers at the Arma plant were doubtful whether union membership would help them; but Local 418, with the aid of the computer, came up with a concrete statistical study to prove the advantages of organization.

It's particularly fitting that the Univac 120 should be the system involved in this kind of work, for the computer itself is union-made. Remington Rand has a Union Label Agreement with the International Association of Machinists, AFL-CIO,

and, in addition, has contracts with the International Brotherhood of Electrical Workers, the Office Employees International Union and the International Union of Electrical, Radio and Machine Workers of America.

Painter Hurt When 'Smoke' Ignites Thinner

While cleaning his spray-gun at the end of a recent working day, an Atherton painting contractor lit a cigarette and almost ended his life.

Sprague Schaap, former member of Painters Union 146, suffered serious burns of both hands and a leg and also cut his head diving out of a window, April 18 when a container of lacquer thinner exploded into flames in a home being completed on Plateau Drive in West Belmont.

The Belmont Fire Dept. got there fast and confined damage to the room where the accident happened and which Schaap had just finished spraying.

Chief Harry Chamberlain emphasized later that when such explosive materials are used, cleaning up should be done outside instead of inside a building.

He added that CO2 extinguishers should always be at hand, and said that if one had been available at the time, Schaap could have avoided injury by using it instead of trying to throw the flaming bucket out the window.

"The 'No Smoking' rule should be strictly applied, and signs should have been posted to warn other workmen," Chamberlain said.

"And if you can't get sufficient ventilation by opening windows," he said, "a fan should be set up to blow fumes out and replace them with fresh air."

...AND THEY WILL, TOO!

"If the old folks can't eat, at least they can vote. And so can the people who have to care for them." — James Reston in the New York Times.

AID for COSIGNER OF A BAD NOTE

One kind of trouble befalling many Union members is that of having to pay off notes or debts of someone else. Kindhearted members often act as endorsers or guarantors on notes or other indebtedness for friends and wind up by having to pay the bill. A member from Cumberland, Md., writes that a loan company is chasing him for a debt of a friend and he wants to know if there is any way he can get out of it.

Loan companies, banks, credit companies, and other organizations often make loans to poor risks because persons with good jobs and financial resources will guarantee the debt. Because the law allows them to collect from the co-signer, they become free with their credit.

Each of you who is asked to sign a note or guarantee a debt for some one else ought to think carefully and realize fully what you are in for. You can become a defendant in a law suit rather easily and will be forced to pay in the event your "friend" fails to meet his obligations.

Defenses for Endorsers

But there are some defenses to suits demanding payment when you have guaranteed a debt for some one else. Because many innocent persons, out of their good nature, and for absolutely nothing in return, get caught in these situations, we hope the listing of some of these defenses will be of help to some of you.

Sometimes the creditor will release the debtor before the creditor brings an action against you. In a recent case in the state of Washington, a company accepted \$100 from a man in payment of a much larger debt, and then later turned the debt over to a collection agency. The collection agency sued a husband and wife who had guaranteed the debt. The court ruled that the acceptance of the \$100 in payment of the debt wiped out the entire claim and the guarantors were not liable. Therefore, it may pay for you to check carefully with the debtor and find out how much he has paid and under what circumstances. It just might be possible that he has discharged the debt.

A second defense may be that the creditor has failed to go after the true debtor to the fullest. If you signed a note or a contract absolutely guaranteeing payment of someone else's debt, then the creditor may sue you without going after the debtor. But, if you have merely

"secured" the creditor, or "indemnified" him against loss, or guaranteed "ultimate payment" or "collection", the courts may hold that such words mean that the creditor must first exhaust all remedies for collection from the debtor. So, your second rule is to check carefully on what the words say on the document you have signed.

Changed Conditions

Third, check the loan agreement to see if there has been any alteration of terms between the creditor and the debtor. Sometimes they will change conditions on repayment of the loan without consulting you. This happens often enough to give cause for many court cases in the law reports. If there has been a substantial change in the terms of the agreement, you may find yourself free and clear of any obligation.

A fourth item to check is similar to the previous one. Find out if there has been any extension of time for payment. Some states may hold that this wipes out your obligation, especially if such an extension has been granted without your knowledge.

A fifth defense that might be of some help in these cases is that of failure to give you notice of default by the debtor. Of course, if you have absolutely guaranteed a debt, this may not make any difference. In some cases, courts will hold that if you have been injured in any way by the failure to give notice of default, you are excused from your obligation to that extent.

Legal Help Worthwhile

All of these defenses are worth studying when you are being pursued by a loan agency seeking to collect for someone else's debt. If you suspect that any of them will help you, it may be worthwhile to seek legal help to avoid paying something that is usually a total loss to your family.

