MEMBERS RATIFY NEW PG&E CONTRACT

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

In spite of the problems of the world, people keep multiplying and living their everyday lives. Sometimes we whose activities are generally restricted to problems tend to forget that our problems are not of great moment to many people. We also tend to be too serious and to forget that healthy humor is involved in many of our problems.

A better understanding of the problem and the difficulties and the results of those involved in the problem could see Charlie Chaplin's "Modern Times." His humor makes the point.

R. Weakley

McCarthyism is well handled by the photogapher recording "Point of Orders." Likewise, communism is spoofed by Richard Armour's book, "It All Started With Marx."

A few pompous politicians, industrialists with "Cancer complexes," and labor officials who might forget their origin, are all fair game for a bit of humor, although some of them have the sense of humor of a hangman.

A leader who cannot stand the test of humorous deflation really isn't much of a leader and becomes somewhat funny as he wraps himself in his cloak of ego.

There is nothing funnier than the politician who professes to be "for" everything that might become "for" everything that might really isn't.

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"The Agreement of 1952, as amended, will be Exhibit A attached.

Sixty-five Special Unit Meetings, held from June 30th to July 7th throughout the 47 counties covered by Pacific Gas & Electric Company, were required to obtain a membership decision. Poor attendance at meetings held the determination of the outcome in doubt for the first week of balloting. Later meetings swung the vote in favor of acceptance.

The new Agreement, providing a general wage increase of 4.5%, an additional $1.00 per month to employee medical and hospital insurance premiums, improved job security measures for clerical and General Construction employees, greater seniority recognition in certain job bidding sequences, and a speeded-up grievance procedure, affects 13,611 clerical and physical employees covered by Union Contract.

The text of the following letter of understanding formed the basis for presentation of the offer to the members at Unit Meetings:

"This will confirm the understanding of agreement reached between Company and Union's Negotiating Committee on Friday, June 17th, 1960. If there is anything in the following summary of our understanding which is not in accord with yours, please let me know.

1. GENERAL WAGE INCREASE Physical and Clerical Workers Agreements.

The Company will, effective July 1, 1960, grant a general wage increase of 4.5% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers. Such general increase shall be applied to wage rates outlined in the effective wage schedule, except that for those classifications shown in Exhibit A and Exhibit B attached the wage increase of 4.5% shall be applied after adjustments noted therein have been made. In applying such general wage increase, the resulting weekly rates will be rounded out to the next highest multiple of 5.

2. CLASSIFICATIONS ADJUSTMENTS Physical Workers Agreement.

(a) Company will, prior to the application of a general wage increase, adjust as indicated the wage schedules of those classifications which are outlined in Exhibit A attached.

(b) Company will reclassify, establish wage rates prior to the application of a general wage increase, define duties and denote line of progression for certain classifications as outlined in Exhibit B attached.

The Agreement of September 1, 1952, as amended, will be (Continued on Page 3)
Diminishing Returns

Financial problems encountered by some San Francisco Bay Area cities are now directly affecting the welfare of our members who provide essential public services as municipal employees.

The City of Berkeley recently denied a single penny for increases in City employees' wages except for a 2½ per cent bonus, which is what the Electrical Department employees in the Electrical Department are skilled and deserving of proper pay and benefits.

This is an example of the kind of wage and benefit consideration the Public Sector is fighting for. We are making our mark in finance, industry and the social sciences and we want to be paid for our efforts.

The City of Oakland is also in a hassle over employee wages. We have to fight for our rights. Great pressures are being exerted against any improvement for our people who maintain municipal traffic signals, police, fire alarms, police radio communications etc.

The employees of the City of Alameda are also under this tax pressure which affects our members employed by the Bureau of Electricity although the Bureau is in good financial shape.

The basic trouble lies in poor community planning and some of the consequences are trying to squeeze the (the municipal) worker's go in this situation.

Multi-political subdivisions are now past the point of survival no matter how the structures are re-arranged.

Single area government is the only answer to our present situation. The city's employees are denied fair and equitable compensation for the duties they perform.

Editorial Notes:

With this in mind we can agree that maintenance of the tax rate is not the issue. It is to what the burden of its maintenance should fall so heavily on the employees.

In both of the above situations, major opposition has come from groups insisting that the tax rate must not be increased, especially when the City's employees are denied fair and equitable compensation for the duties they perform.

