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YOUR Business Manager's COLUMN
by Ronald J. Weakley

1245 Executive Board Urges The Election of John Kennedy

The Executive Board of Local 1245 considers the 1960 presidential election to be the most important order of business facing America and Organized Labor.

The world situation demands that the greatest of care be exercised in the selection of the Executive Branch of the United States government. Our foreign policies can no longer be operated and implemented by the old methods of diplomacy and protocol which have guided the Department of State and the career servants who form the vanguard of America in its world relationships.



R. Weakley

Foreign policy includes the attitudes of our President, our Vice-President, and the Cabinet of the Administration. It includes the attitudes of the members of the Senate and the House of Representatives. It includes the attitudes of the members of our armed forces.

Perhaps not as directly, our foreign policy includes the attitudes of those Americans who hold foreign investment portfolios, our tourists abroad, and most of all, the majority of the whole American people.

DECISIONS CRITICAL

Advanced communication techniques, technological advances, and the nuclear bomb, have shrunk the world so far as our former isolated position is concerned. A few moments can well determine the fate of America.

There are some who have ready answers to the great problems faced by America in the Atomic Age. One extreme view holds that we should crawl into our shell and ignore the

(Continued on Page 9)

Local 1245's Executive Board has issued the following statement regarding their agreement with the endorsement of candidacies of Senator John F. Kennedy and Senator Lyndon B. Johnson by the AFL-CIO and the I.B.E.W.

The objects of Local 1245 as outlined in its By-Laws obligate the organization "to promote the material, social and intellectual welfare of its members by all lawful means" and among others to "recommend and support candidates for public office who in the opinion of the Executive Board will assist the objectives of this Union or of working men in general."

Each member of the Executive Board was elected and placed in office to exercise his best judgment in behalf of the membership as a whole. In accepting his office, he has pledged himself to provide leadership to effect the objectives and desires of the membership.

The above mandates call for decision and action. It is in this spirit that we have moved to recommend and support the candidacies of Senator John F. Kennedy and Senator Lyndon B. Johnson.

The need for intelligent political action has never been greater than now. The next Administration of the United States may be called upon to take actions which could determine the life or death of freedom in the free world; even the fate of the world itself.

The American people must select an administration which can not only meet the challenges of totalitarian Communism around the world but can also strengthen and advance our own society, both socially and economically.

Our studies of the last eight years lead us to believe we have not met these challenges at home or abroad.

Economic growth has been made but the policies of the administration have held it back.

People's welfare has improved but not enough. Administration policies have placed money over people.

Our defenses are lagging and scientific progress has been behind what it could have been.

Democracy has been extended but positive leadership has been lacking.

We believe that both parties are dedicated to the public good. We have supported the idea of the independence of the Labor Movement from political control. We have urged all to register and vote and to exercise their rightful part in the political life of the community by studying issues and exercising independent judgment in casting their ballots.

We have no preconceived notion that elections can be won because of recommendations by leadership. Each voter



will cast his ballot based on his own beliefs. We would not have it any other way. It is, however, our duty to report our findings both as to platforms and candidates.

We are placing our analysis of those things which we feel are differences between the Presidential candidates and the programs upon which they will run in our newspaper so you may judge for yourself.

We believe the contrast is sharp and clear. It is therefore our considered judgment that we should support the endorsement of AFL-CIO and I.B.E.W. We concur in the AFL-CIO pronouncement: "the election of John Kennedy and Lyndon B. Johnson as President and Vice President respectively is in the best interest of the United States and of the Labor Movement and we urge our members to give them full and unstinting support."

Talks Underway on Clerical Progression

Representatives of the Union and the P.G.&E. reached a tentative agreement on Lines of Progression for the Central Accounting Department of General Office at a meeting on September 20.

The final agreement will be contained in a Letter of Understanding between the two parties. Effective date for the agreement will be October 1, 1960.

The next meeting which will negotiate Lines of Progression for the Stores Division Clerical Employees has been tentatively set for Tuesday, October 25. The various Clerical Departments will be considered in this order.

Following agreement on Stores Division the parties will negotiate on the Power Bureau, Domestic and Commercial Accounts Bureau (both in General Office) and the Geographic Divisions.

Serving on the Committee for the Union were Florence White, Kathleen O'Rourke and John Morgan from the Central Accounting Department, Assistant Business Manager L. L. Mitchell and Business Representative Norman Amundson. Representing the Company were the Assistant Manager of Industrial Relations Vern J. Thompson, I. W. Bonbright and Robert F. Cleary, Personnel Manager, General Office.



Richard Heath, Attorney, is shown listening to a question from one of the members in attendance at the September meeting of the East Bay Clerical Unit, where Mr. Heath talked about Industrial Compensation Law. On the left is Ken Morton, Vice-Chairman of the Unit; on the right is Kathryn Cole, Acting Recorder.

Challenge of 1960

The basic principles of our Government were shaped by the colonial experiences of our forefathers. The lessons learned formed the basis for two of the greatest documents on people's rights in world history.

One, the Declaration of Independence, enunciated broad principles of government and the second, the Constitution of the United States of America, was to establish the form of government.

During the drafting of the Constitution, two divergent points of view were hotly contested by the representatives designated to perform this task.

One view supported the idea of a government run and controlled by an aristocratic monarch who would select his governors and legislative group on the basis of property and money. The other followed the beliefs that government should belong to the people and re-enunciated the principles of the Declaration of Independence.

Two famous men in our history have become symbols of these factions because of their leadership in the cause they advocated. Oddly enough, the cause of the landed and rich was led by a poor man, Alexander Hamilton, and the cause of the common man by a wealthy landowner, Thomas Jefferson.

Hamilton, foreign born and arriving in the Colonies almost on the eve of the Revolution, had not shared the experiences of the colonists and failed to understand the democracy of colonial and frontier life. His training and education were in finance and banking. In these matters he excelled. His political beliefs were predicated on the strength of money and the belief that possession of money and property was the mark of knowledge and intelligence of man.

Jefferson, being a son of pioneers, grew up with the spirit of democracy. His training and education were in law and philosophy. His experiences with colonial life dictated his political belief which was based on a confidence in the integrity, the self-control and the good judgment of his friends and associates among the common people of his day.

The issues in these great debates were not merely ones of political abstraction; the literature and speeches of the Confederation epoch were full of discussions on class rights and economic interests. It is with this background of debate that the framers of the Constitution deliberately drafted a document which gave precedent to a democratic form of government and stated its purposes with the following Preamble:

"We the People of the United States in order to form a more perfect union, establish justice, insure domestic tranquility, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this Constitution for the United States of America."

This Preamble establishes an obligation of government. Historians may disagree, but as we see it, Hamilton with his belief was for money and power; Jefferson with his belief was for people and power. Jefferson won; Hamilton lost; and out of this contest a new Nation was born on principle. The principle and the obligation of government was to place "people over money."

The adoption of the Constitution did not end the struggle and opposition to these ideals has lived throughout our history.

The leadership of Local 1245 believes that Thomas Jefferson was right. Our actions and our ideals are bound to those which he so aptly defended before and after our great battle for independence.

Today we stand at the crossroad. We are in a struggle which parallels the pre-Constitution debates. The results of this struggle will affect all mankind. A nation espousing materialism and practicing the principles of monetary considerations over people has challenged this Nation to world leadership.

When viewed side by side with Hamilton's philosophy of autocratic monarchism, the two philosophies are not too different.

Hamilton's philosophy is helped by the present affluence of many in our Nation and there are those in Government, industry and labor who have adopted his belief in "money over people" despite the fact that our prosperity and prestige is the result of adherence to the fundamental American concept that money considerations are secondary to human considerations.

We are entering into a period of great political debate headed by two candidates for the highest and most powerful political office within the ability of the American people to bestow. The philosophy of the successful candidate will determine our course of action for years to come. Yet, our only hope for remaining a prosperous and great Nation which can provide leadership in a free world is to expand Jefferson's philosophy which placed human values over economic interests. This must be done in both domestic and foreign affairs.

We urge our members and all Americans to study the rec-

HERE ARE THE CANDIDATES

The Democratic candidate, John F. Kennedy, was elected to Congress in 1946 (the same year as Nixon) and is now in his second term in the Senate.

Kennedy is intelligent, articulate and forceful; he, too, would use the powers of the Presidency to carry out his program.

We in the AFL-CIO have had full opportunities to watch Kennedy's congressional career at close range. Throughout his service in both the House and Senate he had been a member of their respective labor committees. He has shown a keen and growing understanding of the labor movement as such, and a warm appreciation of the problems and aspirations of working people everywhere.

Kennedy's active concern with foreign affairs actually antedates Nixon's, since it began before World War II. But the greatest difference between them in this area is that Kennedy has no commitment to the specific undertakings of the last eight years. Unlike Nixon, Kennedy would not be inhibited by loyalty to the mistakes of his predecessor.

However, it is on the domestic scene that the contrast is most dramatic. On almost every issue between the money interest and the people's interest — housing, schools, health and all the rest — Kennedy voted with the people. Nixon voted against the people.

Nor was Kennedy merely a passive participant. On more and more issues, as increasing seniority gave him greater status, he was the introducer and floor leader for legislation to benefit workers and the nation.

It should be noted that on some matters Kennedy did not always agree with the AFL-CIO position, even though on direct labor issues he was by our standards 100 per cent right while Nixon was 100 per cent wrong. Good-faith disagreements on some matters are inevitable, and should properly be taken in the context of the record as a whole.

The Republican candidate, Richard M. Nixon, has for eight years been Vice President of the United States, prior to which time he served four years in the House and two in the Senate.

Nixon's vigor and shrewdness are beyond dispute. He would undoubtedly be a forceful President, who would grasp issues rather than avoid them. The question is, in whose interests would this decisiveness be exerted?

Insofar as international affairs are concerned, there is good reason to believe that Nixon would follow (perhaps more vigorously) the general policies of the present Administration. These policies have ranged from bluster and brinkmanship to well-intentioned but ineffectual personal diplomacy; their net result has been a weakening of the western alliance and a widening of the Soviet sphere of influence.

On domestic matters Nixon's record is even more vulnerable. We in the AFL-CIO have repeatedly declared that the strength of our economy and the fulfillment of our ideals at home is the essential prerequisite to the ultimate victory of democracy in the world. We have further set forth our conviction that these goals cannot be reached by blind faith in the curative powers of private enterprise; that on the contrary, the federal government must take leadership to insure their realization.

Nixon does not share this conviction. While he has in recent months given lip-service to the need for government action in such fields as education, housing and public health, his votes do not justify confidence that performance will follow. Indeed, despite his recent identification with the so-called "new" or "liberal" wing of the Republican party, he has yet to be recorded in that company on any division of Congress.

In all candor it must also be noted that Nixon's history as a partisan campaigner, both for himself and for the national ticket, raise grave questions of his fitness. Quibbles over precise wording cannot conceal the fact that Nixon impugned the loyalty of a congressman, a nominee for the Senate, a Secretary of State and a President of the United States in his various electoral adventures. Since he is neither naive nor uninformed, we must conclude he new better in every case. We find it difficult to attribute such conduct to youthful exuberance.

Calif. Gas Workers Meet To Launch Safety Program

Some 30 Gas Workers and their Union Representatives met in Santa Barbara on Sunday, August 28th, to lay plans for improved safety conditions in the California Gas Industry.

In an informal but determined meeting, working members from San Diego Gas & Electric, Southern California Gas, Southern Counties Gas, and Pacific Gas & Electric, along with repre-

sentatives from Locals of the Utility Workers Union of America, the International Chemical Workers, the I. B. E. W., and the Engineers and Scientists of California, took on a problem.

The problem is the growing concern among gas workers for their own safety and that of the consuming public.

While all companies were not cited, many instances of poor supervision, inadequate testing procedures, faulty equipment and materials, inadequate working clearances and other hazards were recounted by a number of the participants at the meeting.

Improper attention to ditch shoring and the need for more use of pipe lifting aids were also topics of much discussion.

Attempts toward improvement in safety rules of gas companies were recounted and it was agreed that some progress in this matter had been made.

However, accounts of mis-use of management prerogatives, opposition by some companies to use of the grievance procedures to help police safety, and rebuffs at the bargaining table when the unions had proposed real labor-management joint safety committees, outweighed the progress in rule revision, in the opinion of the majority of those at the meeting.

A Steering Committee with one member each from the five participating groups which represent workers in four companies, was set up.

Local 1245 was represented at the meeting by Business Manager Ron Weakley, Vice President Marvin Brooks and System Safety Committee Chairman Vern Franklin.

Vice President Brooks will represent Local 1245 on the Steering Committee.

Future plans include invita-

tions to officials of the California Division of Industrial Safety, the Public Utilities Commission, and members of the California Legislature, to appear before the group to advise on the role of these public officials regarding the protection of gas workers and procedures for improvement in safety laws.

JAY GOULD (railroad magnate of the latter 19th century): "I can hire one-half of the working class to kill the other half." (Remarks made in reference to the Knights of Labor strike against the Gould railroad system in 1886).



ord of these candidates and to analyze the statements made in terms of the principle of "people over money."

Your Executive Board has reviewed the candidates, the party platforms and the records of both with these points in mind. They have agreed with the decision of the leadership of the AFL-CIO and the I.B.E.W. that John F. Kennedy has shown to a greater degree, his belief in the principles of human consideration.

Recognizing their obligation of leadership, they have made a recommendation and have placed a statement of their reasons and the basis for the conclusion in this issue of the paper. Believing in every person's right to draw his own conclusion, they urge your serious consideration of the issues and above all that, having done so, you will cast your vote on November 8th.



TWENTY-NINE PROPOSALS to AMEND THE BY-LAWS of Local 1245 were voted on and approved by members during the month of August. Results of the election were certified by the Executive Board of the Local at their September meeting and the By-Laws Amendments forwarded to the International Office for approval. In the Eureka Unit 3111 the ballots were counted by Ray Skidmore, George Tully and Slate Keplinger.

NEW ORGANIZING STEPS ARE TAKEN

Local Union 1245 is currently involved in two petitions pending before the National Labor Relations Board and is seeking certification as the collective bargaining representative of the employees concerned.

The first case involves the employees of the **Utility Tree Service Company**, whose headquarters is in Santa Rosa. The Company operates in Sonoma, Mendocino, Lake and Humboldt Counties and is engaged in performing line clearance work for the utility companies operating in this area.