(From "The Machinist")

More than 80% of the workers who survive their first heart attack can return to work, often at the same job, says the American Heart Association.

May Earn \$100 a Month and Still Get Social Security

What is meant by retirement for social security purposes? This is a question in which all of us are interested since an important purpose of social security payments is to provide basic protection against loss of earnings after we reach retirement age.

Does retirement mean that one must stop work entirely? No! Essentially, a person is considered completely retired during a year in which he earns no more than \$1200 and will receive benefits for all months of the year.

What if you earn more than \$1200 in a year? You might still receive a few monthly checks if your earnings are \$2080 or less. The number of monthly benefit checks due you for the year will depend on the amount of your total earnings. However, there is an exception to this—regardless of total earnings in the year, benefits are payable for any month in which you earned \$100 or less.

Another important exception is: social security becomes an annuity at age 72. A person who earns over \$1200 a year and is 72 or over has no restriction on earnings after reaching 72.

One big question is, of course—what is considered when arriving at annual earnings for retired people? Earnings from work of any kind, whether or not covered by the social security law, must be counted in deciding the number of monthly benefit checks you will receive. But do not count as earnings any income from savings, investments, pensions, or insurance. These types of income do not affect your social security benefits.

For more complete information write or call the social security office and ask for the free booklet entitled, "If You Work After You Start Getting Social Security Benefit Payments." It's yours for the asking!

Ever Wonder How Many Cars Cross Bridge?

The San Francisco Bay Area Council reports 76,670,899 motor vehicle crossings of the six bridges in the area during 1959 a 12 per cent increase over 1958, and more than triple the traffic of 1940.

Heaviest traffic (50 per cent of the total) was recorded over the San Francisco-Oakland Bay Bridge where 37,967,243 vehicles passed through the toll gates during the year. Next came the Golden Gate Bridge with 18,235,111 crossings, while 11,963,442 vehicles cross the Carquinez Bridge spanning the strait at the head of San Pablo Bay.

The three remaining bridges in order of their traffic total during the year are: San Mateo-Hayward Bridge, 3,463,901; Richmond-San Rafael Bridge, 3,104,955; and the Dumbarton Bridge at the lower end of San Francisco Bay, 1,936,247.

AUTO ADDICT

A big auto company made a survey of Volkswagen owners to ascertain the reasons for their ardent devotion to their cars. One owner replied, "That's easy—because it needs me."

If you like to look before you leap, ask your social security office about your benefits before you retire.



By Clair M. Cook

Executive Director, Religion and Labor Foundation

For six dollars you can now get a wonderful buy in a most remarkable course in labor relations—380,000 words by 123 authors, bound in the 650 double-column pages of **Unions, Management and the Public**, edited by E. Wight Bakke, Clark Kerr and Charles W. Anrod. Published April 13 by Harcourt, Brace and Co., the book is not an encyclopedia, but its treatment is so comprehensive as to be almost encyclopedic. It is an anthology, but it is not just a miscellaneous collection of readings. It is prepared as a textbook, but it covers its field with a breadth of viewpoint such as one author could not produce. In short, it is the best and most classic treatment of its subject I have seen, and I suspect it will prove to be the most indispensable and most referred to labor relations volume in my library for some time to come.

One reason for this is that it puts in a single collection some of the most vital material heretofore available only in miscellaneous other places. Where else, for example, can you find on successive pages Marx and Engels on "The Class Struggle," Pope Leo XIII on "The Condition of Labor," Walter Rauschenbusch on "Social Christianity," and the Federal Council of Churches' "Social Creed of the Churches" (both 1908 and as modified in 1912)? Some of the other classics to be found here include the famous "Mr. Dooley on the Open Shop," the 1903 "Declaration of Principles" of the National Association of Manufacturers, the findings of the National Planning Association's "Causes of Industrial Peace" study, the McClellan Committee "Conclusions and Recommendations," Gus Tyler's Fund for the Republic paper on "A New Philosophy for Labor."

Nor is this all. The structure of the book has its own careful progression despite the diversity of its sources. The authors explain their method in the preface—outlining the chapters and sections and writing chapter introductions as though they

were to write the whole, and only then making their selections to fit the book's plan, rewriting their introductions to fit. The amazing thing—a credit to their collective vast experience with the literature and their first edition of twelve years ago, only a quarter of which is retained—is the richness and depth of the selected content.

