

Utility Reporter

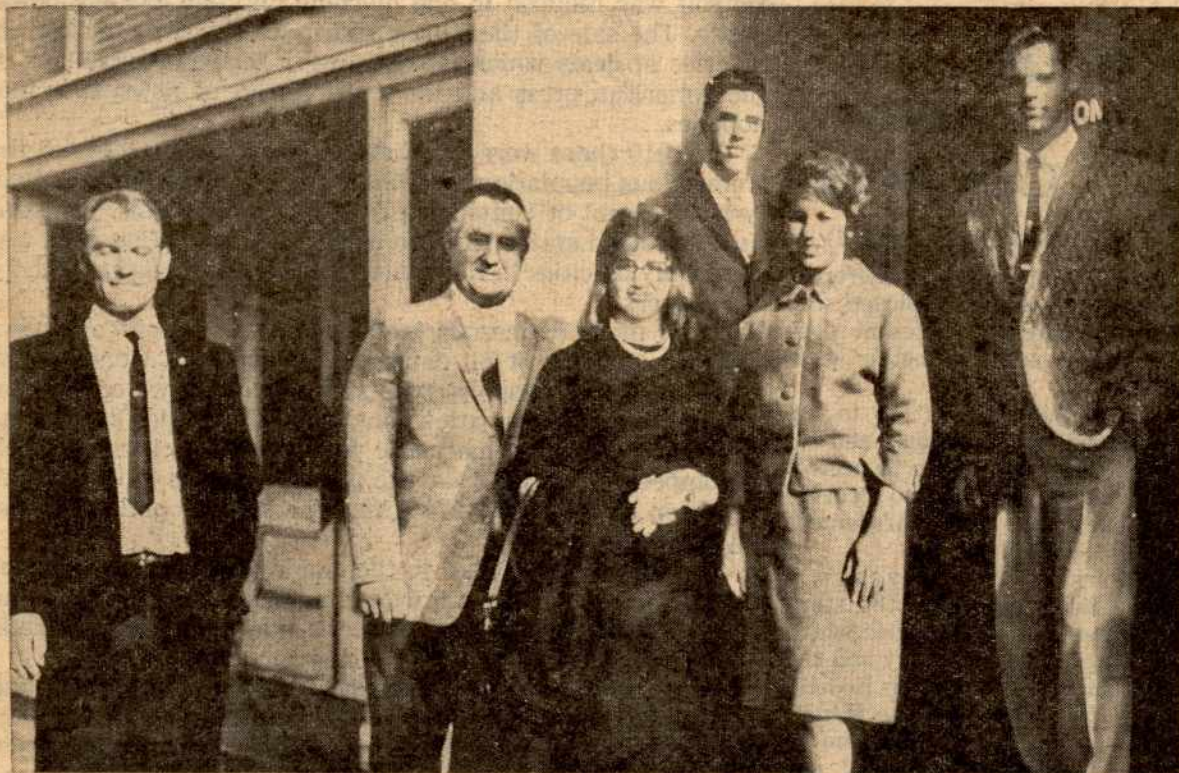
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1918 Grove Street, Oakland 12, Calif.



VOL. VIII—No. 7

OAKLAND, CALIFORNIA

NOVEMBER, 1960



Guests of Local 1245 on Thursday, Oct. 10, were these four student leaders, all Seniors at Calistoga High School. They spent the day studying the operations and organization of the Union. L. to R., Frank Anderson, Advisory Council Member, North Bay Division; Frank Quadros, Business Representative and the students: Kristie Fouts, Walter Heitz, Susan Watkin and Joseph Deiss.

Local 1245 Business Manager Tours Dresden Nuclear Plant

On November 16, Business Manager Ronald T. Weakley was given a "Cook's Tour" of the Dresden Nuclear Power Station, located about 50 miles southwest of Chicago, Illinois.

The tour, arranged by Ernest B. (Dixie) Carter, Chairman of System Council U-25 of Edison System Locals, I.B.E.W., was conducted by Mr. Laurence Cullen, Assistant Manager of Industrial Relations, Commonwealth Edison Company:

Mr. Hoyt, Station Supervisor; Al Thomas, Business Manager of I.B.E.W. Local No. 1460; and Ed Legan, Senior Control Operator and Chief Steward at Dresden, made up the rest of the party which toured the Station.

Dresden is the first full-scale, privately-financed nuclear power plant in the world. It is a marvel of engineering and a testimonial to the resourcefulness of American ingenuity and enterprise.

Operated by Commonwealth Edison, one of the largest utilities in the United States, it is manned for operations and maintenance by skilled members of Local No. 1460 of Joliet, Illinois.

A briefing on the layout and operations with models and films, was followed by a physical inspection of the Station.

The nuclear reactor was down for repairs, which allowed a more extensive inspection of the equipment and facilities.

Of special interest was the radiation safety program and the complex instrumentation needed to operate the reactor and to protect the plant and its personnel.

Valuable knowledge was gained by Business Manager Weakley through seeing firsthand, the results of years of research and planning.

Pacific Gas & Electric Company participated in the Nuclear Power Group, Inc., which helped make possible the 180,000 K. W. Dresden Plant. As PG&E moves further into its nuclear power generation program, Local 1245 will be involved and it

is important that adequate knowledge of plant operations and radiation safety be gained by those who represent operating and maintenance personnel in future PG&E activities in this new field.