Several weeks ago, some of the employees contacted Business Representative Frank Quadros, seeking affiliation with the Local Union. Quadros and Business Representative James McMullan were assigned to the organizing campaign and were successful in obtaining applications from 28 of the Company's 31 employees. The Union's petition was submitted to the N.L.R.B. on August 29, 1960.

Following a meeting between representatives of the Union and the Company on September 9th, the Company notified the Board's agent that they would agree to a consent election. All interested parties are now awaiting action by the N.L.R.B. to set the date of the election.

DELTA TELEPHONE CO.

On August 22, 1960, we were informed by Local Union 340 of Sacramento that a petition had been filed by the Independent Telephone Workers Union for certification as the collective bargaining representative for the 25 employees of the Delta Telephone Company of Courtland, California. The petition covered all clerical, plant and traffic employees.

Business Representatives A. R. Kaznowski and D. J. McPeak were immediately dispatched to Courtland in order to ascertain whether or not the employees were interested in being represented by Local Union 1245.

With assistance of Local Union 1245 members employed by the Citizens Utilities Company of California, contacts were made and a meeting held with some of Delta employees. At this meeting a definite interest was indicated and several individuals requested that Local Union 1245 represent them. On August 26th an interview was filed with the N.L.R.B. and a formal hearing subsequently was scheduled for September 20th. To be resolved by this hearing is the question as to whether or not the Working Wire Chief and the Head Lineman shall be included in the bargaining unit.

EAST BAY MUNI'S GRANT 5% RAISE

A 5 per cent general wage increase, effective September 1, 1960, was granted to Local Union 1245 members employed in the **Electric Department of the City of Oakland** on August 11, when the City Council finally passed this year's salary ordinance. The City Council's action came on a 6 to 3 vote to grant 5 per cent to all except a few non-uniformed employees and followed months of bickering during which increases were first denied, next were granted, only to be taken away, and then finally put into effect.

Assistant Business Manager M. A. Walters, who attended the Council meetings in representing the membership involved, remarked that it was disgusting to see the manner in which the City employees were used as a political football in the Council's deliberations. Police and firemen had previously been granted a 4.7 per cent increase on July 1, 1960 under the provisions of a charter amendment

LONG BEACH MEET SHAPES PROPOSALS TO SO. CAL. ED.

On September 17 and 18, Long Beach was the scene of a two-day meeting of the Policy Committee of Local 47, I.B.E.W., which represents the majority of the employees of the Southern California Edison Company.

The twenty Policy Committeemen took the Unit recommendations for bargaining and worked them into a package which will be proposed to Edison in forthcoming negotiations.

President Don Bouchard chaired the meeting and Business Manager Al Coughlin served as consultant in the difficult chore of selecting major points out of more than 100 separate Unit proposals.

Henry M. Conover, Director of Utility Operations, I.B.E.W., keynoted the meeting with an excellent analysis of general economic conditions and a concise picture of the electric power industry as it concerns the wages and conditions of employees. Productivity, according to Conover, is rising faster in the power industry than the national average, and profits are still growing so that ability to pay good wages and to provide good working conditions, is unquestionable.

Guests of Local 47 at the Long Beach meeting included representatives from Local 465, I.B.E.W. (San Diego Gas & Electric Company); Local 543, I.B.E.W. (California Electric Power Company); Local 246, Utility Workers Union of America (Steam Production-Southern California Edison); and Local 1245, represented by Business Manager Ron Weakley, General Construction Board Member John Michael and Southern Area Board Member Bob Staab.

Automation Victim Enrolls In College as a Freshman

With the abolishment of the Accounting Department in the San Joaquin Division and the transfer of the work to the Central Accounting Department in San Francisco, many of the people who formerly worked in San Joaquin Accounting will be learning new Clerical jobs in other departments of the Company.



ISABELLE MAJORS

One member of the group, Isabelle Majors, will be starting an entirely new way of life. Mrs. Majors has enrolled as a student at Fresno State College and will become a College Freshman. Instead of Payroll Reports, Work Orders and Accounting Ledgers, she'll be busy with English Themes, History Exams and cramming for Psychology tests.

"I'll be taking a General Course for the first two years and then I'll have to choose a specialized course for the last two years," she explained. "Right now I have no idea what that might be. I would like to be able to take training in some field where I could help people such as perhaps Social Work. Right now though I'm just hoping I can make it through the first semester,—that'll probably be the roughest one."

Mrs. Majors has been employed as Clerk B in the Fresno Accounting Department. She started in office work in 1939 and has worked for P.G.&E. since 1949.

While Mrs. Majors is very thrilled about her new endeavor, her many friends in the office are just about as excited as she is. One thing is certain—they'll all want to see her first report card.

POLITENESS

Bertha—"I heard your new boy friend is very polite."

Gertie—"Oh, yes. He has excellent manners. Every time I drop something, he kicks it over to where I can pick it up more easily."

SACTO TRANSIT ACCORD REACHED

Improved sick leave provisions and a 4 per cent general wage increase to be effective September 15, 1960 were the results of negotiations between the Transit Authority of the City of Sacramento and Local Union 1245. At a special meeting on Monday, September 19th, the membership employed by the Authority voted to accept results of negotiations. Wages were increased from 7c to 11c per hour, with the new rates being among the highest in the Transit industry. Representing Local Union 1245 in negotiations were Robert W. Calzascia, Business Representative A. R. Kaznowski and Assistant Business Manager M. A. Walters.



Retirement Scrolls and Pins were presented to two Brothers at the September Meeting on Eureka Unit 3111. In the top picture Howard P. Clarke, Gas Serviceman, Arcata and member of the Arcata City Council is being congratulated on his fourteen years of Membership in Local 1245 by Unit Chairman Henry B. Lucas. In the bottom picture Walter O. Rush, a Fireman at the Eureka Power Plant and Local 1245 Member for sixteen years is being given best wishes for a happy retirement by Chairman Lucas.



which the voters had approved in 1958.

ALAMEDA INCREASE EFFECTIVE SEPT. 16, 1960

On September 15, representatives of Local Union 1245 appeared before the Board of Utilities of the City of Alameda in support of the Union's request for wage increases and improvements in fringe benefits and working conditions. Following this appearance, the employees of this publicly owned electric utility were granted a 5 per cent general wage increase effective September 16, 1960. Hourly rates were increased from 12c to 17c with Journeymen receiving 16c, bringing their new rate to \$3.27 per hour. In addition, the Board of Utilities agreed to review the hospital and medical insurance program in line with the Union's proposals for improvement.

NOW BE GOOD

A young lady who was behind in her payments on a fur coat received a letter from the finance company asking: "What would your neighbors think if we found it necessary to come and repossess your fur coat?"

Several days later the company received the following from the young lady: "I have taken the matter up with my neighbors as you suggested, and they all think it would be a dirty trick."

The UTILITY REPORTER

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SMUD Gives Unequal Pay Hike, Local 1245 Protests

In a unilateral action, which clearly indicates the need for legislation guaranteeing the rights of self-organization and collective bargaining to employees of publicly owned utilities, the Board of Directors of the Sacramento Municipal Utility District on August 18 increased the pay rates of all weekly rated employees in an amount equal to 4½ per cent while applying a 5.06 per cent increase to office and supervisory personnel. Local Union 1245's Committee, together with Business Manager, Ronald T. Weakley, appeared before the Board of Directors to protest this action. However, the facts they presented were apparently ignored by the Board of Directors when they took the action they did.

On June 3, 1960, the Union's proposals, with respect to improvements in wages, working conditions and fringe benefits affecting certain classes of employees, were submitted to the District. Receipt of these proposals was acknowledged on June 6th and a meeting between the parties was arranged for July 5th. Subsequent meetings were held on July 19 and 20 and August 1 and 2. During the meeting of August 2nd, the District made an offer which included: (1) an increase of 50c in the maximum meal allowance; (2) an attempt on the District's part to notify employees sooner of pending Saturday work; (3) District to survey the costs of including total and permanent disability coverage in the group life insurance program—such survey to be conducted within the next twelve months and if, as a result, any changes were made, the cost to be borne equally by the District and the employee; (4) District to review its apprenticeship program regarding job rotation and safety instruction in the classroom; (5) reduction from 30 to 18 months within the existing starting and top rates for progression period for the Crane Operator; and (6) a 4½ per cent general wage increase for weekly rated employees to be effective August 21, 1960—monthly rated employees to receive two 2½ per cent increases.

REJECT UNANIMOUSLY

The foregoing offer was submitted by the Union to our membership on August 3rd without recommendation. The membership, voting by secret ballot, acted unanimously to reject the District's offer. There were two primary issues raised in this rejection. These issues were: (1) that the membership was definitely desirous of obtaining payroll deduction of Union dues and felt that the District's refusal to grant this was a lack of recognition by the District of their Union; and (2) that the proposed 4½ per cent increase for weekly rated employees was insufficient and that at least 5 per cent was justified. In addition to these two issues was the underlying feeling that certain conditions were tied to the District's offer (items 1 and 2 above) or that they were dependent upon future considerations by the District, with no firm assurance that any changes would result (items 3 and 4).

Following this action by our membership, the results of balloting were reported to the District and subsequent attempts were made to resolve the differences between the parties. First a meeting was held, at the District's request, on August 8th. At this meeting the Union informed the District as to the reasons for the membership's rejection and on the basis of the issues involved, was told that the District had nothing further to offer. Having arrived at what appeared to be an impasse and being desirous of finding a



means of reaching some area of accord, the Union requested intervention by the California State Conciliation Service.

TWO MEETINGS

Two meetings were held with State Conciliator Adolph Koven in attendance. At the first meeting on August 15, no movement on the part of either party was in evidence and as a result, the Union requested an appearance before the Board of Directors on August 18th. The following day, however, (August 16) the District, through the Conciliator, requested another meeting, which was held on the afternoon of August 17. While no agreement was reached, some movement was indicated by both parties. The District offered a minor improvement in its practice of supplying gloves and indicated that perhaps their offer with respect to total and permanent disability could be speeded up in some manner. The Union did not feel this was satisfactory but offered to accept the 4½ per cent providing additional benefits approximating one-half of one per cent in value were included. The District would not agree to this.

The two primary issues involved in the dispute between the Union and the District are the questions of Union recognition in the form of payroll deduction of Union dues and the matter of wages.

With respect to the question of payroll deduction of Union dues, this issue had been withdrawn by the Union's Committee. However, in rejecting the District's offer, the membership insisted that it be reinstated. In view of the fact that the District raised a possible legal question, the Union suggested that the parties jointly seek an opinion in this matter through the Attorney General's Office. The District, however, declined to accept the Union's suggestion, pointing out that even if the legal question were settled, they still would not grant the Union's request.

FIVE PERCENT PATTERN

In reviewing the wage question, the Union pointed out that the District's offer was based on what had been done this year by the private utility companies and had given no consideration to what had been done in the publicly owned utilities, where a pattern of 5 per cent had been established with rates, in many cases, already above those being paid by S.M.U.D. In discussing the comparison to the private utility companies, the Union pointed out that the District was not matching what they were doing in that the total benefits applicable to employment in S.M.U.D. were below those in private industry for most, if not all, classifications.

A third factor with respect to wages which the Union felt was totally unfair was the unequal treatment being applied to the different types of employees within the District itself when the District increased wages for

clerical and supervisory employees greater than those for the operating or manual employees.

UNEQUAL TREATMENT

Following the action taken by the Board of Directors, the Local Union issued the following news release:

Local 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, today (August 18) cited the Sacramento Municipal Utility District as a "prime target" for resolutions calling for collective bargaining in public agencies which were being adopted today by the California Labor Federation Convention.

The 10,000 member I.B.E.W. Local represents over 300 of S.M.U.D.'s 796 employees.

Charging favoritism in the application of wage adjustments adopted by a meeting of the S.M.U.D. Board of Directors today, Local 1245 Business Manager Ronald T. Weakley stated: "The men who produce for S.M.U.D. and who provide vital community services under sometimes dangerous working conditions such as linemen, electricians, and other manual workers, got a 4½ per cent raise while S.M.U.D. applied a 5.06 per cent increase to office and supervisory personnel as a result of a unilateral action of the District Board today."

"The right to representation elections, voluntary employee authority to pay his union dues through payroll deduction, real collective bargaining with the right of contract, and the right of an employee to have his grievances processed through arbitration, are all denied S.M.U.D. workers," Weakley stated.

The Union went on record today protesting the action of the S.M.U.D. Board after presenting its case for wage adjustment equality to the Board.

Weakley said, "Action by the California Labor Federation to support resolutions for legislative relief from these injustices will signal a major labor campaign in coming legislative sessions. It's about time the public recognized that some of these public agency bureaucracies seek to treat their employees as chattels rather than workers who should enjoy the same rights as other California workers."

"Our people don't want public agency paternalism—they want their rights, and we're out to get them."

Nevada Convention Adopts 1245 Items

Delegates to Nevada State AFL-CIO gathered in Las Vegas August 18, 19 and 20 for the Fourth Annual Convention.

L. L. Mitchell, Assistant Business Manager, Roy Murray, Business Representative, and George MacDonald of Reno Unit—delegates from Local 1245—introduced resolutions in support of the following:

(1) Establishing a Consumer Council in the Office of the Governor.

(2) Establishing an advisory committee on Radiation and Atomic Energy programs.

(3) Establishing a study committee for presenting changes in Industrial Accident laws, including coverage for radiation effects.

(4) Establishing a bureau of labor statistics in the state.

(5) Support and implementation of legislation to provide collective bargaining on Federal Power Projects, and support of the Federal policy on the 160 acre limitations in water projects. All the above resolutions were adopted by convention action during the sessions.

Revision of the Constitution established in a full time Executive Secretary and this will improve the effectiveness of the State Organization in its implementation of programs adopted by the Group.

The retirement of M. S. McCoy created a vacancy on the Executive Board. Keith Hickman was elected to replace Brother McCoy. All other incumbent officers were re-elected to serve for the coming term.

The session ended with a C.O.P.E. Convention in which incumbent Congressman Walter Baring was given the pre-primary endorsement for re-election.

