YOUR
Business Manager's COLUMN

Now that we can take a "breather" from the hectic pace of work faced by your Business Office since the first of the year, we look toward solving one of our most pressing internal problems. I refer to the backlog of grievances in PG&E which have piled up due to the large number of people we represent, the complexity of the subject matter, and the workload placed upon the principals at the System Review Committee level whose responsibilities also include general negotiations.

We now have a two-year contract. Almost continual negotiations have robbed us of the ability to properly tackle what is just as important as negotiations—the proper administration of what has already been negotiated.

Since this administration has been in office, we have arbitrated 344 grievances. Almost continual negotiations—those proper administration of what has already been negotiated.

Since this administration has been in office, we have arbitrated 344 grievances. Almost continual negotiations—those
January in June

The menacing chill of a possible recession in the making nipped the nation's consciousness this week with the Labor Department's report that 3.5 per cent of the labor force was unemployed last month.

The half-hearted attempts to dismiss the report as unbalanced statistics based on an increasing number of teen-agers unemployed last month, failed to shake the spreading feeling that something's wrong with the economy.

That something is not an especially mysterious economic phenomenon, but the inevitable consequence of the nation's economy failing to grow sufficiently to provide enough jobs for an expanding population.

This is all part of the continuing loss in employment in industries, as well as the ever-mounting impact of technology on the labor force. You can make the case that there are enough jobs for an expanding population, but that does not erase the problem for learned technicians. It's a simple matter of the national economy failing to grow sufficiently to provide enough jobs for an expanding population.

Too many seeking too few jobs is the formula for recessions—a recession that can be avoided only by a new economic program geared to the dynamic growth that is inherent in our economic system.

The June unemployment report takes on fuller meaning when compared with the trend in profits. Fortune Magazine reports that last year the nation's 500 largest industrial corporations returned a profit of $6 billion, a harvest of profits in history, topping 1958 by 25 per cent.

While these companies earned $11.9 billion in profits, employment in most of these firms last year increased only 0.5 per cent and in some companies actually dropped below 1958 levels while sales and profit figures reached new record highs.

The magazine's compilation showed that in many major companies employment levels were below 1951, evidence of the sharp impact of new technology and automation.

This is all part of the continuing loss in employment in manufacturing, railroads and mining, a loss of 2.1 million jobs in these industries.

Ever-increasing productivity coupled with the administered pricing system used in most industries to return a high profit has created a lack of realization that some of the contentions of grievants are legitimate, and that firm action responsibility must be met by firm action in resolving some of these cases.

One thing is for sure. We are going to learn to handle this matter and sustain the efficiency of the grievance system to the best of our ability. We are going to wipe out the major portion of the grievance backlog.

Some drastic action is indicated in resolving some of these cases. The lack of education and lack of realization that some contentions of grievants are clearly valid must be met by firm action, and the open or implied threat or else will be swayed by "political" grievances by some of our current cases.

Our concern for loss of current conditions which are perhaps sub-consciously being played up by some in the hope of seeing the system broken down is so great that we must do all we can to prevent this.

Concern for loss of current conditions which are perhaps sub-consciously being played up by some in the hope of seeing the system broken down is so great that we must do all we can to prevent this. We shall try to find some solution to the problem of some of our current cases in this category. These, too, will be re-evaluated in the best manner available to those who must decide the fate of those who fail to come to the attention of our grievance system.

Concern for the continued protection of the rights of the individual or individual is so great that we must do all we can to prevent the system from showing signs of becoming "political grievances." By this I mean that the issues involved are so out of proportion to the contract language, and are so important to certain individuals that it would be to our advantage to prevent the system from coming to the attention of our grievance system.

One final word on this matter. As we have tried to point out, some of the cases which are of the "political grievance" type are becoming "political grievances." By this I mean that the issues involved are so out of proportion to the contract language, and are so important to certain individuals that it would be to our advantage to prevent the system from coming to the attention of our grievance system.

Let it be known, however, that the Union members of the System Review Committee and our office cannot afford to be swayed by "political" grievances, and any decisions which are made in any case will be based on facts, soundness, the welfare of the whole of this Union, and the rights of the individual or individuals concerned.