Another way of indicating the scope would be to name some of the authors who deal with everything from trade union theory to automation, from labor politics and strikes to the churches and industrial relations, where Charles Webber's AFL-CIO pamphlet on Religion and Labor is reprinted with added material. There are university experts such as authors themselves, John Dunlop, Jack Barbash, William Leiserson, Robert Hoxie, Joel Seidman, George Taylor and others; management people, among whom are L. R. Boulware, William G. Caples, Clarence B. Randall, and Charles R. Sligh Jr.; and labor men themselves, from Gompers, Murray and Meany to Beck and Hoffa, Reuther and Carey, John Brumm and Peter Henle, Arthur Goldberg and Clinton Golden, Nelson Cruikshank and Everett Kassarlow.

So if you want a book with classic discussions, both old and new, of labor history, labor problems, labor-management relations, labor and church—all in the words of a remarkable stable of experts—this is it. Perhaps a reviewer ought not wax so enthusiastic. But if you thumb through the volume for yourself, you will see the reasons. In the language of movie reviewers, this one deserves a five-star rating.

Here's What You Pay for Credit

This chart is a service to the people of California provided under an Act of the State Legislature, requested by Governor Edmund G. Brown. It was compiled by State Consumer Counsel, Helen Nelson, Governor's Office, Sacramento.

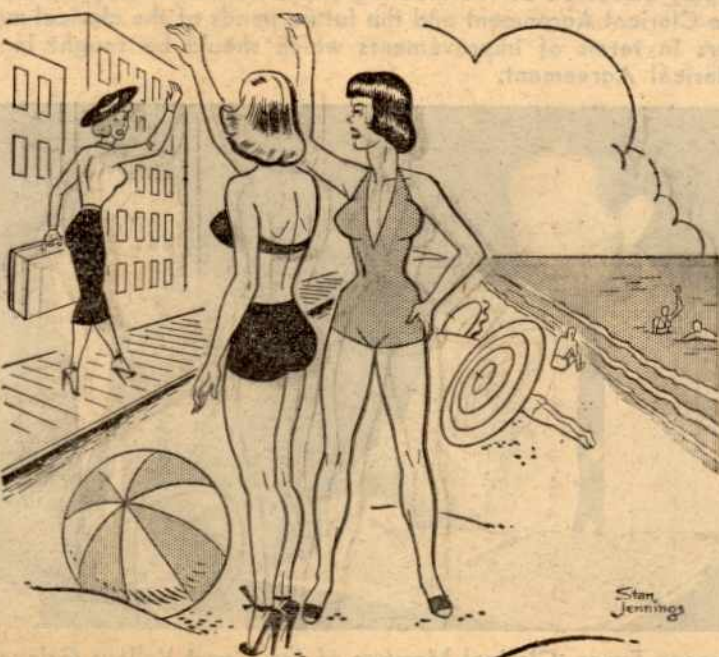
If added to purchase price and total repaid in twelve equal monthly payments:

When they say:	You pay in true annual interest:
4% per year	7.3%
6% per year	10.9%
8% per year	14.5%
10% per year	18.0%
1% per month	21.5%

If charged only on unpaid balance:	True Annual Interest
3/4 of 1% per month on unpaid balance	9%
5/6 of 1% per month on unpaid balance	10%
1% per month on unpaid balance	12%
1 1/4% per month on unpaid balance	15%
1 1/2% per month on unpaid balance	18%
2 1/2% per month on unpaid balance	30%

REMEMBER, it's smart to shop for credit . . . It's even smarter—and cheaper, too—TO PAY CASH

"UNION MAID"



"If she worked in a union shop, she could stay for a full two weeks vacation . . ."

HOW THE LABOR CONTROL ACT CAN BLEED A LOCAL

Here's how the Labor-Management Reporting and Disclosure Act of 1959 can bleed a union treasury: None of the candidates for top office of Automobile Workers Local 157 in Detroit has opposition. Nevertheless, the Labor Dept. said the union would have to hold an election. The cost will be about \$1 each for the local's 10,000 members—or \$10,000 of dues payers' money.



The PG&E System Negotiating Committee of Local 1245 is caught by the camera during one of their planning sessions where they prepared for the 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 the members are Anthony Boker, James Fountain, Jerry Wells, Melvin J. Robbins, Bill 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 appearances before the two City Councils, has requested additional increases designed to eliminate certain inequities. Action 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 wages, fringe benefits and working conditions to the Sacramento Municipal Utility District and the Alameda Board of Utilities. On June 5, proposals for improvement in holiday application; improvement in the meal and overtime provisions; requests that the District pay the full cost of individual coverage under the group hospital and medical insurance and life insurance programs; requests for the establishment of a joint apprenticeship 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 is scheduled for July 5. In Alameda, proposals for improvement in the hospital and medical insurance program; establishment of a group life insurance program; payroll deduction of 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 as to a meeting date to start negotiations.