Public Employee Groups Gather In Sacramento

The weekend prior to the California Labor Federation Convention found representatives from unions throughout California who represent public employees, meeting in Sacramento in order to make their plans for the future.

The Public Employees Council of California, whose purpose it is to consolidate and unify the efforts of the constituent organizations in the preservation and retention of the present economic gains and to foster and advance the improvement of the working conditions, including hours of work, salary and wage rates, retirement benefits, leaves and civil service rights of public employees, agreed that their immediate goal was to obtain the rights of self-organization and collective bargaining at the next session of the California State Legislature. To this end, a special meeting of the Council was called for the first weekend in December to be held in Fresno, in order to map a comprehensive and coordinated legislative program.

Royall D. McBraunehue, Chairman of S.M.U.D. Unit No. 3911, was elected as Vice President for Office No. 5 which covers Sacramento, Yolo, Amador and Placer Counties while Assistant Business Manager M. A. Walters was reelected to Office No. 3 which covers the Bay Area Counties.

**Every Member
An Organizer!**

Weakley At Meet on Radiation

Business Manager Ronald T. Weakley flew to Los Angeles on September 20 to attend Governor Brown's called meeting of the Governor's Advisory Council on Atomic Energy Development and Radiation Protection. Weakley, Labor Member of the Council, met with other members representing industry, education, insurance, city government, medicine and agriculture.

R. M. Pittenger of Los Angeles is chairman of the Council, and Colonel Alexander Grendon, Council Coordinator, serves as secretary.

The major issue of the meeting was consideration of the proposed criteria by which the States may assume certain regulatory functions over fission by-products used by industrial, medical and other licensed users in California, and whether California should assume this responsibility.

The Advisory Council voted to recommend that California take over these regulatory functions and the decision will be relayed to Governor Brown through Colonel Grendon.

It is expected that Governor Brown will recommend legislative action in the 1961 session on this important matter.

An Assembly Sub-committee, headed by Byron Rumford (Dem., Berkeley), has been holding hearings on these matters for some time.

Sam L. Casalina, Local 1245's Radiation Safety Consultant, is representing Weakley at these hearings.

OF COURSE HE DID

Two members of a London club met in the smoking room. The first looked grave as he shook hands with his friend who was very deaf.

"I was sorry," he said, "to hear of the death of your uncle."

"Eh? What's that?" asked the deaf one.

"I was sorry to hear you've buried your uncle."

"But I had to," came the unexpected reply, "He died."

Facts Are Essential In Preparing A Grievance

In preparing a Grievance the Steward must make a complete record of all the facts. It is helpful to use these questions which are listed in the Steward's Manual of Local 1245.

1. WHO is affected—employee, crew, department, supervisor?
2. WHAT is it about—lost time, pay shortage, seniority? WHAT contract section has been violated?
3. WHEN did it happen?
4. WHERE did it happen?
5. WHY did it happen?
6. HOW can the Grievance be resolved?

A good Union member will assist his Steward in collecting this information.

Special Feature — Grievance Processing

Grievance Steps Give Life, Value To Job Contract

Public policy, as established by the Federal Government and the State of California, is that collective bargaining is the best method of settling differences between labor and management over hours, wages and working conditions.

To bargain collectively is the mutual obligation of the parties to meet and confer in good faith on the negotiations of an agreement or any question thereunder and to prepare such agreements in the form of a written document.

What is a collective bargaining agreement? It represents the minimum the union is willing to accept and the maximum the company is willing to give. It is a compromise between the parties and is an instrument to be used as a guide in the settlement of differences that arise between the parties. Except in a few instances, it is not absolute with respect to its provisions. As an example, the job bidding provisions leave much to the discretion of the parties involved in day to day application.

It is a legal document subject to interpretation by the parties through the grievance processes and arbitration. The decisions are enforceable at law and the parties are legally bound by statute to carry out its provisions. Wages and certain other features are enforceable by the labor commissioner and certain others by Federal courts or local authority.

It is apparent then that the grievance procedure and its results become as significant as the process by which the original provisions were developed.

In order to promote a better understanding of its value and the need for support of those involved in the process, we have developed this special feature. In so doing, we wish to pay tribute to the hundreds of loyal members whose devotion to the ideals of unionism have caused them to carry out these jobs without compensation or hope of reward beyond that of knowing they have served their fellow workers.

Steward Is Key to Good Conditions

In the collective bargaining agreement are set forth the rules which govern the working life of every person covered by that agreement. The term which we use to define these rules more completely is "wages, hours and working conditions."

Whether these rules will be compiled with or become just a scrap of paper is dependent upon the Steward. His primary job and the reason the Business Manager appoints him is to "enforce the contract." He has other responsibilities such as organizing, but his first duty is to the members who are covered by that agreement.

The difficulty of his task will depend upon many things. The attitude of supervisors in his department, the amount of cooperation he gets from fellow members, the complexities of his job situation in terms of shift work, overtime, and special assignments, are all items which will contribute to the ease or difficulty of his performance as a Steward.

"SETTLE IT EARLY"

One fact has developed over the years as unions and companies have become more experienced in Industrial Relations — the best place to settle a grievance is between the Steward and the foreman or supervisor. Settling grievances at this level requires a supervisor who is willing to recognize the authority which the Steward is granted by the Business Manager, and a Steward who is aware of the responsibilities which go with that authority.

A Steward must be able to sort out from the countless complaints and gripes which he hears, those issues which are true "grievances." These are the issues which he must present to the supervisor. Experienced and capable Stewards will present a factual case based

on a record of what actually happened. They know that rumors, hearsay, "take this up, but don't mention my name," and personality clashes, are not proper grievances.

Every day, in the vast jurisdiction of our Local, grievances are being taken up by Stewards and are being settled at this first level of the Grievance Process. A few of these grievances, however, cannot be settled at this level.

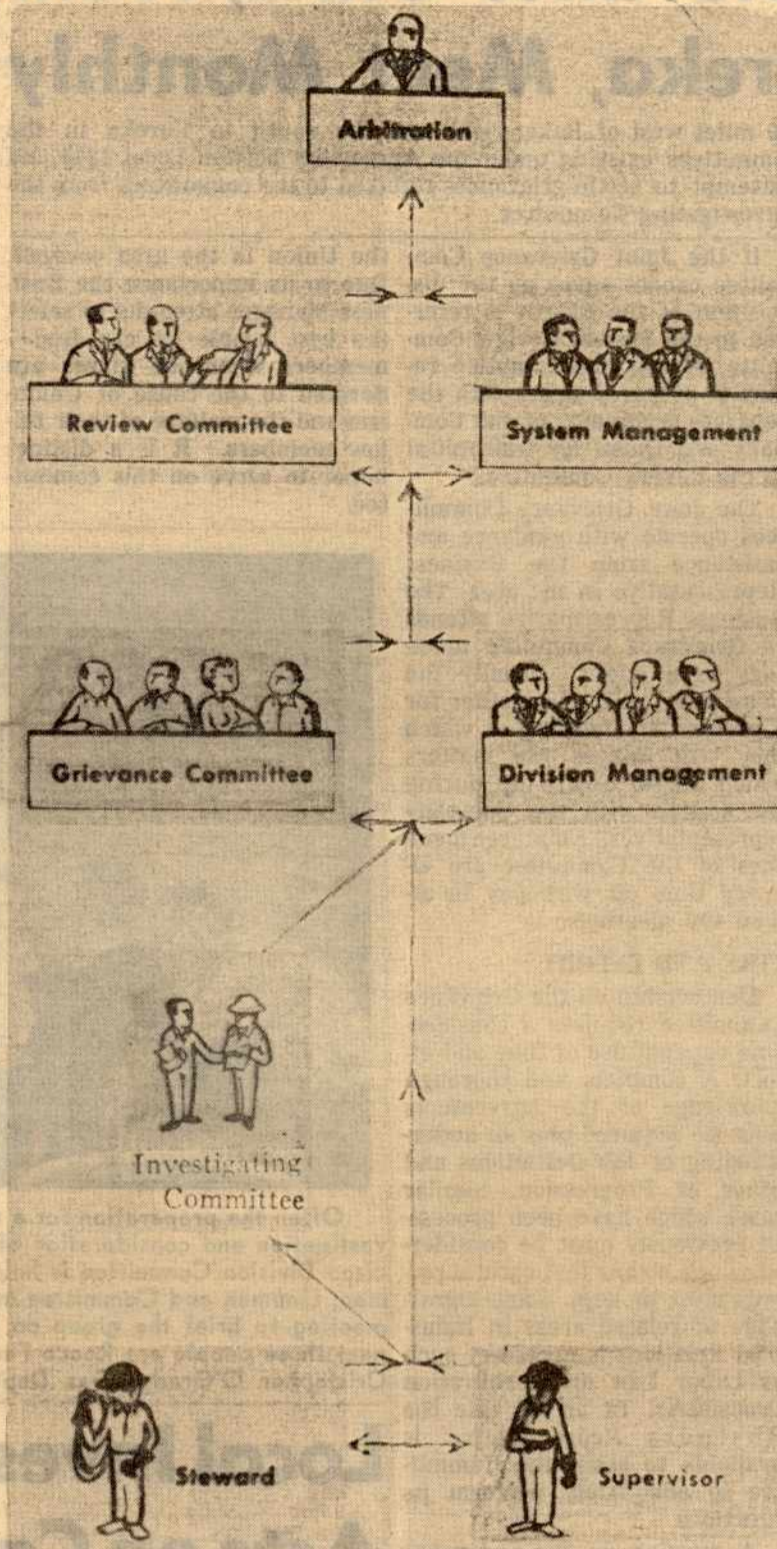
SOME GO HIGHER

Sometimes after a thorough discussion of the problem, the Steward and supervisor realize that they have a fundamental disagreement. Then it is necessary for the Steward to "formalize" the grievance by putting it into written form.

He does this by gathering all his notes and other information and filling out a Grievance Form. On this form, he must state in writing the facts which the grievance is based upon and the corrective action which he wants the Company to take.

Under our present agreement, this written grievance must be answered by the Company — also in writing — within five days. At this point, when he receives the Company's written answer, the Steward must consult with his Business Representative or the Union office. A decision must be made on whether the Union will refer the grievance to the next step in the Procedure — the Local Investigating Committee or the Division Joint Grievance Committee.

SETTLING A GRIEVANCE



The first step in settling a grievance is for the Shop Steward to discuss the matter with the immediate supervisor directly involved. If the matter cannot be settled at this level the Shop Steward discusses the grievance with the Business Representative. They may then meet with the supervisor and his superior. If no agreement is reached the next step is to file the grievance in writing.

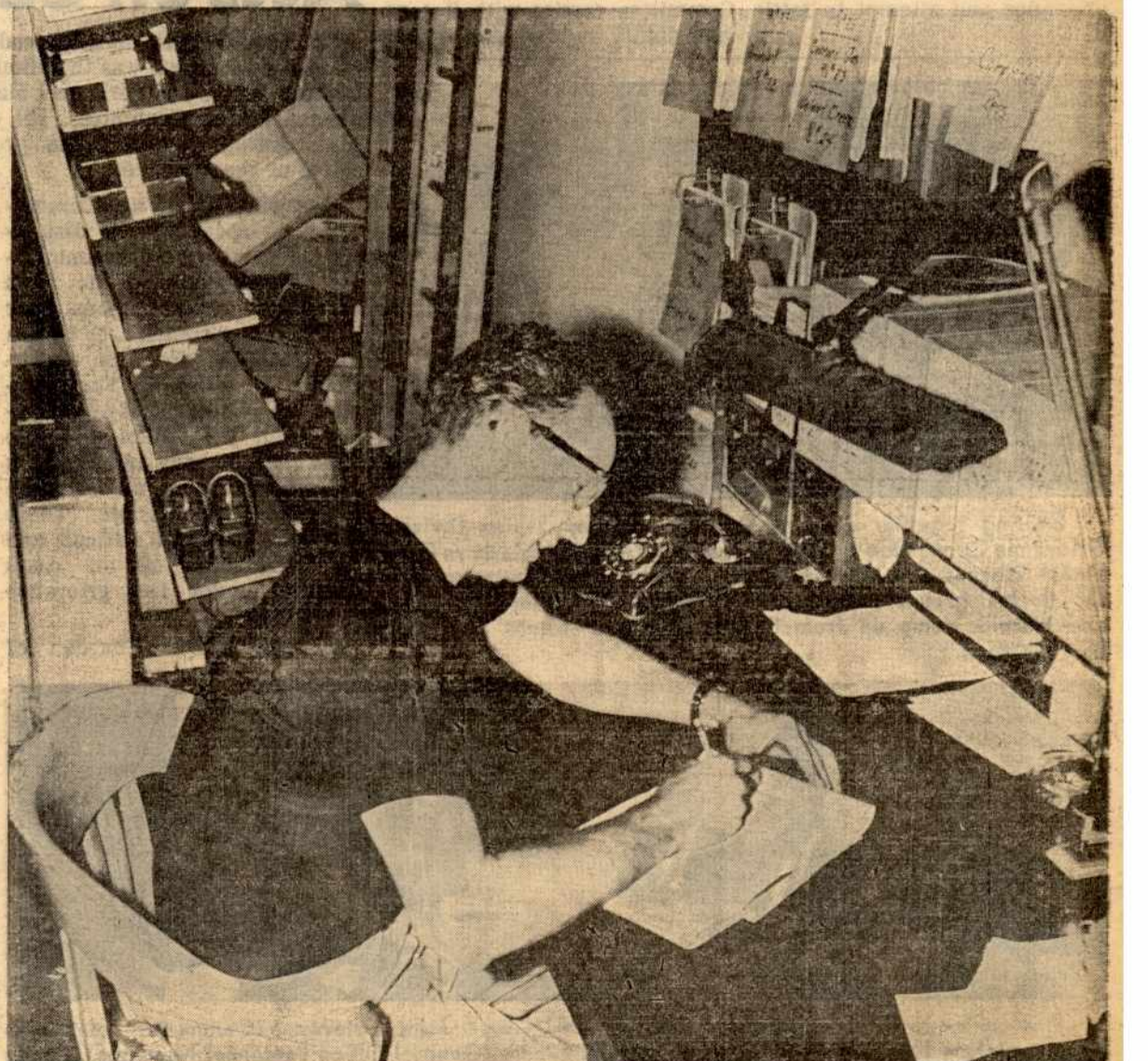
The next stage is different depending upon the kind of grievance it is. For all general grievances (except discharge cases and cases involving an employee's qualifications—promotion or transfer, demotion or discipline), the grievance goes to the next meeting of the Joint Grievance Committee.