Special thanks is given to Larry Cullen of Commonwealth Edison, who graciously gave of his and the Company's time in transporting Business Manager Weakley to and from the plant and acted as host for the day. Also, "Dixie" Carter gave a day of his time to make the tour and his kindness is appreciated. Local 1460 Business Manager Al Thomas and Chief Steward Ed

Legan, who contributed their time and "know-how" concerning the labor-management aspects of the Dresden operation, deserve thanks for their part in the tour.

In order to better appreciate the Dresden Nuclear Power Station, the following facts are reprinted from a Commonwealth Edison brochure.

LOCATION

Eight miles east of Morris, Illinois. Where Kankakee and Des-Plaines Rivers join to form the Illinois River. Size of site—953 acres.

CONSTRUCTION AND OPERATING SCHEDULE

Preparation work started November 28, 1956.

Major construction work started June, 1957.

Construction completed September 23, 1959.

First nuclear chain reaction October 15, 1959.

First electricity April 15, 1960.

(Continued on Page 8)

Progress On Clerical Neg.

Negotiations on Clerical Lines of Progression are continuing to make progress with Union and Company working on an Agreement to cover Stores Division Clerical employees.

A negotiating session lasting the entire day was held on Wednesday, November 2nd with Kathryn Cole and Leda Sletten present to represent Stores Division employees. Present from the Union Office were Assistant Business Manager L. L. Mitchell and Business Representative Norman Amundson.

The two parties are now reviewing the proposals in light of the November 2nd discussion and will meet again on December 8th. The Company is also preparing a proposal on Power Bureau for submission to the Union.

Student Leaders Learn Functions Of Union In Visit

Four of the leading students in the Senior Class of Calistoga High School—Kristie Fouts, Susan Watkin, Joe Deiss and Walter Heitz—were guests at the office of Local 1245 on Thursday, November 10. The students were brought to the office by Advisory Council Member from North Bay Division, Frank Anderson. They spent about six hours listening to an explanation of the Union's goals and methods of operation.

The idea of bringing the students to the office was originated by Business Representative Frank A. Quadros and was made possible when William F. Jameson, Principal of the Calistoga High School, gave his permission for the students to visit us.

The scope of the Union's activities, a little bit of its history, and its interest in improving the welfare of not only Union members but working people in general, was given by Business Manager Ronald T. Weakley.

Clerical problems were discussed by Business Representative Norman E. Amundson, who briefed the students on problems in clerical automation which clerical workers are facing today.

One of the surprises to the students was their discovery that the Union movement has a traditional interest in education and that Unions had been responsible for much of the progress of public education in the United States.

All four of the students indicated an interest in the scholarships which are offered by the California Labor Federation and by the AFL-CIO.

Representative Quadros explained the features of collective bargaining, contracts, grievance procedure, Union jurisdiction and the organization of Local 1245.

Following the day's activities, (Continued on Page 5)

YOUR Business Manager's COLUMN

by Ronald T. Weakley

Some people might be critical of the emphasis placed upon governmental matters in recent issues of the UTILITY REPORTER.

Let us take a look at how this subject matter is so closely bound up with the "bread and butter" issues of usual concern in our Union.

Assuming that one has a job and assuming that said job provides a reasonable income consistent with the degree of skill involved, the next concern is usually to hold that job and get a better one, if possible. Usually, in our industry, this means holding a job and getting a better one with the same employer.

The reason for this is that a fair measure of job security is available in present utility employment plus the fact that length of service pays off in valuable fringe benefits and monetary security programs.

Remember, this is for the man or woman who can keep a job. The perspective of the individual who is laid off or demoted due to reasons beyond his or her control such as operational changes, automation, (Continued on Page 2)

Stockton Enrolls New Members

In recent months Shop Stewards in the Stockton Division have been doing an excellent job of encouraging new employees to join with their fellow workers, by Union membership, in protecting and advancing their wages and working conditions.

The new employees pictured below represent the Clerical bargaining unit, Electric Department and Warehouse Department. It is also notable that the Warehouse Department in Stockton Division continues to maintain a 100 per cent organized group.

Business Representative Ed James administers obligation to new members. Left to right: Donald S. Husing, Richard Paul, Robert E. Wright, Thomas C. McLane, Sherman M. Powell, and Michael E. Willis.



"EVERY MEMBER AN ORGANIZER"

Give Older Workers a Break, Cal. Commission Urges Gov. Brown

Five sweeping recommendations to assure more equal employment opportunity for older California workers, including relaxation of the rule of compulsory retirement at age 65, were made recently to Governor Edmund G. Brown.

The recommendations were made by the Governor's Commission on Employment and Retirement Problems of Older Workers, under the chairmanship of Arthur M. Ross, director of the Institute of Industrial Relations of the University of California in Berkeley.

Dr. Ross was a scheduled late morning speaker at the conference Division on Economics and Employment, which met at the Social Hall in Westminster Presbyterian Church, 1300 N. Strett, Sacramento.

He talked on the substantive findings of the Commission, which has worked more than a year in the project.