The City Council has indicated its willingness to consider the City Manager's recommendation for a 5 per cent increase in the administrative budget. The recommendation included an additional $10,000 for maintenance of the Department employees and hopes for a fair and equitable increase are far from bright.

Assisted Business Manager M. A. Walters, together with the mayor and a number of city officials, requested the City Council to reconsider its action. Some 200 City employees, including most of those belonging to the Electrical Department, were present to hear the Council reaffirm its previous action, even though the City Manager continued to support the Personnel Board's recommendation.

In the City of Oakland, no formal action has been taken to date, even though the fiscal year started on July 1, 1960. The City Council has indicated its willingness to consider the City Manager's recommendation for a 5 per cent increase in the administrative budget. The recommendation included an additional $10,000 for maintenance of the Department employees and hopes for a fair and equitable increase are far from bright.

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SALES OF ELECTRICITY FROM ZINC TO RUN HOISTS, TRUCKS

Last week, Electric Storage Battery (Exide) Co. of Philadelphia, Pa., reported development of a fuel cell for operation of industrial hoists and trucks that runs from 16 to 24 hours at a stretch on a chemical reaction between zinc and sulfuric acid, without refueling.

The company announcement adds: Oxygen under pressure is needed to combine with pure zinc to form zinc oxide. This is the key to a process for continuous production of electricity by chemical means.

The zinc is oxidized in sulfuric acid; a fluid that conducts electricity and which performs the same function in the new fuel cell that carbon dioxide does in an ordinary lead plate automobile battery.

When the zinc is dissolved in the new fuel cell, the fuel cell has been oxidized. The fuel cell must be taken out of service so the oxidized zinc can, by a reverse process, be restored to pure zinc to give the cell a second lease on life.

If continuous operation of the fuel cell is desired, the oxidized zinc can be quickly replaced with a new supply of pure zinc. The process of restoring the oxidized zinc to pure zinc can then be continued on the fuel cell carried off the outside of course.

The company has agreements under development with 14 firms that make hoists and industrial trucks for experimental development of fuel cells for their equipment.

Advantages claimed by Electric Storage Battery Co. for its new fuel cell: The device operates at a low temperature and pressure; there is no problem of corrosion or undesirable waste by-products.

Fuel cells, if and when they come into general use, would replace storage batteries in much industrial equipment now operated by electric motors.

DANGER SIGNALS

"Employment has not advanced in proportion to production, production is not rising as rapidly as we would like it to and the company is not in a position to offer promotions of higher grades than we have usually experienced in a prosperity year."—Commissioner Ewen Cloque, U.S. Bureau of Labor Statistics. June 14, 1960, address to Interstate Conference on Labor Statistics, Newport, Rhode Island.
**Honor Glen Lewis—50 Years in IBEW**

At his modest but very pleasant home in Alameda, Bro. Glen Lewis, a lifelong electrical worker employed by the utility companies in both private and public, and in 1923 started with the Alameda Bureau of Electricity where he continued to work until his retirement in 1945.

As a young man, Bro. Lewis first joined the I.B.E.W. in Salt Lake City, Utah, being initiated by Local Union 57 on June 6, 1911, presenting a memento of his 50 years continuous good standing in the I.B.E.W. and 23 years membership in Local 31 of the Culinary Workers Alliance.

Brother Lewis' initiation is the most important event in his life. He has been proud of his membership in the IBEW and is a Shop Steward, and a member of the Advisory Council, as well as a Charter Member of the Alameda Bureau of Electricity.

Brother Lewis' membership in IBEW is represented in this group of William Cook, Glenn Lewis, Steve Gutowski and Art Gorman.

Over 180 years of IBEW membership is represented in this group of William Cook, Glenn Lewis, Steve Gutowski and Art Gorman.

Brother Art Gorman, himself a fifty year member of the IBEW, welcomed Brother Lewis into the fifty year group as he passed the 50 Year Pin to his lapel.

**Brother Lewis' Wife, Martha, pictured here with her husband, is also proud of her 23 years continuous good standing in Local 31 of the Culinary Workers Alliance.**

**4000 AT S.F. RALLY**

Typical of Forand Bill Rallies which have been held in every major city in the U.S.A., is this San Francisco meeting held on Saturday, June 18 with Senator Wayne Morse as the featured speaker. At the Rally were over 4,000 California Labor Leaders and their friends.