In discharge cases and for cases involving an employee's qualifications (promotion or transfer, demotion or discipline) the grievance goes to the Local Investigating Committee. These cases are often of a technical nature and such investigation is necessary in order to provide the facts to the Joint Grievance Committee.

If the Division Joint Grievance Committee cannot agree, the grievance is referred to the System-wide Review Committee. This body may hold hearings or may even return the matter to the Joint Grievance Committee for further investigation and consideration. If the Review Committee reaches a stalemate, the grievance must be referred to a third party.

The grievance is referred to Arbitration shortly after the Company and Union Members of the Review Committee realize they cannot agree and exchange their differing opinions on the matter.

The Arbitrator's decision is final and binding upon the parties.



A Grievance is formalized at the time a Steward presents it to the Supervisor in writing on one of the special Grievance forms. Here Steward Arthur Perryman from the Oakland Warehouse is shown filling out the Grievance form for presentation to his supervisor. The Company's answer, also in writing, will be returned to him within five days.

The Division Grievance Committee

17 Area Grievance Units, From Kern to Eureka, Meet Monthly

Every month from Rosedale (10 miles west of Bakersfield) on the south to Eureka in the north, the seventeen grievance committees existing under the Agreement between Local 1245 and the P.G.&E. meet to discuss and attempt to settle grievances referred to the committees from the Steward level or from the Local Investigating Committee.

There are Division Grievance Committees in each of the thirteen Geographic Divisions of the Company which meet generally at Division Headquarters. In addition there are Committees established for the Stores Division in Emeryville, General Office in San Francisco, Pipeline Operations which meets in Rosedale and the General Construction Department which meets in San Francisco.

Geographic Division Joint Grievance Committees consist of four members appointed by the Union—one of them to represent clerical employees—and four members appointed by the Company. The Union committee chooses a chairman who acts as a spokesman for them, and the chairman of the company committee chairs the meeting and appoints a secretary to take minutes.

The General Office Committee consists of three clerical employees while the Pipeline Operations Committee and the General Construction Department Committee have three Physical Employees. Stores Division has two Physical Employees and one one person to represent Clerical Employees.

At their meetings the Committee attempts to settle grievance for which a settlement has not been achieved at the first level—discussion between Steward and Supervisor. They also receive reports from the Local Investigating Committee. If the Local Investigating Committee has failed to agree on the disposition of a case, the Grievance Committee will discuss the grievance and attempt to settle it.

If the Joint Grievance Committee cannot agree on the disposition of the case it is referred to the System Review Committee. A full and complete report is prepared along with the separate arguments of the Company and Union for transmittal to the Review Committee.

The Joint Grievance Committees operate with guidance and assistance from the Business Representative in the area. The Business Representative attends the Grievance Committee meetings as a guest. Usually the Committee will get together for a preliminary meeting at which they will discuss the matters which are to come up during the session with the Company representatives. Employee members of the Committee are allowed time off with pay to attend the meetings.

TIME AND EFFORT

Membership on the Grievance Committee requires a considerable expenditure of time and effort. A complete and thorough knowledge of the Agreements must be acquired plus an understanding of Job Definitions and Lines of Progression. Similar cases which have been processed previously must be considered which means that careful records must be kept. Some knowledge of related areas in Industrial Relations is necessary such as Labor Law and Arbitration Procedures. In all of this the Business Representative is available to assist the Committee to adequately perform its functions.

A position on the Grievance Committee carries with it a responsibility to the Members of

the Union in the area covered. Due to its importance the Business Manager attempts to select the best people he can find—members whom he knows are devoted to the cause of Unionism and the welfare of their fellow members. It is a distinct honor to serve on this committee.



The East Bay Grievance Committee meets at breakfast two hours before their meeting to go over the Grievances they will discuss at the meeting. Left to right are "Nick" Garcia, Lineman, John Wilder, Business Representative, Bill Tierney, Service Operator, Joan Bynum, PBX Operator 'A', and Mel Robins, Electrician, Steam Department.



Often the preparation for a meeting of the Grievance Committee will require considerable investigation and consideration of the facts of a case and the issues involved. Here, the San Francisco Division Committee is holding a night meeting for this purpose. On the left is Harry Dederman, Lineman and Committee member, next to him is Steward Tim Murphy who attended the meeting to brief the group on a Grievance submitted from the Underground Department. The next three people are Rocco Fera, Steam Department, Business Representative Dan McPeak, and Christopher O'Grady, Gas Department.

Local Investigating Committee Acts on Cases at the Job Level

In 1952 the grievance procedure was revised to establish two new processes. One was the elimination of the step calling for the hearing before the Personnel Manager and the creation of an expanded Review Committee. The other was the establishment of an Investigating Committee to process cases which affected the status of the employees.

The purpose of the Committee is to speed up the disposition of cases where an immediate investigation of the facts concerning qualifications for promotion or transfer, or reason for discipline, demotion or discharge is required. The Committee is composed of one member from the Union and one from the Company and attempts to settle cases as close to the job level as possible. These cases are the most difficult and time-consuming of all cases handled under the grievance procedure.

In general, the burden of

proving the case lies with the Company while the Union considers the weight and credibility of the evidence brought forward by the Company.

The Investigating Committee will look for hearsay evidence, contradiction of facts, inconsistencies of statements, and improper evidence. Positive charges should be determined and continual new charges should not be entertained. The decision to act by the Company should be based on positive evidence and there should be no need for developing further charges to support a position properly developed in the beginning.

The past record of performance always becomes a part of such cases and this record must be screened. Proven rule infractions or actual incidents of incompetence, etc., must be considered. The seniority of the employee, intervals of incidents, employer past practice in similar cases, and employee attitude—all bear on these cases.

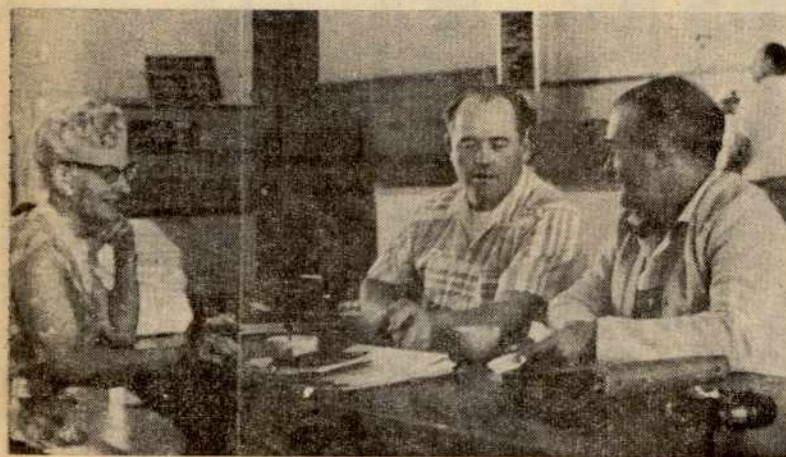
When the investigation is complete, the two members of the Committee discuss the case and attempt to arrive at a decision. If they do so, a decision is written and the case is closed. Where they cannot agree, each member states his position in

writing, together with his reasons for the position, using whatever arguments he believes relative to the case. These statements, together with the evidence obtained, are referred to the Division Grievance Committee for its study and decision.

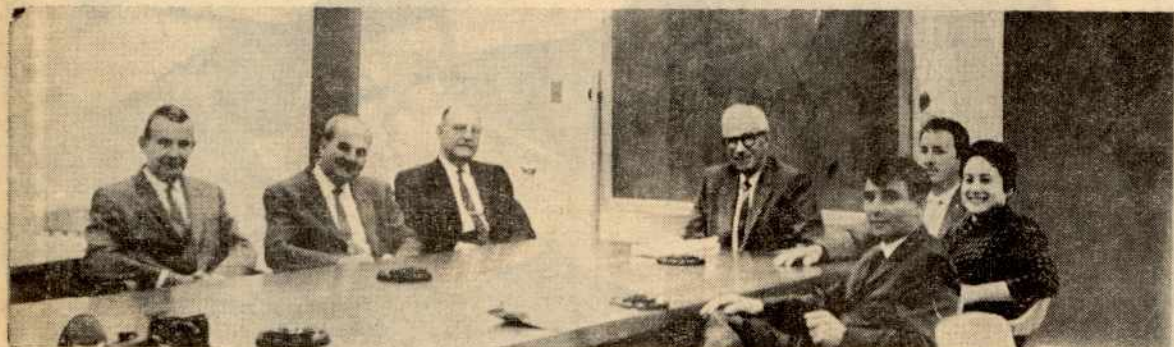
In our last negotiations, various time limits for processing these kinds of grievances were established. In discharge cases, a separation was made and shorter time limits were established, together with provisions for a special meeting of the Division Grievance Committee in certain instances. This was done to provide a fair and speedy determination of these cases so that the affected employee could more readily determine his future. In discharge cases, the decision on the disposition of pension contributions, stock purchases, unemployment insurance, etc., become more pressing as time runs on.

This Committee should be given the complete cooperation by both employees and management. Its investigations call for interviews with persons who may shed light on the case. Those who may be interviewed should answer all questions honestly and straightforwardly so that a proper determination of the facts can be made.

In their eight years of operation, local Investigating Committees have settled many cases and have become an important part of grievance processing.



Getting together after the meeting of the Stores Division Grievance Committee in the Cafeteria are members Kathryn Cole, Ernest Steeves and Harold Jenkins. Kathryn is a Keypuncher in the clerical group, Ernie is a Blacksmith in the Emeryville Shops and Harold came up from Decoto Pipeyard where he works as a pipeman.



Having finished their discussion, the General Office Joint Grievance Committee relaxes to have a picture taken. Left to right are Robert Cleary, General Office Personnel Manager, Claude Koons, Ramon Partier, Cedric Kasten (Committee Chairman, Mr. Kasten is now retired and Mr. Floyd Weimer has replaced him), John Morgan, Union Committee Chairman, and Gloria Gonzalez and Mike Escobosa, Union members. This committee enjoys the distinction of having the shortest distances to travel to the meetings of a y Committee. None of them are more than one flight of stairs away in a building with seven elevators.

Local 1245's System Review Committee

"Higher Court" Disposes of 213 Top Grievances in Eight Years

The System Review Committee handles all cases which cannot be resolved by the lower level grievance procedure within the divisions.

This Committee, three Union members and three Company members, is charged with the responsibility of arriving at a decision on the cases referred to it based upon the record submitted by the lower committees. If this record is not clear or complete, this Committee cannot function properly. While the Committee can and does, in certain cases, conduct an investigation of its own, the lag in time between institution of a grievance and its referral to the Committee makes it difficult to straighten out the facts of a case. Thus, documentation and the record are most important.

This Committee is not a bargaining committee. Its decisions must have a basis in the Agreement and its decisions must be consistent with the intent of the parties when the Agreement was originally drafted.

This joint Committee is making decisions, which can affect thousands of employees, under a Contract between the largest utility local union in the I.B.E.W. and the largest privately owned gas and electric utility company in the world. It must weigh each decision with utmost caution and cannot let bias control in individual cases, for to do so could mean a reversal of rights of others who are entitled to protection under the Agreement.

The problems submitted to this Committee are the toughest that can be found. They are the ones for which no one else has found an answer. Often times, they are not specifically and clearly covered by Contract language. In these cases the history of the Agreement, previous Contract proposals, the intent of the parties in negotiations, counter-proposals, prior grievance settlements and field practices must be researched to determine what should be the settlement of the case. Even with a tentative settlement, the possible effects on other parts of the Agreement as well as the effects on a system basis must be determined.

These processes take time, and even when cases are settled, the language of the decision must be carefully drafted for it too, becomes subject to misunderstanding when placed in the field.

To date, from its inception in 1952, 256 cases have been referred to this Committee. The last seven months, however, have accounted for 37 cases of the total case load. In this peri-

od of a little over 8 years, the Committee has disposed of 213 cases. Seventy-seven cases were either dropped, withdrawn, or referred back to the division level for further decision or development of evidence. These cases were either improperly drafted, lacked sufficient evidence for decision, or the individual employee involved no longer required a decision. Of the other 136 cases, decisions were handed down which supported the Union's position in 45 cases, the Company's position in 37 cases, and parts of both Union's and Company's positions in 17 cases. Arbitration disposed of 10 cases on which the parties could not reach agreement. There are at present 27 cases filed for arbitration which have not been concluded as yet. Where no agreement can be reached, the Union's members must weigh very carefully the cases which are to be sent to arbitration. There are 43 cases in the current file, 3 of which are tentatively settled and awaiting written decision, and 23 of which have not been discussed.

Where the members cannot agree on disposition of a case, certain of them are filed for arbitration. The results of these cases become national news items for they are reported to the National Arbitration Society where they are published in the arbitration journals.

This Committee, as you can readily see from the foregoing, is the most important committee in our contractual relationship and one which deserves the support, respect and confidence of all the members of the Union and the executives and supervisors of the Company.

The Union members of this Committee are appointed by the President of the Union. There are two members from the job and the third from the Business Office.

The Company members are designated by the Company's Personnel Department. There are two members from the operating departments and one from the Industrial Relations Department.

The Committee may meet at any time by special call to handle a grievance. In order to expedite grievances, the Committee has established a regularly scheduled meeting on the

second Tuesday of each month. The Union's members meet the day before and the day following these meetings to discuss and prepare arguments and to work on drafts of decisions or letters in connection with the cases under discussion.

While the members have changed on this Committee, the backgrounds of the present members are fairly typical of those who have served in the past and would be required of those who may serve in the future. Thumbnail sketches of both Union and Company members are given here to acquaint you with these persons so that you may more clearly understand the competence of this most important Committee.



L. L. MITCHELL—"Mitch" worked for PG&E from 1936 until he resigned to take a permanent Union position in 1951. During his employment with PG&E, he worked in three divisions as a Laborer, Groundman, Clerk Driver, Lineman and Subforeman in the Electric Department. He also worked in the Engineering Department as an Estimator.