In a future issue of the UTILI- TTY REPORTER, a good report will be made on the grievance situation on PG&E to date, as well as a graphic and pictorial review of the grievance procedure.

For those who are interested in the subject matter of grievance procedures in general, arbitration as an established semi-formal application of voluntary law, and the formal laws governing these processes, your Union Office has a fine reference library for your use. Contact your Representation, describe your area of interest, and we will see that you are lent whatever tests we have or will advise you on where they can be obtained.

"Red" Hunter opens his retirement party hell. (Continued from Page 1)

With Bill Nelsen presiding as a retirement party he will never use again for the Labor Movement.

Although the records show that Brother Hunter has been a member of Local 1245 for 18 years, his Union activity dates back to 1949. Upon presentation of his Retirement Scroll and Pin by his longtime friend and Shop Steward, Ezra Johnson, Brother Hunter recalled some of his past history in the Labor Movement and one incident in particular when he was president of a local affiliate of the Teamsters and the Machinists Union with the support of the Teamsters and the Machinists Union.

One thing is for sure. We are going to learn to handle this matter and sustain the efficiency of the grievance system to the best of our ability. We are going to wipe out the major portion of the grievance backlog.

Some drastic action is indicated in resolving some of these cases. The lack of education and lack of realization that some contentions of grievants are clearly valid must be met by firm action, and the open or implied threat or else will be swayed by "political" grievances by some of our current cases.

Our concern for loss of current conditions which are perhaps sub-consciously being played up by some in the hope of seeing the system broken down is so great that we must do all we can to prevent this. We shall try to find some solution to the problem of some of our current cases in this category. These, too, will be re-evaluated in the best manner available to those who must decide the fate of those who fail to come to the attention of our grievance system.

Concern for the continued protection of the rights of the individual or individual is so great that we must do all we can to prevent the system from showing signs of becoming "political grievances." By this I mean that the issues involved are so out of proportion to the contract language, and are so important to certain individuals that it would be to our advantage to prevent the system from coming to the attention of our grievance system.

Let it be known, however, that the Union members of the System Review Committee and our office cannot afford to be swayed by "political" grievances, and any decisions which are made in any case will be based on facts, soundness, the welfare of the whole of this Union, and the rights of the individual or individuals concerned.

In a future issue of the UTILI- TTY REPORTER, a good report will be made on the grievance situation on PG&E to date, as well as a graphic and pictorial review of the grievance procedure.

For those who are interested in the subject matter of grievance procedures in general, arbitration as an established semi-formal application of voluntary law, and the formal laws governing these processes, your Union Office has a fine reference library for your use. Contact your Representation, describe your area of interest, and we will see that you are lent whatever tests we have or will advise you on where they can be obtained.

"Red" Hunter opens his retirement party hell. (Continued from Page 1)

With Bill Nelsen presiding as a retirement party he will never use again for the Labor Movement.
President James E. Gibbs Jr., presided over the August 6 and 7 meeting of the Advisory Council, although he is shown at the right of the picture. The right of the chair. On the right, Frank Anderson, North Bay Division, makes a point during the discussions.

Advisory Council Urges Vote Action

In a previous edition of the UTILITY REPORTER we published a story on the Labor Jamboree sponsored by Organized Labor in Monterey County for the benefit of "Chocohamb" up Youth Foundation, Inc. We urge the Local Union to continue its present policies with the program aimed at full registration of our membership and their families, together with encouraging them to exercise their right to vote. The Advisory Council also endorsed the past practice of using the UTILITY REPORTER as a medium for getting information, on candidates to the members of the Local.

In his report on Saturday, which opened the meeting, Business Manager Ronald T. Weakley discussed the problems of which the Local will be facing during the months ahead. He reported on the current status of the Union and activities in

Champion of the Children

by SPIKE ENSLEY

In a previous edition of the UTILITY REPORTER we pub-lished a story on the Labor Jamboree sponsored by Organized Labor in Monterey County for the benefit of "Chocohamb" up Youth Foundation, Inc. We urge the Local Union to continue its present policies with the program aimed at full registration of our membership and their families, together with encouraging them to exercise their right to vote. The Advisory Council also endorsed the past practice of using the UTILITY REPORTER as a medium for getting information, on candidates to the members of the Local.

WELCOME!