In the Transit industry, an agreement has been reached to conclude negotiations with the Key System Transit Lines 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 1/2c per hour contribution by the Company to the group hospital program. This brings the total Company contribution to 3c per hour.

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

Every Member An Organizer!

YOUR Business Manager's COLUMN

(Continued from Page 1)

on issues and candidates and our objective in this is to have 100% voter registration and as much factual information as possible before the choice is made at the polls.

Another plan is to tighten up our Union procedures, provide more contract education, and improve our internal communications.

Many other improvements are needed and your incoming Officers have a big job on their hands.

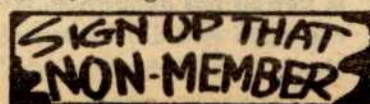
The job done by your outgoing Officers is deserving of the thanks of every single member of this Union. Many extra meetings away from home and family were necessary since the first of the year and your Officers took it in stride as men, in contrast to some of the cry babies who potshot the Union and haven't the intestinal fortitude to join in and help solve the mass of problems faced by a big Union such as this.

In spite of the rough waters of the past two years, it has been my pleasure to work with a fine group of Officers. I know that I shall enjoy the same cooperation with the new Officers which join our "official family."

I wish to thank the membership for their expression of respect and support in reelecting me for a fifth term of office. I pledge to continue the pace of progress set by local 1245 within my abilities and the limits of support in achieving those things necessary for the protection of the well-being and future advancement of our members and their families.

PERFORMANCE, NOT EXCUSES

Lord Kitchener of England was once approached by a subordinate officer with an array of excuses for failure to obey orders. Kitchener patiently heard the man's recital, and then said, "Your reasons for not doing it are the best I ever heard; now go and do it!"



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 \$563 to \$597 per month. The second is a dual position—Cable Splicer and Lineman; the Cable Splicer rate is \$584 to \$618 per month.

The closing date for filing an application for these jobs is Friday, July 22, 1960, at 4:00 p.m. Applications should be made to the Civil Service Board, Room 100, 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. 1

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 "firm but fair" 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 August, 1928.

INFLATION

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

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

OSCAR HARBAK, IBEW 9TH DIST. VICE-PRES., MOURNED

Oscar G. Harbak, Vice President of the Ninth District of the International Brotherhood of Electrical Workers for the past thirteen years, died unexpectedly in Portland, Oregon, Sunday, June 19. He was 61.

In his position as Vice President, Brother Harbak was in general charge of the original organization of Local 1245.

Brother Harbak was stricken with a heart attack while on a business trip for the Union.

He was a member of the First Baptist Church of Burlingame; Harmony Lodge, F. & A.M., Olympia, Washington; Peninsula Bodies, Scottish Rite; Islam Temple Shrine; and San Mateo Lodge No. 1112 of Elks.

He also belonged to the Harvard Trade Union-Program Association, having attended the university in 1943-44 under that program.

He is survived by his wife, Martha, of 119 Los Robles Drive, Burlingame; a daughter, Anita, and a sister, Mrs. John Holen of Kirkland, Washington.



OSCAR G. HARBAK
1899 - 1960

BY-LAW AMENDMENTS TO BE READ IN JULY

Twenty-nine proposals to amend the Local Union By-Laws will be given their first reading at the July meetings of the Units. The second reading and voting will take place in August.

These By-Law amendments are designed to make technical changes which will bring the By-Laws into conformity with the Landrum-Griffin Act. Also, they will bring the By-Laws up-to-date in certain other areas and generally improve the operations of the Local Union.

A full printed outline of the proposed amendments will be available at Unit meetings for members to discuss and study. Each proposal will be voted on separately.

SPEAKING OF EMBLEMS

Quote from the San Francisco CHRONICLE, June 12, 1960: "We cannot, as a Nation or as a party, proceed—nor should anyone presume to ask us to proceed—to march to meet the future with a banner aloft whose only emblem is a question mark."

—Nelson Rockefeller, Governor of New York.

(Editor's comment: "Nor can we meet the future with a banner aloft whose only emblem is a dollar sign.")



Cliff Johansen, Eugene Evans, Eileen Parmenter, and Betty Bashaw were part of the group at a recent clerical meeting in Salinas. Topics discussed at the meeting centered around application of the Clerical Agreement and the future needs of the clerical members in terms of improvements which should be sought in the Clerical Agreement.



Eugene Evans, Clerical Member of the Coast Valleys Grievance Committee and delegate to the 1960 Conference of Local 1245 is shown going over the program for the meeting with Business Representative Norman Amundson.