The recommendations, in addition to liberalizing the 65 age limit for compulsory retirements were that the State should:

- 1. Enact a law prohibiting discrimination in hiring based on age and not required by bona fide occupational considerations.
- 2. Expand the State Department of Employment's program of special assistance to help older workers find jobs.
- 3. Support liberalization of the Federal Old Age and Survivors Insurance program to permit pension recipients to earn more than \$1,200 without a reduction in benefits.
- 4. Encourage employers to permit workers to continue to be eligible for pension plan benefits they have earned, even though they have left their jobs and are working for someone else when they retire.

Said Governor Brown, upon receipt of the recommendations from the commission, which he appointed on April 13, 1959:

"I know this fine, public-spirited commission has worked long and hard to do an excellent and important job. Its voluntary, unpaid work can have far-reaching effects, not only on the lives of our older citizens but on the entire economy of California."

"Both the report and the recommendations merit careful, detailed consideration. I shall read it with keenest interest, looking to its advice as we frame our program for the aging to present to the legislature in January."

EULOGY TO "DEL" PETTY —

Drowning of Former Bus. Rep. Is Mourned

Delbert L. Petty, of Concord, California, was drowned in a fishing accident on Sunday, October 30, 1960.

"Del," or "Swede," as he was known on many electrical jobs, was my friend and a credit to the Labor Movement.

A competent construction and utility Lineman as well as a competent construction Wireman, Del was also a good Union man and a real Christian.

He died as he lived—a "boomer." He followed his trade whether it be in one State or another, one Local or another, or one job or another. His final job was at Point Arena, California, where his skills were utilized in construction work on a radar station which serves to defend America.

A man who helped organize the workers on the properties of the Pacific Gas and Electric Company, and who served as a Representative of Local Union 1245, Del had his full share of troubles and heartbreaks. Notwithstanding all of this, Del never had anything but a good word for his fellow man whether he agreed or disagreed with him and he sure had lots of reasons to do otherwise.

Del died on a fishing trip which was his relaxation from the everyday troubles he saw. I had the pleasure of his company on a few such trips and I will never forget how he enjoyed them as he gave me enjoyment.

Local 1245, the I.B.E.W., and the employers for which he performed his skills, have lost a good man.

His wife, Jessie, is a nurse. She also serves her fellow man in a competent manner and she has suffered the loss of a fine man and husband. To her goes the fullest respect and the condolences of many people who benefited by the kindness of Del and his willingness to sacrifice what he did in order to help his fellow man.

The best that any man can say about another is that he was a good man. This is what is said here about Del Petty, and he richly deserves it.

RON WEAKLEY

YOUR Business Manager's COLUMN

(Continued from Page 1)

etc., becomes much different than that of the employee who feels secure in a present position and seeks a better position.

It is this writer's job to understand these things and to seek ways and means to protect the status quo and to provide avenues of job improvement where possible.

Over the last few years, I have told and retold the story of great new technologies which replace the human body and the human brain. In order to help meet the inevitable, the leadership of this Union has tried to gain the understanding of our members concerning the need to keep a job and to place job security at the top of the list of priorities in our bargaining objectives.

The success of this attempt at education varies with the willingness of the individual to want to listen and the individual's present situation in the industry. In general, our message is reaching more and more members as time goes on and as some stark examples of what we talk about grow in number in every operation of the industry. Yet, the understanding of the severity of the situation lags behind the speed with which the situation changes.

People simply do not like to listen to "crepe-hanging" and we are all prone to "think about it tomorrow." This attitude is not an indictment of our intelligence but is merely a more comfortable way to live and to enjoy life.

Nevertheless, the cause for concern is here. It won't go away. It affects more and more utility workers every day and it will affect in one manner or another, every employee in this industry. It's only a matter of time.

The rapid growth of the service community, rapidly expanding demands for more power, more gas, more telephones, and more water, are heralded as obvious proof that all will be well for the fellow or girl who depends on a job in the utility industry for his or her living.

Did you ever check the figures on the increased total generation of American power companies over the last ten years and stack it up against the comparative number of people

LETTER OF CONDOLENCE

San Francisco District Corps of Engineers, U. S. Army Point Arena Air Force Station
Nov. 1, 1960

International Brotherhood of Electrical Workers, Local 1245
1918 Grove Street
Oakland, California
Gentlemen:

This is to express my personal regret and condolence to the brotherhood and widow for the loss of Mr. Delbert Petty, who met an untimely end October 30 near this station.

His fellow workers, the government inspectors, and myself had the greatest regard for this man as a true journeyman lineman, gentleman, and friend. We all share in his loss.

With deepest regrets, yours,
E. W. Wildermuth,
Resident Engineer
Corps of Engineers, U.S. Army Point Arena Air Force Station, Point Arena, California.

The UTILITY REPORTER

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NORMAN AMUNDSON Editor
L. L. MITCHELL Assistant Editor
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Executive Board: J. E. Gibbs, Jr., Marvin C. Brooks, M. Scott Shaw, Allan C. Terk, Robert E. Staab, William Yochem, Gerald F. Watson, John W. Michael.

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Shall Free Speech Die?

Employees of the Detroit Times newspaper reporting for work at 3:00 a.m. on November 7th were told not to go to work. Later on that day, telegrams were delivered to the paper's 1,400 employees telling them that the newspaper had been sold to the Detroit News and was ceasing publication.

With this abrupt and callous announcement, the City of Detroit was reduced to one morning and one evening newspaper. The sale of the Times and its closing was another in a series of deals which is resulting in serious restrictions of the American press and the development of newspaper monopolies.