The following people were welcomed into membership in Local 1245 during the month of July:

**BA** APPLICATIONS: **SAN JOSE**

Bill B. Clement

Marvin Wright

**COAST VALLEYS**

Michael J. Doherty

Jerry A. Lamborn, Jr.

Lyle Merlis

Edward Rambo

**PIPE LINE OPERATIONS**

Frank M. Williams

**SAN JOSE**

E. E. Arendt

Timothy Dell'Ara

Waller Dunham

**STORES**

Salvatore A. Cardone

Frank I. Sanuari, Jr.

**SAN FRANCISCO**

James T. Bryan

Harold L. Cox

Jerry A. Flitter

Ernest E. Furtst

William H. Gagen

Kenneth P. Liberty

Roy Young

**GENERAL OFFICE**

James O. Branch

Hazel P. Cadwalader

Emil G. Clark

William L. Crebbins

Dennis E. Paddock

**STOCKTON**

Bob Horne

**HUMBOLDT**

Thomas K. Bill

**SIERRA PACIFIC POWER CO.**

Billy L. Cates

Peter Frank-Greil

Carl V. Hawley

Robert B. Jaccaccino

Timothy Kitchener

**COLGATE**

Arlee L. Baker

**NORTH BAY**

Timothy G. Johnson

David A. Secker

**SACTO. MUNI. UTILITY DIST.**

Robert B. Jones

**GENERAL CONSTRUCTION**

Charles C. Allen

Gary A. Allen

James R. Harvey

Richard H. Smith

Darrell Maynard

Virgil G. Ogletree

Chester L. Thompson

**APPLICANTS: COAST VALLEYS**

Glenn B. Ritter

**GENERAL CONSTRUCTION**

David A. Williams

C. C. Dinalo

Inquiring Reporter

What is the Best Gain Made by Local 1245?

In your opinion, what is the most important gain which the Union has made through negotiations?

**EDNA PETERSON,** Clerk B.

Hayward Commercial Office.

The Fringe benefits are all good but partic-ularly the sick leave provisions and the possibility of accumulating 90 days. This gives a person a sense of security by providing protection in the event of a major illness.

**LAFF OXY,** Apprentice Meter Man: San Francisco

To my way of thinking, any gain which has been gained or improved upon is not as important as the right to bargain.

**EDNA PETERSON,** Clerk B.

Hayward Commercial Office.

The Fringe benefits are all good but partic-ularly the sick leave provisions and the possibility of accumulating 90 days. This gives a person a sense of security by providing protection in the event of a major illness.

**LAFF OXY,** Apprentice Meter Man: San Francisco

To my way of thinking, any gain which has been gained or improved upon is not as important as the right to bargain.

**OSCAR FELLIN,** Electric Pow-er, Santa Rosa

In my opinion the greatest gain which the Union has made through negotiations is the Grievance Procedure. The Grievance Pro-cedure eliminates discrimi-nation, it gives the employee the right to appeal with the assurance of a fair hearing through the Grievance Committee, who are fellow workers and Union members. Without Title 102 the contract would be null, having no legal force or effect.

Clericals to Hear Health At Lexington on Sept. 13

Workmen’s Compensation benefits and laws will be explained to members at the East Bay Clerical Unit meeting on Tuesday, September 13, at 7:30 p.m. at the Hotel Lexington, Oakland, by Attorney Richard Heath.

Mr. Heath is a member of the law firm of Brannan, Noyes, Grodnin & Miller which is retained by the Union. He specializes in the field of Industrial Compensation Law and has represented members of the Local.

The Executive Committee of the East Bay Clerical Unit is ex-tensoring an invitation to all members and their families to attend the meeting and hear Mr. Heath. He spoke at a Stewards’ meeting in East Bay Division last Spring and was very well received by the group.

Many of the Stewards have commented on the value of the information they were given that evening. It developed that not only is there a great deal of misinformation about Workmen’s Compensation being bandied about, but there is also a definite lack of information.

Mike O’Donovan, former, Gas Street Dept., Monterey, contributed a lot of effort to Monterey County Youth Foun-dation’s recent Jamboree to raise funds for the operation of their summer camp.