**SACRAMENTO TRANSIT AGREEMENT OPENS**

Serving notice of its desire to open the Agreement for purposes of modification, the Union, on July 1, 1960, submitted its proposals to the Transit Authority of the City of Sacramento. These proposals included requests for a general wage increase, improvements in the holiday and vacation provisions of the Agreement, establishment of a shift differential and increased contributions by the Authority to the hospital insurance program.

Union’s Committee, consisting of Robert W. Calzascia, Assistant Business Manager, M. A. Walters and Business Representative M. A. Walters and Business Representative, has also voted to take a companion $50-a-plate promotion for Mundt's seat.

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**Impartial’ NLRB Head Backs Sen. Mundt!**

Boyd Leedom, chairman of the National Labor Relations Board, has taken the lead in a partisan Senate race. Karl Mundt (R., S.D.), one of the Senate's most powerful members, is running for re-election against Henry McVeigh. Leedom said that high on the list of his recommendations is the need for a strong, impartial Labor Relations Board, and he strongly urged that the Board be made up of men of character and integrity.

Leedom also said that he would support any candidate who would strengthen the Board's enforcement powers.

**Modern Equation**

One of the biggest troubles with success, these days is that its relationship is about the same as that for a nervous breakdown.

—Penn State Mining Society Newsletter.
FOR AND BILL

INSURANCE FIRM BACKS
FORAND-TYPE MEASURE

COLUMBUS, 0.—Cracking the solid front of the insurance industry, one of the nation's major—has endorsed the principle of medical care for the aged based on Social Security.

The major breakthrough was announced byat the Insurance Foundation of Ohio, whose board of directors had adopted a formal resolution making clear the organization's support of "some sort of program linked to Social Security.

The insurance company at the same time voiced its opposition to any form of government subsidy of private insurance companies. This is the principle underlying the Administration proposal that $1.2 billion a year be taken from federal and state treasuries to underwrite the cost of insurance for these older citizens who can pass a "means test."

Although he made no mention of the Administration plan as such, Lincoln warned that subsidies would "inevitably" lead to greater government control of the insurance business.

"With a proper balance of effort on the part of industry and government," he declared, "the building of a program to provide for every citizen's health needs in his old age can be achieved."

The role of the insurance industry, the policy statement declared, would be to provide "further health care through voluntary coverage in addition to that which may be furnished through government programs."

This is the same function which private retirement plans and "charity cases" of old citizens, Lincoln in effect challenged the contention of the insurance lobby that passage of a health care bill as part of the Social Security system would endanger private insurance firms.

"With a proper balance of effort on the part of industry and government," he declared, "the building of a program to provide for every citizen's health needs in his old age can be achieved."

The Los Banos Unit takes time out from work for an evening of fun and fellowship. Representing Los Banos are President John Michael and Bus. Rep. Scott Wadsworth, who attended.

For the Los Banos Unit meeting this evening, the Los Banos Unit is 100 per cent organized and is a model unit. It is a good example of how to accomplish things and get them organized.

IT'S BARBECUE TIME AT LOS BANOS (WELL ORGANIZED)

The Los Banos Unit at the Los Banos meeting is well organized and is a model unit. It is a good example of how to accomplish things and get them organized.

The Los Banos Unit is 100 per cent organized and is a model unit. It is a good example of how to accomplish things and get them organized.
After the discovery of X-rays and radium in the late 1800s, those new forms of radiation posed a threat to workers, especially in industries where radioactive materials were used. As a result, there was a growing awareness of the need to protect individuals from the effects of radiation.

The International Congress of Radiology, which met in 1928, discussed the protection of individuals from the effects of radiation. The congress also established health hazards criteria for radiation.

The Federal Government and various state and local regulatory agencies have adopted radiation standards. These standards are designed to protect individuals who are exposed to radiation.

The radiation protection system has been effective in reducing the risk of radiation exposure. However, there is still a need for continued research and education to ensure that all individuals are protected from radiation.

The radiation protection system has been in place for many years and has been effective in reducing the risk of radiation exposure. However, there is always a need for continued research and education to ensure that all individuals are protected from radiation.
When to Call the Doctor

by William A. Sawyer, IAM Medical Consultant

Sometimes illness starts suddenly, sometimes slowly. When the sudden or emergency illness starts, we usually think it must have been something we ate, or a cold, or some other ailment you didn't know you had. But when illness creeps upon us slowly, it often becomes more serious.