In 1910 there were 2,202 daily papers; today, despite the tremendous population growth, there are 1,750 dailies. Ninety-five percent of United States cities have no daily competition. Nineteen states have no cities with competing daily papers. Only 57 cities in the United States have competing daily newspapers.

Even more dangerous is the fact that absentee owners control a quarter of all dailies in the country. Conceivably, if the trend to monopoly ownership continues, we could have one man or one corporation controlling the Nation's press. At the present time, in ninety-five percent of our cities, the lack of competition means that the people in those cities are denied even the possibility of differing editorial opinions on the day's events.

This trend is a danger to the employees in the newspaper industry as the strike in Portland against the Oregonian and the Journal indicates. This strike is now entering its second year with no prospects for settlement in sight.

Other media of communication such as Television and Radio are being taken over by the same corporations and individuals who are acquiring our newspapers. Differing media of communications with a single message is becoming more and more the order of the day.

At the present time, no concern over the developing monopoly has been shown by the industry leaders. If they fail to assume their responsibility, there will undoubtedly be a call for governmental regulations to insure free expression in the communications media.

needed to produce that amount of power? The same comparison of other utility services and the ratio of human utilization over the last ten years will also reveal some interesting figures.

The plant investment of the utility industry has grown tremendously but much of it lately is going more and more to revenue producing facilities which do not need any people to gather in that revenue.

A good case can be made for the financial acumen and the efficient and more productive use of plant investment which has placed the utility industry well up on the ladder of management leadership. It can also be said that in order to provide jobs, make them attractive, and to provide terminal security upon retirement, these efficiencies are necessary.

Let us come back to the fellow who can't hold a job or a comparable job due to operations that eliminate manpower or new skills which he cannot immediately master.

This type of fellow grows in number and he takes his place alongside those who no longer work in this industry because of a diminishing need for manpower. He becomes a part of a growing army of people for whom there is either no job or only a job with lesser income.

When enough people become members of the group whose income stops, or is materially reduced, the matter becomes one of the major responsibilities of government.

How the government meets this responsibility is partly dependent upon the philosophy of those who hold office. Therefore, it would seem practical to support those who offer programs designed to meet the needs of an inevitable and growing problem in our modern society.

Lack of adequate education is stifling the young people who are not equipped to handle the skills of our rapidly improving technologies. Adequate education requires schools, teachers, and the money to finance them. This was an election issue. Lack

of adequate education through re-training of peoples whose abilities are no longer needed requires that such facilities be afforded as well as the money to pay for them. This also is becoming an urgent matter.

Without adequate health facilities within the reach of those who need them, no people can do a job properly or have the peace of mind that goes with a healthy family at home. This, too, was an election issue.

If the general economy of the country is not properly planned and managed, even those who now enjoy the returns from performance of a needed job and the attendant security of that job, will be in trouble. This matter of a growing and healthy economy was a major issue for all people who elected our public servants.

Adequate defense against those who would force us to their will or destroy us with nuclear weapons, is another and perhaps the most important issue before the people of America. Jobs, education, security, health, national economic growth—all of these issues can be forgotten if we aren't around to argue about them.

So—no matter whether we like it or not, this business of choosing a government through a free choice at the ballot box was the number one item of concern of the members of this Union and the rest of the American people.



"GOOD EVENING, DEAR... I'VE GOT A DELIGHTFUL STORY TO TELL YOU AT DINNER ABOUT A SILLY ELECTION BET I LOST." By Parker.

WELCOME!

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



**"BA" APPLICATIONS
SAN JOAQUIN**

Dover, Levern D.
Kridler, Marion D.
Strain, Jay Jr.

COAST VALLEY

Baum, Luther P.
Culver, Richard W.
Pendley, William T.
Tuomala, Henry B.

SAN JOSE

Dixon, Harry
Hopkins, Larry E.

EAST BAY

Bergendahl, Robert W.
Braunschweiger, W. E.
D'Angelica, Dominic
Dolan, Patrick D.
Granata, Joseph
Laster, Howard C.
McDaniel, Donald F.
Ornellas, Alfred
Perry, Jesse
Willey, Robert E.

SAN FRANCISCO

Chadwick, James F.
Lester, John B.
McKeever, John A.
McReynolds, Sam
Murphy, Daniel T.
Rukavina, George
Walters, Edward T.

STOCKTON

Johnston, Carl D.
Rasmussen, James K.

HUMBOLDT

Gier, John W.
Lancaster, Leland S.
Marlow, Virginia R.
Prangley, Richard R.

SIERRA PACIFIC

Anderson, Ross M.
Bland, John H.
Gonzales, Frank D.
Halliburton, Ray C.
Miller, James C.
Mirabelli, Elizabeth
Ramirez, Louie
Stock, Robert D.

DE SABLA
Lindsay, Charles D.

COLGATE
Phillips, James R.

NORTH BAY
Meyer, Frederick T.
Raahauge, Rob
Weber, Theodore G.
Wilson, Robert H.

SACRAMENTO
Aznar, Edward C.
Church, Maurice H.
McGovern, William

S.M.U.D.
Keeling, William J.

CITIZENS UTIL.
Humphrey, Betty
Price, Frances
Turner, Jewel D.
Wilson, Gary W.