Mike O’Donovan, former, Gas Street Dept., Monterey, contributed a lot of effort to Monterey County Youth Foun-dation’s recent Jamboree to raise funds for the operation of their summer camp.

ALL MEMBERS! The Oakland warehouse is very proud of the fact that the entire crew are members of Local 1245. Featured left to right are: Dan Marshall, Dan Elwyn, Hervorn Pangilinan, Erv Barclay, Ed Lewis, Glenn Middlehoff, Al Acconero, Arthur Perryman, Lou Peteke, Ron Amara, San Anzy, and Andy Anderson.
2. A conveyor carries the pipe in through the side of the building to the sandblaster.

1. Pipe for processing is being unloaded here by Jack Davis, Fork Lift Operator.

Facts About the Decoto Pipe Yard

• Over one million feet of pipe on inventory at all times.
• On a recent job, 222,000 pounds of asphalt enamel were used to wrap 60,000 feet of 16 inch pipe.
• Pipe is dug up after thirty years in the ground and reconditioned at the plant. On one job, 50,000 feet of 16 inch pipe was brought in to the yard where the old wrapping was cleaned off, ends were beveled, corrosion spots cut out and patched, and the pipe straightened, sandblasted and wrapped to be used for future construction jobs.
• Shipments of pipe are received every week from Eastern steel mills and from Kaiser Mills in California.

3. A conveyor carries the pipe in through the side of the building to the sandblaster.

3. After the sandblasting the pipe goes through a machine which applies a primer coat.

2. A conveyor carries the pipe in through the side of the building to the sandblaster.

4. Tar pot operator Obery Cassady feeds the tar pots where the asphalt material is heated and carried in pipes to the wrapping machines.

4. Tar pot operator Obery Cassady feeds the tar pots where the asphalt material is heated and carried in pipes to the wrapping machines.

5. Pipe Wrapping Machine Operator Herman "Tex" Coburn makes a "splice" to join a new roll of felt paper on a piece of twelve inch pipe.

5. Pipe Wrapping Machine Operator Herman "Tex" Coburn makes a "splice" to join a new roll of felt paper on a piece of twelve inch pipe.

In the foreground of the large picture is the storage yard pipe, ready for shipment to construction jobs in any part of the country. Wrapping machines in the building are covered with coats of asphalt enamel, one layer of fiber glass and one layer of tar, became a part of the pipe when the operation was in Europe.

The grandmother of these big machines is located in back of the building.

Here an eighty foot length of thirty six inch pipe is being wrapped on the big machines located in back of the building.
for finished pipe up to 12 inches in diameter. Larger pipe is sandblasted, primed and wrapped on machines outside to the right of picture. In 1959 the yard wrapped 9,028,611 feet of pipe for use in gas transmission lines.

Tallymen Larry Accormero and Robert Vasilovich keep records on pipe down to inches.

Putting straps on a bundle of finished pipe are Larry Accormero and Raymond Knottz.

A total work force of thirty nine people can wrap a million feet of pipe a month.

In the inventory is pipe of every size, finished and ready for shipment.

Cost of the thirty five acre installation including grounds, building and equipment was approximately $1,500,000.

"Tar" used in the plant is actually called enamel—an asphalt protective coating.

Taco Pipeyard

A finished piece of pipe rolls off the machine and out to the yard for storage. A final coat of whitewash cools and sets the tar.

A finished piece of pipe rolls off the machine and out to the yard for storage. A final coat of whitewash cools and sets the tar.

9. Putting straps on a bundle of finished pipe are Larry Accormero and Raymond Knottz.

10. Fork Lift Operator Joseph Sloan has the ticklish leading finished pipe for shipment to the construction job.
Also very proud of their sister are Marilyn Davis, brother, David, and other active members in this picture taken at their home in Sanger. Marilyn is as left.

Sanger is an active participant in the Fresno Unit.

McGuire Founded Labor Day and Carpenters’ Union

When you take off from work for Labor Day on Sept. 7, you can think of the founder of the labor credit union for the holiday.

To New York born Peter J. McGuire (1856-1918) who organized the United Brotherhood of Carpenters and Joiners of America before the turn of the century, free credit for consumption of the idea of saving money and day of day to honor the workman.