He was an active campaigner in organizing prior to certification of the Local and served as Steward, Grievance Committeeman, Unit Chairman, Executive Committee member, Safety Committeeman, and Executive Board member, System Negotiating Committee, and observer for the Union in certification elections prior to his joining Local 1245 staff. As a part-time organizer and Business Representative, he served in Humboldt, Shasta, San Joaquin, Stockton and North Bay Divisions prior to his selection as Assistant Business Manager. He is a member of the Joint PG&E—1245 Apprentice Committee and serves as Union spokesman for 1245's Negotiating Committee with PG&E, Stan Pac and Sierra Pacific Power Company.

"Mitch" is a graduate of Harvard University Trade Union Program (Harvard Graduate School of Business Administration), was the 1954 class president and valedictorian at graduation. He has studied arbitration procedures, economics, labor law, and various related subjects for which he has received certificates in Industrial Relations from the University of Illinois, University of California and the University of San Francisco. Attendance at various conferences and seminars on industrial relations as well as tours to major utilities in the United States to visit and study other unions and managements are utilized to keep abreast of current trends and problems in industrial relations and utility operations.

In addition to serving as secretary, "Mitch" is spokesman for the Union members of the Review Committee.



WILLIAM M. FLEMING—Bill attended Brawley, California, Junior College and Kansas State College and served in the Army during World War II before his employment with PG&E in September, 1945. His experience in the operating department of both hydro and substation has been gained in three divisions of PG&E—Sacramento, Shasta and East Bay. As an emergency relief operator, he has operated in many of the stations in these three divisions. He was recently transferred to Vaca-Dixon Substation where he is now employed as a Second Operator due to his First Operator's job being eliminated through the automation of Davis Substation.

Bill was a member of Local 595 of the I.B.E.W. before joining PG&E ranks. He was a member of Local 169, U.W.U.A. and Local 1324, I.B.E.W., joining Local 1245 when the merged organization was formed in 1951.

He has served as Chief Steward, Grievance Committeeman, member of Hydro and Substation Negotiating Committee for Job Definitions and Lines of Progression, and member of System Negotiating Committee in 1959 and 1960.

He has attended the area grievance seminars and the 1959, 1960 annual conferences of the Local Union.

He has been a member of the Review Committee since 1959.



KENNETH STEVENSON—Ken started work in the General Office as a Clerk 22 years ago in 1938. He transferred to Shasta Division as an Operator and worked at Pit 3 and Volta Power House. He later transferred to Colgate Division as a Relief Operator and Apprentice Electrician. During World War II, Ken served two years in the Navy as an Electrician's Mate. He is at present an Apprentice Electrician working out of Marysville in the Colgate Division.

He joined Local 1245 in 1942 and has served in the capacity of Shop Steward, Executive Committee member, Vice Chairman and Chairman of his unit. His Union and grievance training included attendance at seminars on arbitration and grievance processing at the Fairmont Hotel under the auspices of the University of California, area grievance seminars by Local 1245 and each of the four annual conferences held by the Local.

COMPANY MEMBERS

EDWARD F. SIBLEY—A graduate in Mechanical Engineering from University of California in 1936, Mr. Sibley started with PG&E in the same

year as a Helper in the San Rafael Gas Plant. He gained practical experience working in several divisions in various capacities in street crews, service department, and in field meter work. He became a District superintendent in the Rio Vista Gas Field in 1943.

In 1945 he was transferred to the position of Manager in Healdsburg and a year later transferred to East Bay Division as Division Gas Engineer.

In 1954 he was moved to San Francisco as Senior Distribution Engineer in the Department of Gas Operations to assist in coordinating distribution activities within the Divisions.

In 1958 he became Supervising Administrative Engineer in the Department of Gas Operations, handling matters of organization, manpower utilization and training, union relations, and work procedures for the Gas Department.

Mr. Sibley is a member of the Company Negotiating Committee and also serves on the Joint Union-Company Apprenticeship Committee.

CARLTON L. YAGER is a graduate of the University of California, having majored in Electrical Engineering. He was first employed with the Company on July 1, 1924 at the Bureau of Tests. In October of 1924, he transferred to San Francisco Division as a Mapper and on January 1, 1925 was made an Estimator.

On October 1, 1926 he was transferred to the General Office as a Joint Pole Engineer where he served until February 1, 1937, at which time he was transferred to Office of Manager of Electrical Operations as an Engineering Assistant.

In May of 1945 he transferred to work in the Offices of Vice President in Charge of Operations as Office Assistant and on July 1, 1950 was made Assistant Engineer of Operations.

July 1, 1954 he was advanced to his present position as Administrative Assistant to the Vice President in Charge of Electrical Operations.

Mr. Yager is a member of the Company Negotiating Committee and a member of the working committee of the Central Safety Committee.

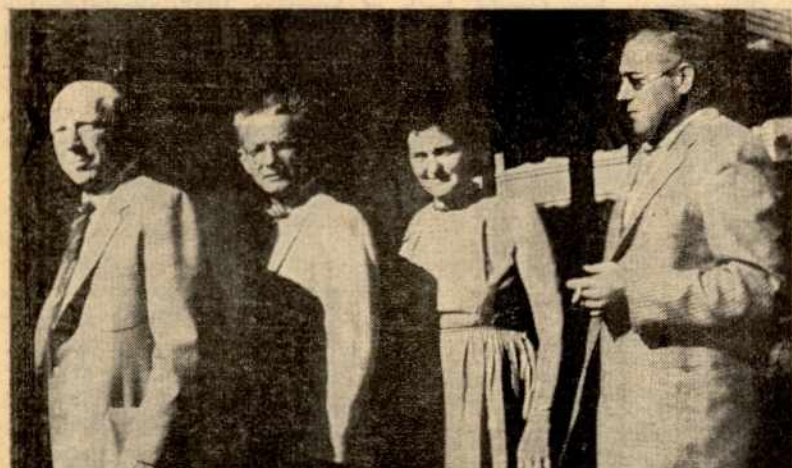
VERN J. THOMPSON attended Oregon State College; is a graduate of San Francisco Law School (LLB) and was admitted to the State Bar in 1946.

He started with the Company on October 12, 1925 as a Clerk in the San Francisco Accounting Department. In August of 1929 he transferred to the Central Accounting Department as a Clerk. In October of 1930 he was transferred to the Natural Gas Division, now the Department of Pipe Line Operations, as Chief Clerk. He transferred to the Personnel Department in July 1945 as an Industrial Relations Assistant and has advanced in this Department to his present position of Assistant Manager of Industrial Relations.

Mr. Thompson is a member of the Company Negotiating team and was the spokesman for Company in the negotiating sessions of 1960.

He serves as Chairman of the Review Committee and is the chief Company spokesman on the Committee.

(Editor's Note—We are indebted to the Publicity Department of PG&E for the information on the Company members and wish to thank them publicly for their cooperation.)



Pictured on their way into the building for the meeting of the Sacramento Division Grievance Committee are A. D. Schneider, Paul Devlin, Verna Leonard and Joe Macias. Two of the regular members were away on vacation at the meeting where this picture was taken. Paul Devlin is serving in place of Calvin Losh and Joe Macias is substituting for Ed Mills.

'Gone to Arbitration'

WHAT IT MEANS

HOW IT WORKS

"It's gone to arbitration." This is a common phrase in Union circles. This article is aimed at explaining this very complex subject.

Voluntary arbitration of disputes arising out of a collective bargaining agreement has been accepted almost universally by both labor and management.

There is, however, much confusion about labor arbitration among those not directly involved in the industrial relations field. It is many times thought to be synonymous with conciliation or mediation and many times considered a part of the collective bargaining process. It is none of these and is a separate and distinct process in the field of industrial relations.

A precise definition of arbitration by J. Noble Braden of the American Arbitration Society is this:

"Arbitration is the reference of a dispute by voluntary agreement of the parties to an impartial person for determination on the basis of evidence and arguments presented by the parties who agree in advance to accept the decision of the arbitrator as final and binding."

A JUDICIAL PROCESS

Arbitration is actually a judicial process and the arbitrator is a judge.

The parties present their evidence, witnesses, exhibits or documents and each side is permitted to cross examine the evidence of the other. Upon the evidence and arguments advanced by each side, the arbitrator is required to make a decision.

The parties are bound by voluntary agreement to abide by the decision.

FIELDS OF ARBITRATION

There are two fields of labor arbitration:

1. Collective bargaining disputes.
2. Contract interpretation disputes.

Collective bargaining disputes are disputes as to what shall be the terms of the collective bargaining agreement. If the union and the employer cannot reach agreement on an issue such as wages, instead of a strike or other action they ask an arbitrator to settle the issue. Our contract does not provide for this type of arbitration.

Contract interpretation disputes are generally those car-

ried through various steps of the grievance procedure and involve the questions of interpretation and application of an existing contract or alleged violations of its provisions. The right to arbitration on these matters is provided automatically by inclusion of an arbitration clause in the bargaining agreement. Examples of the provisions for the referral and scope of such cases are provided by Section 102.6, 102.11 and 102.12 of the PG&E Physical Agreement.

Under these clauses the union gives notice in writing to the company that it is invoking the arbitration clause after having used the other process of the grievance procedure and failed to resolve the dispute.

Typical of clauses in labor agreements, Section 102.4 of the PG&E Agreement establishes the procedure for the selection of a mutually agreeable impartial person to serve as chairman of an arbitration board. Failing agreement, the impartial member is selected by lot from a panel of 5 persons nominated by the Federal Mediation and Conciliation Service.

TRIPARTITE PANEL

The board is a tripartite panel composed of two members appointed by the Union, two members appointed by the Company and the impartial chairman as selected by the method outlined above. In the tripartite board, the members of the board appointed by the parties are generally partisan and act as advocates rather than judges. In this arrangement the impartial member actually makes the decision using the other members of the board to clarify his position in complicated matters involving wage structures, practices peculiar to the industry, or technical questions which might prove difficult for the arbitrator to understand in the short time available in an arbitration hearing.

USE OF TRANSCRIPT

Once the case has been heard and prior to the arbitrator's decision a verbatim record of the



Preparation of a case which is to go to Arbitration will require several conferences involving the parties concerned, the Union Staff and the Union's Attorneys. In this picture Attorney Stanley Neyhart is discussing an Arbitration case with Assistant Business Manager L. L. Mitchell and Business Manager R. T. Weakley.

proceedings is prepared in the form of a transcript by a court reporter who has been taking shorthand notes during the hearing. Each party then generally prepares a written brief on its position and arguments referring to pertinent portions of the testimony contained in the transcript and offers other pertinent arbitration decisions to support the case.

BASIS FOR DECISION

The arbitrator then using all the data available, will write an opinion on the case together with the decision rendered. This will then be discussed in an executive session of the arbitration board where both sides can discuss it. When a majority of the board has reached agreement, the decision becomes final and the case is settled.

The arbitrator's opinion becomes very important for here he sets forth the basis for the decision and what he says can have broad implications regarding parallel cases or companion clauses of the agreement.

IMPORTANCE OF PREPARATION

Preparation of cases for arbitration must be thorough and complete. In the course of preparation, the previous grievance steps must be handled properly in order to insure that all pertinent facts and evidence have been collected. The statement of the grievance takes on real significance as well as contract sections cited, which relate to the grievance. The following items must be accomplished in order to have a complete case: preparation of all records that have any bearing on the grievance (seniority, leave of absence, etc.) securing of witnesses and preparation of summaries of the testimony they will give; development of questions which will assure that essential facts will be brought out; duplication of documents or papers; preparation of exhibits to clarify the arguments.

After the case appears to be ready and the line of argument developed, it must be discussed with other union officials and the law firm to develop possible loop holes or flaws.

OPPOSING CASE

It is also necessary to prepare an outline of the opposing case, to anticipate what proof this will offer and how best to examine it and provide an answer to it.

When this has been completed, the union is ready to proceed with the hearing.

COSTS AND TIME

These processes take time and money. The first expense is within the control of the parties: that of preparing the case. Here it is unwise to stint, for a case worthy of being heard should be complete and properly prepared. A second expense is the cost of transcripts. This is a question decided by the complexity of the case. Any involved question can be better understood by the arbitrator where he has access to the stenographic record. This expense is split by the parties. A third expense is the arbitrator's fee and this will vary with the eminence of the arbitrator. Rates may equal \$150.00 per day and costs are shared by the Union and Company.

The fourth expense is involved in administering the process—witness expense, duplicating of records and exhibits, expense of Union's members of the board, travel and hotel bills, telephone calls, lawyers' fees, etc.

Lengthy and involved cases can be very expensive and cases should be limited to major disagreements. It must be remembered that arbitration is not a panacea. When every other avenue for settlement has been exhausted, when an absolute deadlock has been reached, then and only then will arbitration serve.

It is a voluntary arrangement providing a judicial process for dispute settlement with an agreed procedure for presenting facts and evidence to a judge of their own choosing whose decision they have agreed to accept. The rules are established, and an orderly, reasonable procedure is established.

Experience has taught both labor and management that this procedure is the only alternative to private warfare—the

strike and the lockout—in settling unresolvable disputes. It is the American way, as American as the referee in a prize fight or an umpire at a ball game. It has passed through the testing stage and is justified on the basis of its accomplishments.

The following is a brief biography of Mr. Herbert C. Blumer, who has been used by the Union in a prior arbitration case, and shows the background of a person generally used in the process:

Faculty member of the University of California, Berkeley, since 1952.

Born March 7, 1900. Attended the University of Missouri (A.B. 1921; A.M. 1922); University of Chicago (Ph.D. 1928).

Formerly professor of sociology, 1929-47; editor American Journal of Sociology, 1943-47; National War Labor Board, 1943-45; faculty member University of Chicago, 1929-52.

Affiliated with American Sociological Society; American Economic Association; Sociological Research Society; American Statistical Association; National Academy of Arbitrators.

Author of *Human Side of Social Planning: Motion Pictures and Conduct: Critiques of Research*; and research articles.

Permanent arbiter for Armour & Company and United Packinghouse Workers, 1945; Carnegie-Illinois Steel Corporation, American Steel and Wire Company, National Tube Company, Tennessee Coal, Iron & R.R. Company, and Columbia Steel Company and United Steelworkers of America, 1945-47; International Harvester Company and United Farm Equipment and Metal Workers of America, 1947; administrator of Seniority System, Electrical Joint Arbitration Board, Chicago, Illinois.