When babies and young children have the flu, it can be alarming. Many times the temperature is high, and the baby is running a nose, a sore throat, a husky cough or vomiting. With the flu, the body is fighting the infection, a body rush, loss of appetite, drowsiness, irritability, etc., is time to be on our guard.

In many cases we are unprepared if we suddenly feel unwell. We need to know something about what to expect.

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In many cases we are unprepared if we suddenly feel unwell. We need to know something about what to expect.

One sure sign that the flu has hit is its ability to smile and a personality. Brother Lane's hospital is spinning and dizziness, his fellow employees give him a day while he goes away as a guest, Brother Russ Heiseinger, U1 of the Monterey Unit, presented Brother Lane with a scroll and pin in behalf of the Business Manager, for 17 years loyal membership to Local 1245. The Business Manager and members of Local 1245 wish Brother Lane many years of retired life.

Well, I finally got to them, and now I expect ALL the glass doors to pop open for me. I bargain under full steam, expecting them to swing wide open, and they don't. My nose is getting pretty sore. Glass doors are hard.

How can I feel secure in a world as inconsistent as this?

I haven't any real faith in miracle drugs, even though they started coming in today. Too fast, I'd like to spend a day in bed now and then. Even so, I haven't any confidence in a little white pill that looks exactly like all other little white pills. Even when I have to fork over 8½¢ a bottle, I'm not impressed. Mustard plasters, tasteless cough syrup, camphorated oil, steam, kettles, they don't impress me. I feel that I'm in the midst of fighting, with real men.

I'm the wrong size. I'm too big for a site and push, and they aren't anything to push. They popped open, and I nearly fell on my face.

I keep having the wrong ones filled at corner drugstores.

Can't something be done about wire coat hangers? Struggling with interlocked wire coat hangers takes as toll on a nation's health. There's too much high blood pressure these days anyway.

I don't like ballpoint pens. Writing with them seems noisy and remote, and they take all the dash out of a signature.

Persuasive lights make me feel sick.

The doctor no longer asks me to stick out my tongue. He gives me a complete examination, asks me a lot of important questions, sends me off to another doctor to get 35¢ worth of barium X-rays, and never once does he look at my tongue or listen to heart or lungs a little sign that's gone out of style, too.

Modern life is too modern for me. I can't adjust to it.
Zapian Wins Top Prize in 3-mo. Organizing Contest: 393 New Members are Signed Up

John Zapian, Gas Department, San Francisco, who jumped into an early lead and was able to maintain it, is the winner of the First Prize in the Organizing Contest, a Color Television Set, the Executive Board announced following the regular meeting of July 9.

Second prize, a Polaroid Camera Kit went to Robert Zavala, a lineman for the Sacramento Municipal Utility District. The other Major Prize winners in order were "Nick" Garcia, East Bay Division, Third Prize, a Transistor Clock Radio; Jess Urrea, San Jose Division, Fourth Prize, Deluxe Barbecue; Floyd Stowe, San Jose Division, Fifth Prize, a Transistor Radio.

A total of 393 new members were signed up during the three month drive which ended on June 30.

Zapian, who is a Steward and also the Chairman of the San Francisco Gas Unit, attributes his success to his policy of approaching all new employees in his department their first day on the job. John has the reputation of being the best organizer in the San Francisco Division.

The Union Office expressed appreciation to all the members who participated in the very successful drive. Plans are now being formulated for another special organizing effort. Details will be announced later.

Twenty-two members of the union qualified for a five-member prize by signing up five or more new applicants. The complete list of winners is published below, with their respective divisions and the number of new members they each obtained:

1. Edna Bartley, San Fran. - 7
2. Albert Belote, San Jose - 6
3. John Zapian, San Fran. - 37
4. Albert Bloise, San Jose - 5
5. Richard Belato, S. M. U. - 8
6. E. C. Brown, Sacramento - 7

Twenty-nine proposals to amend the Local Union By-Laws will be read for the Second time and Voted on at Unit Meetings during the Month of 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 is being distributed at the July Unit Meetings—and will be available for use by members at the August meetings. Each proposal will be voted on separately.

One of the first official actions of new President James E. Gibbs was to present the Second Prize in the Organizing contest to outgoing President Charles Massie who accepted on behalf of Robert Zavala. Zavala, a lineman for SMUD won the prize by signing up thirty new members in the organizing drive.