In other countries May 1 is the laborer’s holiday. In the United States the first May Day celebration was held in Providence, R.I., in 1869. The idea for a labor holiday was suggested by Benjamin Millet, a French socialist who visited the United States in 1867.

The first Labor Day celebration in the United States took place in New York City on the first Monday in September. The following year, the idea was adopted by other cities and the holiday became a national observance.

McGuire was a labor organizer and reformer who founded the Labor Day holiday in the United States. He was born in New York City in 1856 and died in 1918.

The holiday was first celebrated in New York City on May 1, 1869. It was not observed by the federal government until 1894, when President Grover Cleveland signed a bill making Labor Day a federal holiday.

On May 1, 1878, the first Labor Day celebration was held in New York City. It was sponsored by the National Labor Union, and was attended by thousands of workers.

The holiday is now observed in all 50 states of the United States, and in many countries around the world. It is a day to celebrate the achievements of workers, and to honor the contributions that they make to society.


cell

cell

cell

cell

cell

cell

cell

cell

cell

cell
The World's Finest Investment in Humanity

August 14 is the 25th anniversary of the Social Security Program. All Americans should reflect soberly on the tremendous significance of this law, what it has meant to millions, and how important it is to improve and expand this law and to smart others similar to it—for the health, security, and wellbeing of our people.

From its original concept as a simple retirement system it has matured to the point where it provides a major source of income to more than 14 million people. These people have no regular, substantial wage, salary or business income. They are the retired men and women who built this nation. They are the young and aged widows, the orphan of half orphan children, the dependent parents and husbands. They are the disabled workers and their families. These 14 million people received more than 10 billion dollars in benefits last year. They now receive almost 1 billion dollars each month.

This program has made possible to close up the poor houses and poor farms. This program has made it possible for families to maintain family life in their own homes. Let us not lose track of the past, for this security was not always available.

From a very modest beginning 25 years ago—labor and labor's friends have bitterly fought for and gained improvements. Had it not been for labor's strong voice, hard work, and support this program could easily have stood still or vanished from the scene.

To labor must go the lion's share of the credit for this humanitarian program. Without it the pension funds would have multiplied at least three fold. The poor houses and poor farms would be bursting at the seams. The orphanage would likewise be crammed full. Thousands of family units would be broken up. Millions of people would be directly dependent on public institutions and relatives.

Organized labor should be grateful for social security—it has served them well.

The entire nation should pay tribute to social security labor for the part labor has played in creating what we now have.

Future improvements in social security could well reflect what organized labor thinks is needed. Labor's work is just begun. Without our backing needed improvements will be a long time in coming—maybe never in our lifetime.

Strong, vocal, united efforts on the part of the workingman are as badly needed now as they were in 1935 when social security was faltering.

To the civil servants who administer the social security program labor pays its tribute. Fairness and efficiency have been their guiding principles.

Here's A Bargain—Book On Care of Hand Tools

Looking for a bargain in books? There's one available from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D. C., for forty cents that can't be beat for our money, we sent the 40 cents.

It's a Technical Manual, TM 9-887, titled "Maintenance and Care of Hand Tools" prepared by the War Department in 1945. The booklet contains 116 pages and is extremely well illustrated showing the proper and improper methods for using and taking care of a great variety of hand tools. In fact just about every implement in use in the gunroom has handy man's kit is described in this publication. While you're at it you might as well get it in the field you might be interested in. This is a little known but very valuable government service established many years ago which has quietly furnished valuable information to millions of Americans.

Hedrick is a company car

Pictured at historic signing of Social Security Act 25 years ago with President Franklin D. Roosevelt are Congressman Robert Doughton, Chairman of the House Ways and Means Committee; Congressman Dingell; Representative David Lewis, Representative S. B. Hill; Senator Robert Wagner, Senator William M. King, Senator Pat Harrison, Chairman of the Senate Finance Committee, and Secretary of Labor Frances Perkins.

(Soc'i)Security: $53 Billion in 25 Years,

In the last 25 years $53 billion dollars have been paid out to retired people and their families and to the widows, children, dependent parents and other survivors and to the disabled and their families.

More than 21 million people have benefits—of these 14 million are currently receiving each month. Millions more will receive their benefits when they are ready. These 7 million people Social Security has accomplished its mission.