In this picture taken just before the meeting of the North Bay Division Committee began are Robert Bosch, Chairman, Lineman from Sonoma, Jim Fountain, Clerical Member, Clerk B, Ukiah, Fred Jagers, Apprentice, Lineman, Healdsburg, and William Mazzini, Light Crew Foreman, San Rafael.



Reporting on the activities of the Humboldt Division Joint Grievance Committee to the Eureka Unit meeting is Committee Chairman George Tully. This scene is repeated in Units all over the System each month when reports from the Grievance Committee are given to the members at Unit meetings.

Your Business Manager's Column

(Continued from Page 1)

ominous threats to our very survival. The opposite extreme suggests that we should strike with our nuclear capability in order to smash what nuclear capability exists in the camps of our opponents in the Cold War.

Neither extreme commands the interest or support of the great majority of Americans. Therefore, an acceptable alternative is indicated.

This alternative must be clearly defined. It may seem difficult to do so but nevertheless, this hope is the challenge of leadership which faces the two contestants for the Presidency of the United States.

MIDDLE-GROUND NEEDED

Peace is absolutely necessary for survival. Survival must be worth the price. Herein lies the first "middle-ground" which must be found, understood, and supported by the American people.

Recognizing the responsibility and clearly defining the method of achieving peace with honor, the elected President must then go about carrying out his responsibility.

In order to do so, he must have a unified people behind him and his program or his efforts will end in the defeat of the American ideal—the Brotherhood of Man in an atmosphere which recognizes the dignity of the individual.

Unity of Americans behind a champion of peace with honor, is dependent to a large degree upon how our people fare at home under the leadership of such a champion.

It would appear that some sacrifices are in order and sacrifices have always been made by good Americans so long as they understood the need and such sacrifices were spread fairly over the Land.

Just calling for sacrifices won't be enough. Over five million unemployed workers are not in a mood to sacrifice much more. MINORITY RACIAL GROUPS of citizens are not going to accept continuation of human indignities that are violations of the Constitution of the United States. OUR YOUNG PEOPLE are not interested in further denials of their rightful aspirations through a lagging economy which offers them reduced chances of achieving a rightful place in a dynamic American future.

SOME INDUSTRIALISTS and others who have amassed great wealth are not interested in losing their stake in order to save the American system which was devised to protect and advance the welfare of each American man, woman and child.

Some LABOR LEADERS are not interested in losing one bit of personal or organizational power and prestige when it comes to meeting the needs of the whole country at a time when personal or organizational prestige is of little importance to the salvation of America.

OUR SENIOR CITIZENS—millions of them—are not interested in becoming permanent occupants of the ash heap of our society in order to make more sacrifices.

MANY FARMERS are not interested in plowing their hopes and toil into further sacrifices in order to bolster food surpluses and mis-management with a program of imbalance between production and consumption while much of the world starves.

OUR SCIENTISTS, EDUCATORS AND RESEARCHERS are not interested in further frustrations and sacrifices in an at-

mosphere of indifference to their great contribution to a nation which needs them desperately.

THE GREAT MASS OF SO-CALLED "MIDDLE-CLASS" Americans who are skilled workers and all others who are engaged in earning a good income in the stream of modern industry with more material things than ever before, are not interested in sacrificing those "things" which the advertising industry has defined as the "American Way of Life."

The foregoing groupings are broad ones but nevertheless, are very important groupings to one who must rally a great and diverse majority around a national purpose.

It follows that on the domestic scene, as well as the foreign scene, there must be a "middle-ground." The domestic "middle-ground" concerns any sacrifices which are in order and who should make them.

Here too, we have extremes so far as the views of some Americans are concerned on how we solve our major domestic problems.

One extreme, the philosophy of "rugged individualism," would deny the right of the less affluent or less able, to make a decent living. It would deny the right to the security of minimum health standards, education, civil rights, dignity commensurate with age, and a fair minimum in the reasonable division of our great national income for all, whether able to work or not.

The other extreme, is the philosophy that the "Government" is some sort of vehicle which one calls upon to hand out all needed goods and services without regard to cost and without a fair share of return in the form of labor in one form or another, if work is available and one is able to work.

Neither of these philosophies will meet the challenge of survival with honor and the continuation of our national goals.

We must maintain a domestic posture, or "image," which is an example to the rest of the world or our international efforts are hopeless.

WORLD EXAMPLE

In these two areas, foreign relations and unity at home, lie the main problems which must have the firm grasp of our next President.

How to achieve peace with honor and how to make the necessary sacrifices at home without taking what little is afforded from those least able to afford it, are the major challenges faced by the next occupant of the White House.

In spite of the challenges, in spite of the massive attempts to deny the tools and support with which to achieve our international and national goals, the job must be done.

The test of the next few weeks is the test of the American people who will have an opportunity to keep in mind the serious challenges of the times as the presidential campaigns approach the day of destiny—November 8, 1960.

Massive appeals to ignorance, bigotry and selfishness, will be unfolded by those who seek to obscure the real issues which face the American people.

It is this writers' belief that through the use of common sense and the acceptance of serious personal responsibility, the majority of American voters will reject the principle of "money over people," and will elect a President who



WALT KAUFMANN

Walter Kaufmann, Popular Fresno Member, Succumbs

Walter A. Kaufmann, member of the 1956 Negotiating Committee passed away on September 2 in Fresno where he was employed as a Collector.

A devoted member of the Union, a man who worked hard to improve the welfare of his fellow members, Walt will be missed. Since 1954 he served as the Clerical member of the San Joaquin Division Joint Grievance Committee. In addition, he served as a Unit officer, as a Steward and as a Delegate to several Unit Conferences. He was on the Committee which did the original preparation of the Clerical Lines of Progression.

Many stewards and members in the Fresno area called upon Walt for assistance with their problems. He was well versed on the clerical agreement and the policies of the Local Union. He was always willing to give generously of his time and energies.

All of us in Local 1245 who knew and respected Walt offer our sincere sympathy to Mrs. W. A. Kaufmann.

Popular Steward Leaves San Jose

Lee Roy Thomas, lineman and Union Shop Steward at the San Jose yard, was given a farewell send-off Friday evening, August 12, 1960. Lee Roy was successful bidder on a lineman's job in Weaverville.

Some twenty members gathered at Glen Hamrick's house and toasted Lee Roy on his move to the North Country where he will have plenty of fishing and hunting. Later on in the evening, Tom Hazard, General Foreman at the San Jose yard, hosted the group to hotcakes, ham and eggs.

The gang gave Lee Roy a Pendleton shirt as a going away present but this gift will never express our appreciation to him for an excellent job well done. He has served as Shop Steward for several years and has attended the last three conferences as a delegate. Lee Roy was a real wheelhorse of San Jose Unit 1511 and its loss will be Weaverville Unit 3216's good fortune.

will fight for the rights of all Americans and secure an honorable and lasting peace in the world.

INVEST IN A BETTER WORLD

 GIVE A BUCK



ATOMIC WORKHORSES

By SAM L. CASALINA
 Radiation Safety Consultant.

In last month's column we noted the fact that we know what an atom is by what it does. By this we mean that when an unstable or radioactive atom disintegrates—actually it becomes a smaller atom—it gives off rays of specific types and intensities.

THE BIG FOUR

Among the rays produced during a nuclear reaction four are the "workhorses" used in industry, medicine, and other fields. They are given Greek letters and their designation is universally accepted. They are:

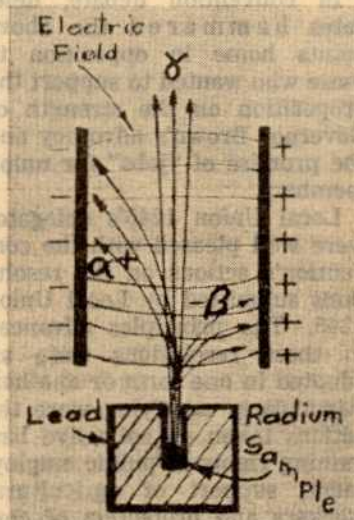
- alpha particles (α)
- beta particles (β)
- gamma rays (γ)
- neutrons (n)

To these we must add the X-Rays which are very similar to gamma rays but generally produced in an X-Ray tube. Note that some of these things which are emitted or thrown out from a disintegrating atom are particles and some are rays. What's the difference? The particles are bits of matter with a definite mass or weight. The rays are bundles of quanta of energy. All originate from the NUCLEUS or central core of the atom.

ATOMIC RAYS DISCOVERED

The manner in which these rays (they quite often are collectively called "rays") were discovered is interesting. The experiment also told us that they can be positive, negative, or neutral in charge.

Shortly after the turn of this century, a physicist by the name of Rutherford placed a radium sample into a lead block thereby producing a narrow beam of invisible rays. The beam was made to pass through an electric field as illustrated below.



RUTHERFORD'S EXPERIMENT

As the three principal rays emerge, they react to the field produced between the charged plates as follows: The particles whose paths are bent toward the right are negatively charged beta (pronounced bait-ah) particles. These were later found to be electrons similar to those whirling in orbits around the nucleus of the atom.

The gamma ray goes right on through without being deflected. This is because the gamma ray has no charge and was found to be a quantum of energy identical to a light ray or photon. Therefore the gamma ray travels at the speed of light or 186,300 miles per second.

The alpha particle is actually four joined particles. Two neutrons and two protons are ejected together from the nucleus of some of the heavier elements. The interesting thing about alphas (aside from the fact that they are the largest of the atomic "workhorses") is that

they are identical to the nucleus of the relatively small helium atom. The nucleus of the helium atom contains just two neutrons and two protons. And of course it has two electrons in its orbits to balance things out.

When the alpha particle (helium nucleus) is ejected from the disintegrating nucleus of certain radioisotopes called "alpha emitters," it soon annexes two electrons from whatever it happens to be passing through. It then becomes a standard helium atom. If the alpha particle is emitted inside your body it not only damages the cells in its path, but also comes to rest as a helium atom—something you need like an extra toe.

ELECTRICAL POWER IN SPACE

In connection with our space program the need for a dependable, lightweight electrical powerplant is receiving a great deal of attention. In order for any space mission to succeed, electrical power must be supplied to the space probe, manned-satellite, or planetary base. Nuclear power systems, seem to be the answer. To date the U.S. has experimented with solar, chemical, and nuclear energy systems—each with varying success.

NUCLEAR BATTERIES

Nuclear batteries have been used for several years. One of the most common employs the radioactive element strontium 90 (chemical symbol Sr 90). The electricity is generated with the high energy beta particles from this isotope. The betas are made to bombard two special types of semiconducting silicon. As they strike the junction area of the two semiconductors, electrons are ejected from the silicon and made to flow as a current.

MORE POWER NEEDED

With this type of battery a few watts of power are produced, but the time is rapidly arriving when kilowatts rather than watts will be needed. It is generally believed that with increased efficiency radioisotope batteries can serve as energy sources up to about 5 kw. Solar cells are expected to produce 50 kw, but have many inherent problems. Small fission powerplants appear to be the answer. The small, self-contained, fission powerplant is still in the experimental stages. A 20 per cent efficiency is expected which compares favorably with 35 per cent for a good steam plant.

PROBLEMS? THEY GOT 'EM!

What to do about the nuclear fuel and fission products should the rocket explode on launching or fall from orbit is but one of the spaceman's headaches. Then there is the problem of space itself. To most of us space means lots of room. To the space scientist, however, outer space is cluttered with things that are detrimental to his power unit. Among these are: electromagnetic quanta (photons, gammas, x-rays), subatomic particles, proton flux from the sun, and various other particulates. All of these subject any system to heat, puncture, abrasions, and interference. They also subject the space researcher to migraine-like effects without him even leaving this planet.

CALIF. LABOR FED. IN BALLOT STAND

Delegates to the Third Convention of the California Labor Federation meeting in Sacramento during the week of August 15-19 reelected their top officers, continued their strong opposition to the \$1 1/4 billion water proposal, as set forth in Proposition #1, which will appear on the November 8th ballot, and adopted a comprehensive and positive program of action for the next two years.

Returned to office by acclamation was Thomas L. Pitts, Executive Secretary-Treasurer, together with President Albin J. Gruhn and General Vice President Manuel Dias.

The delegates, following a lengthy floor debate, voted overwhelmingly to oppose Proposi-

tion #1 at the polls this November. In so doing, they upheld a unanimous recommendation by the Federation's Executive Council that the proposition be rejected.

In a 15,000 word argument against the water program submitted to the delegates, the Executive Council blasted proponents for using "panic button" techniques to sell the public a water program which:

—Lacks basic policy protections on all aspects of the program, including monopolization of benefits; allocation of costs between project beneficiaries; development of recreation facilities; public power; and economic and financial feasibility,

—Contains vast hidden subsidies to giant landholders who are the enemies of social and economic progress and the perennial supporters of vicious anti-labor legislation,

—Commits California to "pork barrel" planning and development of precious, limited water and power resources in a "policy vacuum" that allows special interests to use the state's credit in order to escape anti-monopoly and anti-speculation protections of federal development,

—Fails completely to protect the organizational and collective bargaining rights of employees who would be involved in the operation of the project, as well as the "prevailing rates" of workers employed by public agencies contracting with the state for water,

—Enthrones monopoly and commits California's rich San Joaquin valley to a future course of 20th century feudalism regarding the conditions of life and labor of farm workers.

In convention debate, delegates hammered the above points home in opposition to those who wanted to support the proposition on the strength of Governor Brown's advocacy and the promise of "jobs" for union members.

Local Union 1245's delegates were well pleased with the convention's actions on the resolutions submitted by Local Union 1245. The principles advanced in these resolutions were all adopted in one form or another. Particularly satisfying were the actions taken on collective bargaining rights in public employment, support of agricultural workers and protection of consumer interests.



HERB SIKES



ART JOHNSON

30 YEARS IN 1245 — HONOR TWO RETIRING

Two retiring members with over thirty years of membership in Local 1245, were honored at a retirement dinner at the Italian Villa in Salinas on August 24.

Brother Art Johnson, Hole Digger Operator in Salinas, was initiated on June 1, 1946. Brother Herb Sikes, Electric Meterman, Salinas, joined the Union on March 2, 1942.