GENERAL CONSTRUCTION

Bedsaul, Ike
Burch, Rodger
Cox, Robert L.
Davis, John R.
DeHotman, Deane
Domino, John
Duncan, Joe E.
Fraley, Marvin L.
Fulkerson, Francis G.
Gregory, Warren C.
Helmold, Richard J.
Kissel, Robert L.
Matherly, Robert E.
McConnell, Charles
McGurgan, Seamus
Michelson, J. C. Jr.
Nelson, Carl B.
Nelson, Harvey V.
Roberts, Jimmie W.
Robinson, Donald L.
Siedentopf, Terrance W.
Stewart, Willie R.
Warren, Eldo
Wearin, K. C. Jr.
Aherron, Jack R.
Garrison, Newell M.
Garrison, Leonard E.
Lackey, Billy Joe
Thompson, Chester L.
Thrasher, Robert H.

Kennedy Thanks Labor Press for All-out Support

President-Elect John F. Kennedy credited the American Labor Press with a good educational job on basic issues during the Presidential Campaign and charged them with a future task of educating on the complex problems of the '60's. His sentiments were expressed in the following telegram dispatched to the International Labor Press Association Convention in Detroit:

Please extend to the officers and members of the AFL-CIO International Labor Press Association my deep gratitude for the unprecedented support which the Labor Press gave to the Kennedy-Johnson ticket during the campaign.

I have had the opportunity of reviewing a number of union publications and I am convinced that the astute handling of the election issues brought new understanding of their great significance to millions of union members across the land. This could, in an important measure, explain the success of trade union political action this year.

Victory at the polls, however, means that our job is really just starting. The complexity of the problems which we face in the 1960's and our attempts to meet them will require a high degree of public understanding and public support. To this end, I look to the Labor Press as an essential medium of education.

The Labor Press has carved an impressive niche in its long tradition this year. Individually, as labor editors, I extend to you a warm salute and a heart-felt thank you for an excellent job. May this year's ILPA convention be your most successful.

S/ John F. Kennedy

Phony Labor Papers Are Folded by ILPA

A continuing program in the drive to eliminate illegitimate operators in the Labor Press was reported by President Dick Howard at the International Labor Press Association Convention in Detroit, November 17 through 19, 1960. Much of the credit for its success should be given to Bernard R. Mullady, Secretary-Treasurer of the ILPA, and to Gordon M. Freeman, President of the I.B.E.W., according to President Howard.

Mullady of the I.B.E.W. International Staff has worked with law enforcement officials in ferreting out and closing down these fringe operators. The technique used by these people is to form a phony labor paper and then solicit advertising, using high pressure methods to convince businessmen that they need to advertise in that particular labor paper if they are to continue to have peaceful industrial relations.

Heavy fines, convictions, and prison terms have been meted out to some of these operators through the efforts of Bernard Mullady, under the authorization and direction of the ILPA.

The Convention devoted its time to speeches and discussions on such subjects as the Role of the Labor Paper in the Union's Program, Why People Vote the Way They Do, Effective Use of Photographs, How the Labor Press Can be More Effective in Politics and Legislation at the Point of Impact, the AFL-CIO Legislative Program, and a Work Shop Session on Technical Problems and Techniques for Improving the Quality of Labor Papers.

At the banquet on Friday evening, November 18th, the annual awards for newspapers which have excelled in some area of journalistic effort, were presented by President Dick Howard. Professor Ben Yablony, Department of Journalism, University of Michigan, who headed the Committee which judged the papers, pointed out, in his speech on Friday evening, how important labor papers had become in this country. The recent demise of the DETROIT TIMES, he stated, was but another example of the decreasing number of daily newspapers in this country and the consequent lack of competition due to the conservative philosophies of the vast majority of the daily newspapers which are left. The only manner in which the Liberals' message can reach many citizens of this country is

through the labor paper. He expressed the hope that someday, in this country, we could have a newspaper such as the DAILY HERALD in Great Britain, which is sponsored by the Union movement.

Attending the convention as delegates from Local 1245 were Ronald T. Weakley, Business Manager and Executive Editor of the UTILITY REPORTER, and Business Representative Norman E. Amundson, who serves as Editor of the UTILITY REPORTER.

Seattle Stenos Average \$80

Salaries of women stenographers in the Seattle area averaged \$80 for a 39 1/2-hour week in August 1960, according to preliminary estimates released by Max D. Kossoris, Western Regional Director of the U. S. Department of Labor's Bureau of Labor Statistics. Average pay for stenographers was about 3 percent above that of a year ago.

In the office occupations studied, weekly salaries of women ranged from an average \$56.50 for office girls to \$92.50 for secretaries. Tabulating machine operators performing the more difficult operations averaged \$86.50, payroll clerks \$80, comptometer operators \$76.50, key-punch operators \$74.50, switchboard operators \$73, copy typists \$62, and duplicating machine operators \$61.50.