Future improvements in social security could well reflect what organized labor thinks is needed. Labor's work is just begun. Without our backing needed improvements will be a long time in coming—maybe never in our lifetime.

Don't Forget—Write Your U.S. Senator to Support Foran Bill!

"Don't Forget to Register."
"You can't vote if you're not registered."

Iida Fuller, of Ludlow, Vermont, received her first check on February 1, 1956. Ida Krahn is the eight millionth beneficiary, received $103.50 a month; and Mrs. Krahn received $51.40.

Mrs. Dolores Plaa became the five millionth person to receive monthly payments under the Social Security law when her husband, James P. Piaa, a telephone line foreman, died in 1956. Her two children, Larry James, now eight, and Michele Marie, now age five, have joined 1,831,000 other youngsters who are receiving monthly Social Security payments.

Don't Forget—Write Your U.S. Senator to Support Foran Bill!

"Don't Forget to Register."
"You can't vote if you're not registered."

EIGHT-MILLIONTH: Mr. and Mrs. Carl C. Krahn, of Louisville, Kentucky, received their first checks on February 1, 1956. Mr. Krahn is the eight millionth beneficiary, received $103.50 a month; and Mrs. Krahn received $51.40.

Mrs. Dolores Plaa became the five millionth person to receive monthly payments under the Social Security law when her husband, James P. Piaa, a telephone line foreman, died in 1956. Her two children, Larry James, now eight, and Michele Marie, now age five, have joined 1,831,000 other youngsters who are receiving monthly Social Security payments.
SET REGISTER DRIVE

Three members of the Staff and the Assistant Office Manager of Local 1245 have volunteered to work as registrars in the Local's drive to register all of our members to vote in the General Election on November 3.

It is anticipated and being urged by the Union that many of our members will be registering voters during the period between now and September 15, 1960, when registration ends.

At Hansen, Assistant Business Manager; Dan McPeak and Norm Anderson, Business Representative and Martha Kerr, Assistant Office Manager, will be able to register people who live in Alameda County and have not registered to vote can do so by arranging to meet with the Union office.

Many members who wish to become volunteer registrars should contact the office of the County Clerk in which they reside.

If a person did not vote in the last General Election or has moved since the last time he voted, he must register again to be eligible to vote in November. The deadline again is October 14.

RODNEY M. BUXTON, a Fire Alarm Operator for the City of Oakland, was killed in an automobile accident on August 11, 1960. Brother Buxton was a member of Local 1245, and was elected to the Executive Board in 1951. He served on the Policy Committee.

Retiring Officers Thanked, Impressive Service Record

Retiring from service as Officers and Executive Board members of Local 1245 in July were five members with an impressive record of service to the Local. Standing and Executive Board voting to recommend them for a job well done at the Advisory Council meeting of August 6 and 7.

Outgoing President Charles Foehn, now Executive Director of the Department of Labor in the State of California, was elected President in 1955, Secretary-Treasurer in 1951, and Vice President in 1956. He was appointed to the System Negotiating Committee in 1954. He served on the Political Committee in 1955. He has been a member of the P.G.&E. Labor relations staff since 1956. He was first elected to the Executive Board in 1956. That same year he served as a member of the System Negotiating Committee.

M. BUXTON, a Lineman for the City of Oakland, has been a member of the P.G.&E. Labor relations staff since 1956. He was first elected to the Executive Board in 1951. He served on the Policy Committee in 1954. He has been a member of the P.G.&E. Labor relations staff since 1956. He was first elected to the Executive Board in 1956. That same year he served as a member of the System Negotiating Committee.

RODNEY M. BUXTON, a Fire Alarm Operator for the City of Oakland, was killed in an automobile accident on August 11, 1960. Brother Buxton was a member of Local 1245, and was elected to the Executive Board in 1951. He served on the Policy Committee.

Herbert Felgate, ERA's Advertising Coordinator, died August 11, 1960. Brother Felgate was initiated into Local 1245 on June 1, 1956.

Herbert Felgate, ERA's Advertising Coordinator, died August 11, 1960. Brother Felgate was initiated into Local 1245 on June 1, 1956.

Herbert Felgate, ERA's Advertising Coordinator, died August 11, 1960. Brother Felgate was initiated into Local 1245 on June 1, 1956.