At the present time, Brother Johnson is recuperating from a serious lung operation. Before long, however, he informs us that he'll be down on the beach enjoying his favorite sport—surf fishing.

Brother Sikes intends to do something about the acre of land which surrounds his home in Prunedale. Herb is well known in the Salinas area for the many years he spent teaching gymnastics to youngsters around Salinas. Many adults in Salinas were once his pupils and remember his devotion to physical fitness.

Officers and members of Local 1245 join Business Representative Spike Ensley, who presented pins and scrolls to Brothers Johnson and Sikes, in extending best wishes for many happy years of retired life.

Fresno Plant 100% Union, Thanks to Bro. Frank Melfe

When Frank Melfe retires from the Fresno Gas Plant at the end of September, he will leave behind as part of his contribution, a 100 per cent unionized shop. This is largely due to



FRANK MELFE

Brother Melfe's experience with the old non-union working conditions and his advice to those who have not seen what the Union has done for them through the years. He knows what conditions existed at the old Fresno Gas Manufacturing Plant in those days. He fired the boilers there for several years.

Before he started with PG&E in 1922, he worked in the Gas Division of B.C. Electric in Canada. He has also worked for a transit line in Pennsylvania since coming over from Oriolo, Italy at the age of 15.

Shop Steward McCauley wishes to thank Brother Melfe for his hard-won experience and advice. All his Brothers join in wishing Frank and his wife many years of rest and relaxation. Frank, himself intends to catch up on his fishing and gardening. Together, Mr. and Mrs. Melfe probably plan to indulge in spoiling their grandchildren a little also.



Business Representative Scott Wadsworth recently held a meeting of the clerical stewards in the Fresno area to discuss the manner in which the transfers, displacements and demotions in connection with the Centralization of San Joaquin Accounting would occur. Present at the meeting from left to right were: Eleanor Kilgore, Cliff Nugent, Bill Hansen, Joe Stansbury, Walt Kaufmann, Marie Paul, Scott Wadsworth, Bus. Rep. Norman Amundson, and Isabelle Majors.

WELCOME!

The following people were welcomed into membership in Local 1245 during the month of August.

"BA" APPLICATIONS

SAN JOAQUIN

- George Gagosian Jr.
- Bruce W. Haycraft
- Fred C. Smith
- Donald D. Wallace
- D. H. Wolff
- Dave B. Worstein

COAST VALLEYS

- Eric C. Borchers
- Lee V. Walley

SAN JOSE

- Ronald G. Callen
- Norman H. Parks

PIPE LINE OPERATIONS

- John Cousino

EAST BAY

- Darrel Britt
- Dave DelMas
- Lester Feiling
- Charles R. Horton
- David E. Hurst

SAN FRANCISCO

- Richard Beddoe
- Richard J. Boyd
- Roger Chaix
- Thomas L. Hughes
- Lionel Martinez
- Walter J. Moreau
- Richard H. Pederson
- Nick J. Poppin

GENERAL OFFICE

- George R. Jordon
- Anita MacKenzie

HUMBOLDT DIVISION

- Bobbie V. Alexander
- William A. Charlton

SIERRA PACIFIC POWER CO.

- Philip T. Strauch

DESABLA

- Jack R. Frady

COLGATE

- James M. Silva

NORTH BAY

- James W. Drinnen
- Wallace S. Holmes
- John F. Travis Jr.

SACRAMENTO

- William P. Cherimisin
- Lloyd E. Cherington
- Ronald J. Kennedy
- Edward B. Roessler

- SACTO MUNI UTILITY DIST.
- Donald R. Brown



- William L. Entler
- Joel J. Erickson
- R. E. McAuliffe
- George A. Moke
- Lawrence L. Phillips
- Elmo Pickering
- R. A. Taylor
- William A. Weigand
- Armand J. Valle

CITIZENS UTILITIES

- Norma L. Harmegnies
- Vivian Hays
- Patricia Jackson
- Eugene M. Smith
- Leona Toms
- Joy T. Wood

GENERAL CONSTRUCTION

- Ray Arnold
- Bruce E. Cheeseman
- Gordon L. Cooley
- Billy Dodefries
- Jonathan Edwards
- Theodore L. Fellows
- Cirils Garcia
- Ted James Gress
- Curtis R. Hillman
- Dennis D. Isaacson
- Albert L. Lehman
- William A. Lewis
- Troy Long
- Robert B. McNeil
- Donald R. Osburn
- William R. Pinto
- Bronell Sharp
- Sheldon D. Stine
- Leroy Tudor
- Charles D. Wilson

"A" APPLICATIONS

- GENERAL CONSTRUCTION
- William R. Jones
- Ray Quaid
- Wesley L. Taylor
- Jack Lee Teague
- TRAVELING CARDS
- GENERAL CONSTRUCTION
- Robert S. Mowrey
- SACTO MUNI UTILITY DIST.
- Lester A. Knight

Every Member An Organizer!

Ken. - Nix. Debates, T-V Tops

Groups in hundreds of Northern California communities are planning Television-Watching Parties centered around the presidential campaign.

The Kennedy-Nixon TV debates, continuing through October, have attracted unprecedented national interest, as do each of Senator John F. Kennedy's television appearances.

The next TV date for the Democratic candidate will be an informal occasion. On Thursday, Sept. 29, Reporter Chas. Collingwood will pay a half-hour visit to the Washington, D.C., home of Senator Kennedy and his wife, Jackie. CBS will present the visit on "Person to Person," which is shown on the Pacific Coast 10 p.m. to 10:30 p.m. (Channel 5, San Francisco; Channel 10, Sacramento; Channel 12, Chico; Channel 12, Fresno, and Channel 29, Bakersfield).

Senator Kennedy will appear on "Meet the Press" on Sunday, Oct. 16. The tentative program time in California, 3 p.m. over NBC stations and affiliates. (Channel 4, San Francisco; Channel 3, Sacramento; Channel 7, Redding; Channel 8, Reno, and Channel 24, Fresno.)

Sunday, October 30, Senator Kennedy is scheduled to "Face the Nation" on the Columbia network. The tentative broadcast time in California, 6 p.m. (Channel 5, San Francisco; Channel 10, Sacramento; Channel 12, Fresno, and Channel 29, Bakersfield.)

The Kennedy-Nixon debates are carried by all major TV networks and may also be heard on radio in many localities. The dates and hours for the remaining debates are:

- Friday, October 7, 7:30 to 8:30 p.m.
- Thursday, October 13, 7:30 to 8:30 p.m.
- Friday, October 21, 10 to 1 p.m.

The October 7 program will be in the form of a news conference. Both candidates will be in the same studio facing questions from professional newsmen. On Oct. 13, Senator Kennedy and Vice-President Nixon will hold a transcontinental news conference—Sen. Kennedy in New York and his Republican opponent on the west coast.

The final debate will take the same form as the first one on Sept. 26. Each candidate will speak for eight minutes, then there will be alternate questions from a panel of newsmen. Each answer will be limited to two and one-half minutes, and the opponents will have two and one-half minutes to rebut each answer. Finally, each candidate will make a three-minute closing statement.



"Boy, there's a gal I could really fall for!" NATIONAL SAFETY COUNCIL

The Key Party Planks Are Analyzed

The following analysis of certain planks of the Republican and Democratic programs, together with a comparison of the AFL-CIO position made by the Federation's General Board, is only a portion of the material used by Local 1245's Executive Board to compare the program of the candidates. The issues which the Executive Board believed most nearly pin-pointed the fundamental differences are presented here for consideration by the membership. These comparisons cover key domestic and foreign policy issues which are inter-related in today's complex world.

ECONOMIC GROWTH

AFL-CIO recommendations to both parties stressed the basic importance of steady economic growth. It is not an exaggeration to say that this is the very heart of our program.

The 50 per cent drop in the annual rate of economic growth under this Administration is terrifying. It is terrifying because a continuation at this low level will deny proper job opportunities to our growing population; will insure worse shortages of such basic needs as schools, hospitals and housing, and will enable the Communist world to overtake us in military might and material resources.

With an adequate rate of economic growth we need not fear any force; without it, we will rob democracy of its sinews.

We believe it is the obligation of government, and especially the federal government, to provide whatever stimulus is necessary to bringing about the rate of growth we need.

The Republican platform talks about "high priority to vigorous economic growth" and then proceeds to attack "artificial growth forced by massive new federal spending and loose money policies." It proposes further to reductions for corporations as a foremost incentive to economic growth.

The Democratic platform states unequivocally that our economy "can and must grow at an average rate of 5 per cent annually" and pledges the next Administration "to policies that will achieve this goal without inflation." It reaffirms its support of full employment as a paramount objective of national policy, and commits itself to an end to the present high-interest, tight-money policy.

AFL-CIO analysis: Here again we are gratified that both parties acknowledged the need for faster economic growth. It should be noted, however, that the Republican platform (and the Republican candidate) have embraced this concept with reluctance, and have been especially critical of growth-stimulating expenditures in the public sector of our national economy. The AFL-CIO has maintained that such expenditures, far from being a danger, must be greatly expanded for the security of the economy and of America itself.

LABOR LEGISLATION

The Republican platform promises "diligent administration" of both the Taft-Hartley and Landrum-Griffin Acts. Clearly labor can expect no move by this party to mitigate the harsh burdens or obviate the inequities of either act. On every close vote during consideration of the Landrum-Griffin bill, however, a majority of Republicans voted against sound, reasonable and well-considered labor legislation, and the President and Vice President both intervened personally to secure passage of a measure that was even worse than the final version.

The Democratic platform unequivocally pledges repeal of anti-labor and restrictive provisions of both acts, as well as adoption of an affirmative labor policy. This is consistent with the record of Democrats in the Congress, a majority of whom voted for sound labor legislation on every close vote during Senate and House consideration of last year's legislation. In addition, the Democratic platform specifically promises to strengthen and modernize the Walsh-Healey and Davis-Bacon Acts; neither of which is mentioned by the Republicans.

AFL-CIO analysis: Contrary to popular belief, we do not ask nor expect legislation that gives special privileges to trade unions. We do insist that the promotion of free collective bargaining is and ought to be the policy of the United States government. By that standard the Democratic platform is far superior.

'RIGHT-TO-WORK' LAWS

Although attempts to enact so-called "right-to-work" laws have been defeated in several states in recent years, these anti-labor laws remain on the books in 19 states. In the guise of laws to benefit working men, they are actually intended to cripple union efforts to organize and to negotiate just benefits for their members.

These state laws are effective against unions because of Sec. 14 (b) of the Taft-Hartley Act, which specifically permits their enactment. Repeal of Sec. 14 (b) is a prerequisite to fair labor-management legislation.

The Republican platform in effect endorses Sec. 14 (b).

The Democratic platform pledges its repeal.

AID FOR DEPRESSED AREAS

The Republican platform favors "constructive federal-local action to aid areas of chronic high unemployment." There is nothing in the record of the party to suggest that such action will be forthcoming in practice. Area redevelopment legislation has been passed three times by the Senate and twice by the House, only to be met by Presidential vetoes.

The Democratic platform promises legislation similar to that which was vetoed by the President.

AFL-CIO analysis: The need of long-suffering communities for a helping hand from the federal government has been evident for years. The Administration's rejection of a genuinely effective program, despite the pleas of many Republican members of Congress from depressed areas, has condemned millions of Americans to a protracted depression from which they are powerless to escape unaided.

FEDERAL AID TO EDUCATION

The Republican platform acknowledges the classroom shortage but describes it as "temporary" and "decreasing." There is no factual basis for that description. The platform opposes any large program of federal aid to education, but does endorse federal aid to school construction. Unfortunately, the record of both the Republican Administration and Republican congressmen offers little ground for optimism about even this limited objective. On three key votes in the House in 1956, 1957 and 1960, a majority of House Republicans voted against federal aid each time. In the Senate, a majority of Republicans similarly opposed the only federal aid bill which the Senate has considered in the last decade. Finally, Vice President Nixon himself cast the deciding vote against an amendment to include \$1.1 billion in funds for school construction and teachers' salaries in the Senate bill.

The Democratic platform pledges federal aid for both classroom construction and teachers' salaries. The majority of Democrats in House and Senate have supported federal aid on all of the key votes mentioned above.

AFL-CIO analysis: Here is an outstanding example of a pressing need, in which the Republican predilection for "local" solutions effectively blocked action and apparently will continue to block it.

SOCIAL SECURITY

The Republican platform advocates a program of health care for the aged "on a sound fiscal basis and through a contributory system." But congressional developments have made it clear that in the lexicon of the President, the Vice President and the Republican leadership, "contributory" does not mean as part of the social security system. An overwhelming majority of Republicans in Congress voted for a state-federal plan that either imposed a means test or set an income limit for beneficiaries.

The platform also calls for "selective" increases in old age benefits and promises substantial improvements in provisions in relation to the handicapped.

The Democratic platform specifically calls for "medical insurance upon retirement, financed during working years through the social security mechanism and available to all retired persons without a means test." A majority of congressional Democrats voted to write such a program into law.

Also, the platform calls for a general increase in old-age benefits, including a \$50-a-month minimum; a higher ceiling on permitted earnings, and more generous terms for the handicapped and disabled.

AFL-CIO analysis: Few issues are as clearly drawn. Despite the intransigence of some southern Democrats, which helped to frustrate legislative action, the question remains: "Should health benefits for the aged be provided through the social security system?" The Democratic platform says yes; the Republican platform says no. When it came to a test, only one Republican in the Senate supported the social security principle.

On other aspects of social security, the Republicans still cling to a reluctant and gingerly approach; the Democrats favor realistic improvements.

UNEMPLOYMENT INSURANCE

The Republican platform claims credit for minor improvements in recent years, promises to strengthen and extend benefits but fails to mention federal standards.

The Democratic platform clearly pledges to establish uniform minimum standards in unemployment insurance, and only the Democratic platform does so.

AFL-CIO analysis: The unemployment insurance system has demonstrated its great value. Over the years, however, the system has failed to keep pace with rising wage levels, has not been adequate to cope with long-term unemployment and has been plagued by unfair and unworkable eligibility requirements. Despite frequent prodding by the present Administration, the states have failed to bring their systems up to even the suggested minimum levels. Only federal standards can restore unemployment insurance to its intended function.