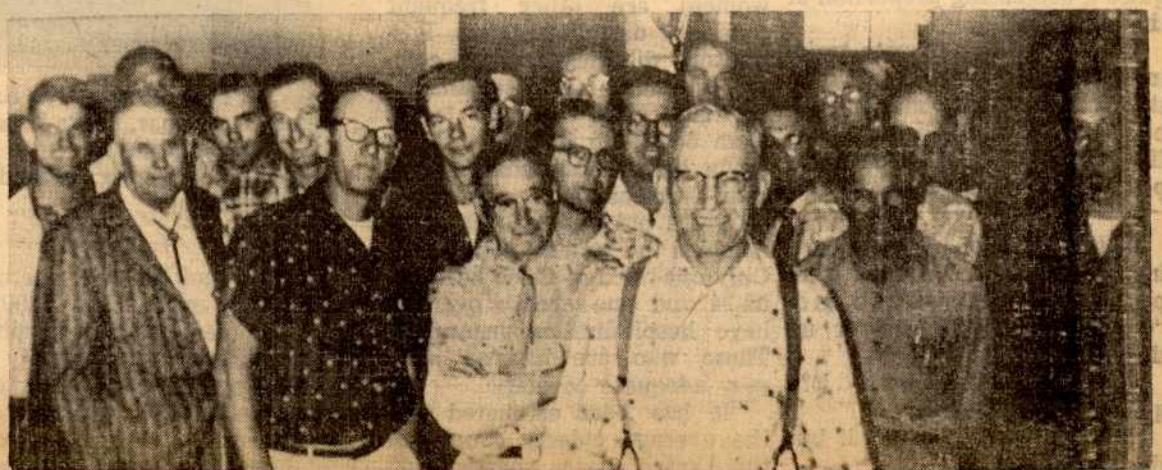
WORKERS FACT BOOK

WASHINGTON (PAI) — A revised edition of the U.S. Department of Labor's "The American Workers' Fact Book" is off the press. Copies may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C., for \$1.50 each.

He'll Get a Taste

"I can't marry him, mother. He's an atheist—doesn't believe there is a hell."
"Marry him, dear, and between us we'll convince him he's wrong."

Oakland Warehouse personnel gather around Leo Petsche upon the occasion of his retirement on October 1, 1960, from PG&E. Small picture shows him cutting his cake, inscribed "Good Luck, Leo, from the Warehouse Gang."



ILPA Meeting Hears How People Vote

Voting behavior in the United States is predominantly partisan behavior," according to Dr. Warren Miller, Director, Political Behavior Program Survey Research Center, University of Michigan. Miller, who spoke at the ILPA Convention on Friday, November 18th, at Detroit, Michigan, stated that surveys conducted by the Center and a close study of election results since the 1930's indicate that 80% of the electorate thinks of themselves as committed to a party. Of the remaining 20%, about 1/3 were closer to the Democratic Party and 1/3 closer to the Republican Party. Somewhere between 5 per cent and 10 per cent of the voters are truly independent. In other words, four out of every five Americans are committed to a party. This party identification, he stated, is similar to a Union or church affiliation. People consider themselves as members although they may know little about the party, its leaders, or its goals.

People tend to place themselves on an issue and make their decisions on the basis of who is on which side of an issue. They learn how they should stand by picking up cues. For example, in the recent elections, many liberals were swung to the support of John F. Kennedy because Adlai Stevenson and Eleanor Roosevelt were active supporters of Mr. Kennedy. In discussing the recent election, Professor Miller stated that

the electorate could be divided roughly as follows:

- Protestant Democrats 35%
- Catholic Democrats 25%
- Protestant Republicans 35%
- Catholic Republicans 5%

There were virtually no defections from party allegiance by people in either the Catholic Democratic group or the Protestant Republican group.

Among the 5 per cent who are Catholic Republicans, about 20 per cent voted for Mr. Kennedy. Similarly, about 20 per cent of the voters in the Protestant Democratic group switched their allegiance and voted for Mr. Nixon. The exchange, because of the much greater number of Protestant Democrats, resulted in Mr. Kennedy losing about eight votes to one vote gained from the Catholic Republican group.

Dr. Miller stated that these conclusions which had been reached so far on the election, will be subject to very close study and scrutiny and, for the present, are rather tentative. There are many other factors in this election which will be studied very closely by the Research Center in the future.

Welcome Back to Ernest Chorley

Ernest O. Chorley, Supervisor in the Central Accounting Department in San Francisco, and formerly an active Union member in the Sacramento area, is back to work following a seige in the hospital due to a ruptured ulcer.

The UTILITY REPORTER is happy to announce that his friends from Union days came to his assistance in a grand fashion. Blood was donated by co-workers Tom Gratello and Jim Fitzpatrick and assistance on replacing the blood and eliminating his expenses in connection with the blood transfusions was rendered by Kathleen O'Rourke and Don Chave.



LACK OF SKILLED WKRS. IS FRIGHTENING -- HENNING

The following is a statement on the growing need for skilled workers by John Henning, Director of the State of California, Department of Industrial Relations:

By a frightening paradox of our industrial history Labor Day finds the American future menaced through a dearth of skilled workers.

Only the vigorous tri-partite action of government, labor and management can arrest the de-

disruption is obvious.

Worker training has always been a way to personal security and rewarding income. It now becomes something more—the way to national survival and political stability. In the balance reposes our future and our freedom.



JOHN HENNING

cline which now imperils our productive destiny.

In an age of desperate industrial survival we are failing to replace the craftsmen who are each year lost to the labor force by injury, death, retirement or choice. This is both the state and national experience.

The paradox is this: America, which rose to material greatness through productive genius and the abundance of education, may lose that preeminence through the failure to train her manpower.

However scornful a free society may be of Soviet absolutism the race belongs to the quick. And we are jogging where once we ran.