FOREIGN POLICY, NATIONAL DEFENSE

The Republican platform correctly asserts that "the sovereign purpose of our foreign policy is to secure the free institutions of our nation against every peril, to hearten and fortify the love of freedom everywhere in the world, and to achieve a just peace for all of anxious humanity." It fails, however, to recognize the gravity of our present world position, asserting that "the Republican Administration has demonstrated that firmness in the face of threatened aggression is the most dependable safeguard of peace" and that "under the Eisenhower-Nixon Administration, our military might has been forged into a power second to none." The Republican platform fails to recognize that during these last eight years Soviet aggression and expansion have not been stopped or even slowed down and that Soviet military might is rapidly overtaking ours.

The Democratic platform correctly asserts that our objective is not merely "to co-exist in armed camps on the same planet with totalitarian communism; it is the creation of an enduring peace in which the universal values of human dignity, truth, and justice under law are finally secured for all men everywhere on earth." It favors negotiations with the rulers of the Communist world "whenever and wherever there is a realistic possibility of progress without sacrifice of principle." The Democrats promise to recast our military capacity "in order to provide forces and weapons of a diversity, balance, and mobility sufficient in quantity and quality to deter both limited and general aggressions."

AFL-CIO analysis: It is fortunate that both parties are in general agreement as to the objectives of our foreign policy and the requirements of our national defense. In this area the platforms must be counterposed by performance. We find with deep regret that in the last eight years our country has not lived up to the objectives of either platform, and that the claims made by the Republicans for the Eisenhower-Nixon policies have no foundation in fact.

WAGE-HOUR LEGISLATION

The Republican platform pledges to increase the minimum wage, in no specified amount, and to extend coverage to several million more workers. Yet only recently a majority of House and Senate Republicans voted against a modest extension of coverage and an increase in the minimum wage to \$1.25.

The Democratic platform pledges an increase in the minimum to \$1.25 an hour and extension of coverage to several million additional workers. A substantial majority of Democrats in the House and Senate have supported this goal with their votes. The platform also pledges "further improvements in wage, hour and coverage standards" in the future, and calls for the extension of wage-hour protection to farm labor.

AFL-CIO analysis: We believe a realistic increase in the minimum wage and a meaningful extension of coverage are essential both morally and economically. We see no merit whatever in the arguments of the opponents of this legislation. And we believe the Democratic platform is in line with our position that constant improvement in the living standards and conditions of employment of the lowest-paid, including farm workers, is essential if America is to fulfill its promise and remain true to its ideals.

CIVIL RIGHTS

Both the Democratic and Republican platforms have properly been described as very strong on civil rights. They are similar in most respects, although the Republican platform fails to endorse the sit-in movement as such, and neglects to propose a federal Fair Employment Practices Commission. On congressional rules the Democrats called for majority decision, while the Republicans call for unspecified changes in Rule 22. On substantive issues, however, both platforms are commendable.

AFL-CIO analysis: The recent conventions demonstrated clearly that both parties are split on the civil rights issue. The Democrats split is more readily definable and easier to understand. What is harder to justify is the performance of many northern Republicans.

On issue after issue—changing filibuster rules, invoking cloture, substantive and procedural questions—non-southern Democrats almost invariably have voted in favor of the civil rights position, whereas only a third to a half of the Republicans have done so. Time after time Republicans have cast their lot with the Southerners against civil rights in order to get southern support for conservative or reactionary economic programs.

It must also be said that the present Republican Administration has failed miserably to support civil rights progress at the executive level. To cite just one example, in the six years since the Supreme Court decision on schools, the White House has yet to indicate approval of the decision.

Kennedy Right 92%; Nixon 13%

"Let's look at the record" is a familiar expression in American politics which will ring truer in 1960 than ever before.

The reason: for the first time both presidential candidates have extensive voting records by which the people might judge how well they have served the public interest.

Sen. John F. Kennedy and Vice-Pres. Richard M. Nixon both are "on the record" as a result of their experience in Congress.

Both men launched their public service when they were elected to the House in 1946. Nixon was elected to the Senate in 1950 and Kennedy moved to the upper chamber in 1952. Nixon became vice-president in 1953 and, in his capacity as presiding officer of the Senate, has voted only in case of a tie.

Against this background, the Committee on Political Education has selected 155 key votes on such issues as civil right, education, consumer welfare, taxes, housing, labor, foreign policy and so on. The candidates were judged by labor's position.

Kennedy, on these key votes, was shown to have voted "right" a total of 120 times and "wrong" just twice. Nixon was shown to have cast 10 "right" votes and 59 "wrong" votes. On the COPE scoreboard, Kennedy was 91.6 percent "right" compared to Nixon's 13 percent.

The voting records enable "profiles" of each candidate to be developed from the way he voted over a period of time on a broad range of issues. The records also allow a direct comparison of the two men on specific votes. In addition, Nixon can be judged on the basis of the tiebreaking votes he cast while presiding over the Senate.

CIVIL RIGHTS

Kennedy's record showed 12 "right" votes and no "wrong" votes. Kennedy voted in favor of anti-poll tax bills, for an enforceable Fair Employment Practices Commission and three times in the Senate in support of efforts to change Rule 22 and curb filibusters. When in the House, he voted to adopt the 21-day rule to keep the Rules Committee from bottling up liberal bills.

Nixon cast two "right" and three "wrong" votes. Nixon's "right" votes came in support of anti-poll tax bills in the House in 1947 and 1949. His "wrong" vote came when he voted for a voluntary rather than an enforceable FEPC and in twice voting against the 21-day rule.

CONSUMER WELFARE

Kennedy, according to COPE, cast ten key votes in favor of workable controls on prices and rents after World War II and during the Korean War. He was absent on one such vote.

Nixon was recorded once in favor and seven times against controlling inflation. He was absent on two key votes.

On the natural gas issue, Kennedy cast five key votes against relaxing federal control over the prices charged by natural gas companies, COPE noted. Nixon voted "wrong" once and was absent once.

Kennedy and Nixon are compared easily in the consumer field. On price and rent control votes when they were congressmen, there were five instances when both were present and voting. All five times—for example, to extend rent control in light of the Korean emergency—Kennedy voted "right" and Nixon voted "wrong."

EDUCATION

Kennedy has had seven chances to vote on education. Six times he voted in favor of legislation on scholarships, school construction, teacher salaries and schools in defense areas. He was absent once.

Nixon has had two voting opportunities. He voted against aid to education and teacher salaries on one occasion and was absent on the other vote.

Kennedy and Nixon are separated by a crucial vote which occurred last February. On an amendment which proposed \$1.1 billion a year for school construction and teachers' salaries, Kennedy voted against a tabling motion designed to kill the amendment. The Senate vote ended in a 44 to 44 tie and Nixon then cast the deciding vote to table and so kill the amendment.

TAXES

On income taxes, there were seven key votes to test Kennedy. Six times he voted in the interest of low-income taxpayers and he was absent once. Nixon had five opportunities and he voted all five times in favor of higher-bracket taxpayers.

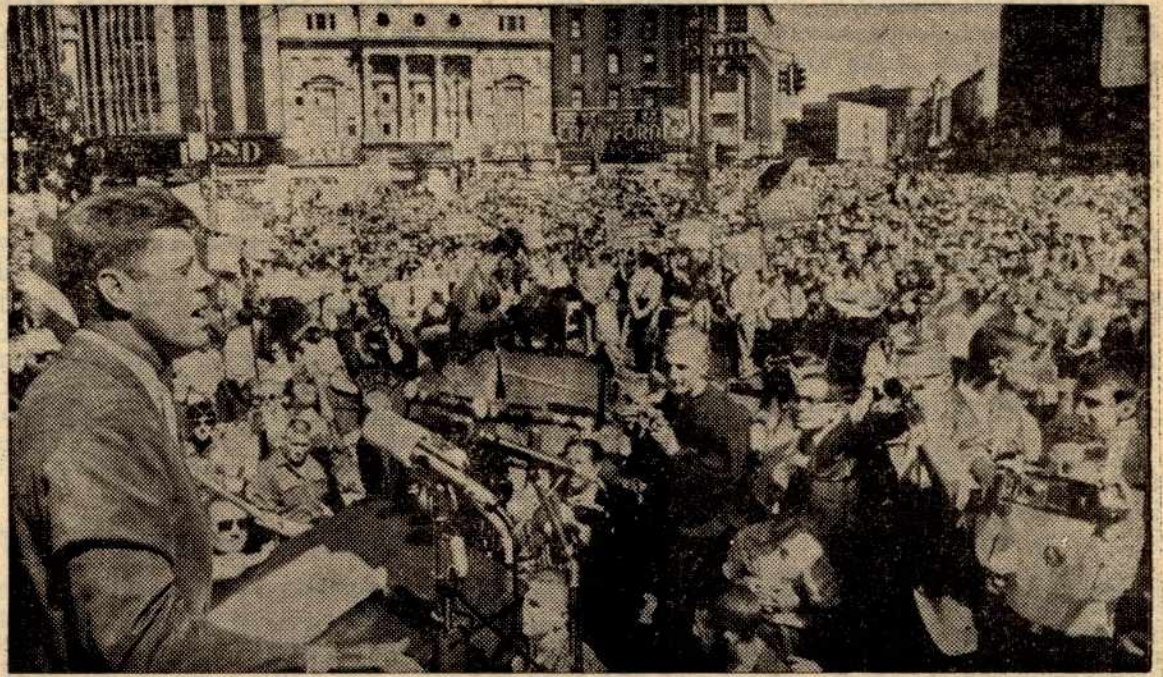
On legislation to close tax loopholes, Kennedy voted "right" four times while Nixon voted five times to preserve the loopholes.

For example, on the oil and gas depletion allowance—the biggest loophole of all—Nixon as a senator in 1951 was "wrong" in voting against an amendment to reduce this allowance. Kennedy in 1958 was "right" in voting in favor of an amendment to reduce the depletion allowance for taxpayers with oil and gas income of over \$1 million a year.

When the two men were both in the House, there were five votes on income tax changes. Kennedy was "right" and Nixon "wrong" all five times, as on a 1947 bill to give a 60 percent hike in takehome pay to the 1,400 taxpayers with incomes of \$300,000 and over and a 5 percent increase to the 46 million wage-earners making under \$5,000.

SOCIAL SECURITY

On key votes, Kennedy voted "right" five times and Nixon cast two "wrong" votes.



80,000 DETROIT UNIONISTS jam historic Cadillac Square to hear Labor Day speech in which John F. Kennedy, Democratic presidential candidate, backed by AFL-CIO, flayed Eisenhower Administration's "icy indifferent" economic policies which he charged have cost every American family of four more than \$7,800 in lost income over past six years. Kennedy drew record crowds at union-sponsored functions in day-long campaign tour through Michigan.

In 1958, an amendment to raise public assistance payments to the aged, blind and disabled by about \$5 a month died when the Senate vote ended in a 40 to 40 tie. Kennedy was "right" in voting for it. Nixon withheld his tiebreaking vote and the amendment failed for want of a majority.

MINIMUM WAGE

On the one comparative vote, when both men were in the House in 1949, Nixon was "wrong" in voting for an amendment to eliminate 1 million workers from federal wage-hour protection. Kennedy was "right" in voting against the amendment.

LABOR

Kennedy, measured by COPE on 22 key votes, was judged to have voted "right" every time in the interest of working people and union members. Nixon was judged, on 8 key votes confronting him, to have voted "wrong" seven times. He was absent once.

"Nixon has failed to cast a single vote," COPE noted "for fair labor-management relations legislation, equitable regulation of welfare and pension funds, safeguards for Davis-Bacon wage provisions, adequate unemployment compensation or the relief of chronically-depressed areas."

In a 1947 vote on a bill harsher than the final Taft-Hartley Act, Kennedy voted "right" and Nixon "wrong."

In 1956, Nixon broke a 39 to 39 tie in favor of an amendment to have the prevailing wage on the federal highway construction program determined by state agencies rather than federally. Kennedy was "right" in voting against it.

In 1959, the key Senate vote which sealed the so-called McClellan "bill of rights" into the Landrum-Griffin Act ended in a 45 to 45 tie. Kennedy was "right" in voting against it. Nixon then broke the tie in favor of the move.

FOREIGN POLICY

Kennedy and Nixon had nearly identical voting records when both were in the House in the 1947-49 period, COPE reported. Both supported the Marshall Plan, Greek-Turkish aid, United Nations' relief aid and so on. Since then, their records diverge.

Kennedy, with the exception of one vote in 1951 to trim economic aid to Europe, has continued his support of economic and military aid to America's allies, COPE noted.

Nixon, COPE reported, "has voted on both sides of the question." COPE listed Nixon as "wrong" on two especially critical votes—when he voted against a wheat-for-India bill during the 1951 famine and when his vote helped defeat by 192 to 191 a \$60 million economic aid-for-Korea bill in January 1950. Kennedy voted "right" on both of these issues.

Comparison of Kennedy, Nixon Votes

	Total Number	KENNEDY			NIXON		
		R	W	A	R	W	A
Civil Rights	13	12	0	1	2	3	0
Civil Service	5	4	0	1	0	0	0
Consumer	21	17	0	2	2	10	3
Education	3	3	0	0	0	1	0
Foreign Policy	14	7	1	1	2	5	1
Health	4	2	0	0	1	1	1
Housing	11	9	0	0	0	5	0
Immigration D. P.s	2	2	0	0	1	1	0
Labor	24	22	0	0	0	7	1
Migratory	7	4	0	0	1	1	2
Minimum Wage	3	3	0	0	0	1	0
Public Power	12	10	1	1	1	5	0
Small Business	3	3	0	0	0	1	0
Social Security	5	5	0	0	0	2	0
Taxes	18	10	0	2	0	11	0
Tidelands	7	5	0	0	0	3	0
Veterans	3	2	0	1	0	2	0
Totals	155	120	2	9	10	59	8

(Of 131 key votes, Kennedy was 91.6 percent "right"; .02 percent "wrong.") (Of 77 key votes Nixon was 13 percent "right", 76.6 percent "wrong".)

The votes cast by Kennedy and Vice President Nixon will not add up to the total listed for each subject. Totals include votes for the 1952-52 period when Nixon was in the Senate and Kennedy in the House and the period 1953-60 when Nixon, as Vice President, cast only tie-breaking votes