Not only are we failing to keep the historic pace, but worse, we will fall further behind unless we prepare at once for the alarming impact of automation. The technology of the next decade will demand more and more of the highly skilled.

The California experience is clear. We are currently training some 21,000 young workers in 600 separate apprentice programs. But again, this is deficit training.

The solution rests with the behavior of government, labor and management. The greater burden falls upon government. Present state and federal apprentice programs are well structured, but they must be augmented by intense counseling within our schools. Labor and management are largely aware of the crisis, but too few educators have yet to hear the alarm or sense the implications. Our high schools are graduating millions who possess little or no occupational ambition.

Beyond the question of national survival in a world of conflict, there remains the issue of domestic strife. Population growth will pour a net increase of 13.5 million workers into the U.S. labor force in the next ten years while at the same time the new technology will require a decreasing proportion of the unskilled.

Hence, unless adequate training programs, are established the American labor market may be flooded by millions unable to find place or employment. The potential for social distress and

In the midst of her first driving lesson, Mrs. Williams complained to her husband: "George, that little mirror up there isn't right."

"What's wrong with it?" queried her husband.

"I can't see a thing in it but the car behind."

The Elderly: Much Illness, Little Money

It is generally accepted that the senior citizens have greater health problems than their younger compatriots and must try to meet them while subsisting on the most meager of incomes: that's the reason for the broad support of a Forand Bill-type health plan for the elderly.

But until recently no clear picture has been available of the health and income status of senior citizens in California. Now a statistical picture is available, as drawn by Dr. Leon Lewis of Berkeley, one of the featured speakers at the recent Forand Bill rally in San Francisco.

Here is Dr. Lewis' medico-economic profile of the senior citizen:

"First—a few facts. For convenience the artificial limit of 65 years will be used as the beginning of old age. There are somewhere between 16 and 20 million persons over age 65 in the United States and over 11.4 million of them live in California. More of them are women than men. Over half of the women over 65 are widows.

Between one-third and one-half of all Californians over 65 have family incomes of less than \$2,000 a year. Nationwide, about two-third of the elderly have individual incomes of less than \$20 a week (including social security). Old age insurance beneficiaries receive an average of \$72 a month.

"What about the health of older people?"

"In California, according to the broad health survey carried out in 1957 by the State Department of Public Health about two-thirds of all persons over 65 have one or more chronic illnesses, and about one-fifth of these—at any given time—have an additional acute illness. Heart and blood vessel diseases are the commonest conditions—increasing in frequency from 10 out of 100 at age 45 to 35 out of 100 persons at age 75. Rheumatism, stomach and bowel disorders, hernia and fractures (especially hip fractures in women) are other frequent causes of disabling illness. Respiratory diseases are the commonest causes of acute illness.

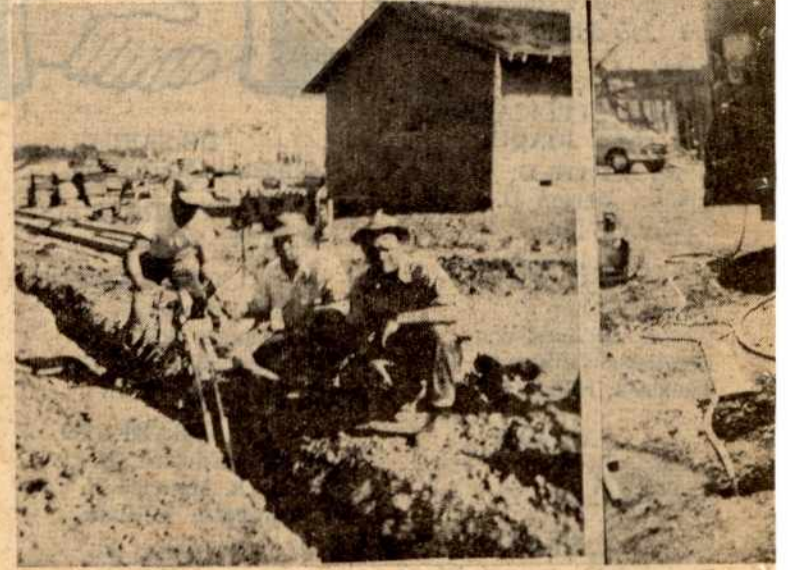
"Californians over 65 (aside from 60,000 in institutions) average 2 day's hospitalization per year, twice as much as those 45-64 years old and 2½ times as much as the general population. Only one-third of those between 65-74 and one-seventh over 75 have hospitalization insurance. Those who are insured have very adequate coverage.

"It has been estimated that the average elderly couple in the United States spends \$200

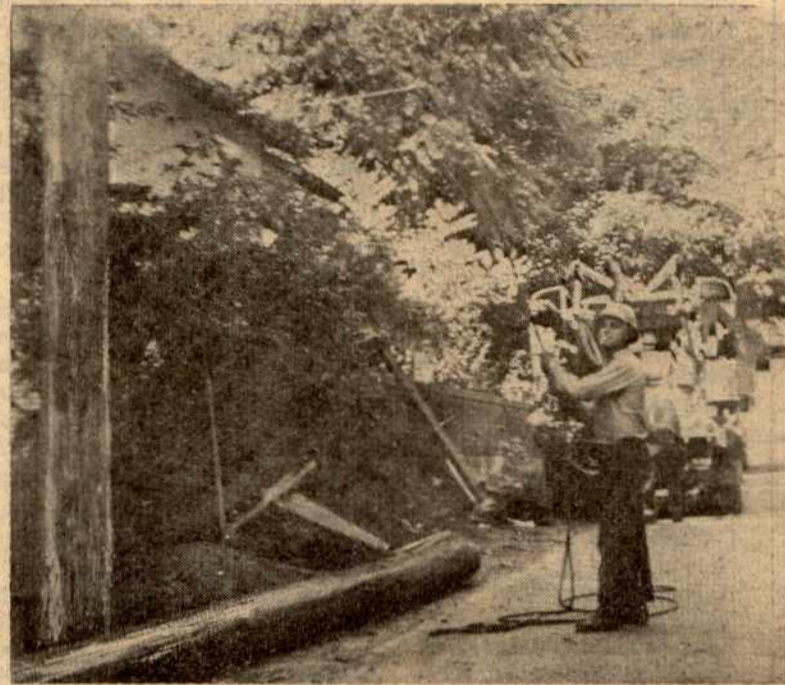
On The Job With Local 1245



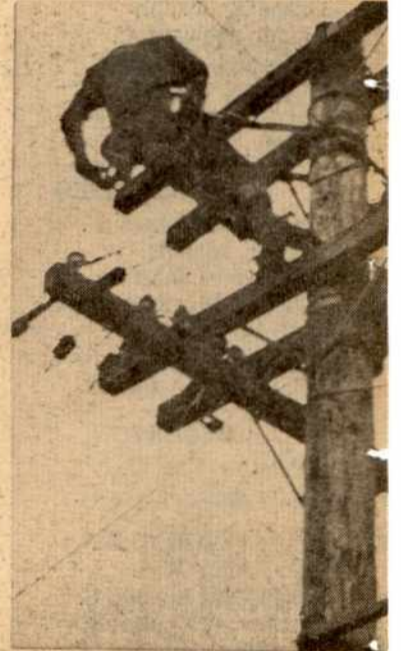
Charles Bagley, Transformer Repairman, working on Transformer at San Rafael.



Left to right: Hans Weindholt, Apprentice Fitter; Lothar Rehn, Crew Foreman, Santa Rosa Gas. In picture at right: William Mazzina, Light Crew Foreman and



John Morrison, Clerk Driver on line crew in Guerneville.



Milt Hawes (left) and Clarence Guerneville.



Frank White, Storekeeper at Napa. Frank Robbins, Truck Driver, on the right, unloading supplies for Napa Warehouse.



Bob Meek, Shop Steward and



Shop Steward Meeting, at Santa Rosa. Front row—Robert Meek, Ukiah; O. Gaspar, Santa Rosa. Second row—L. Wicht, San Rafael; Joe Pence, Petaluma; Allen Hodge, San Rafael. Third row—Fred Jagers, Healdsburg; Leland Beckman, Healdsburg; Henry Benken, San Rafael.



Nick Ploya, Fitter

a year on health needs; one out of six pays more than \$800 a year in medical and hospital costs. Obviously, the majority of elderly cannot meet such expenses without sacrificing essentials—such as food and decent housing—if they can meet

them at all. "Until now the approach to this problem in the United States has been charity: public hospitalization for the indigent, voluntary free services by doctors in hospitals, clinics and private offices. But many persons

with limited means have always been excluded from public hospitals and clinics. "Despite the contribution of federal and state money to restricted medical care under some phases of social security, the cost of indigent medical

In Northbay Division

SIERRA PACIFIC PLANS A \$50 MILLION EXPANSION

Plans for spending \$50,000,000 for expansion and new facilities in gas, electric and water departments during the years 1960-64 have been revealed by the Sierra Pacific Power Company. Construction plans in the electric department include facilities for generation of 123,000 kilowatts of electricity within the company service area at a cost of from \$17,000,000 to \$19,000,000.

Frank A. Tracy, Sierra Pacific president, said the big program has been under study since 1957 and is already in progress. Biggest single item on the list of projects is a 60,000 kilowatt steam generator scheduled to be installed 13 miles east of Sparks, Nevada, adjacent to the Truckee River. Mr. Tracy said engineers have been making preliminary tests on the steam plant site since August 22, and construction of the plant is planned for 1963 or 1964.

Other projected facilities are 38,000 kilowatts of generation for 1960-61 and another 25,000 kilowatt plant to follow the diesel units in 1962.

Eighteen thousand kilowatts of diesel generation have already been installed in Reno and at a site near Carson City.

Company records show that the 123,000 kilowatts in the new program are roughly equal to the amount of electricity being distributed by the company now.

Tracy said the plans called for embarking on the generating program this year because growth of the area, with the resultant increase in use of electricity, has justified the investments. He added that engineers and statistician within the company always keep close watch on growth of Northern Nevada so that the company can anticipate when major additions to the electrical system should be made.

Commenting on the constant study of electrical needs, Tracy

said the Sierra Pacific Power Company system is one tailored specially to Northern Nevada's great distances and relatively few customers. "A service area such as ours has special needs that do not exist in densely populated areas, and requires careful planning to

keep costs reasonable," he said. Members of Local 1245 have enjoyed many years of excellent relations with Sierra Pacific's management and look forward to putting their skills to work in serving the growing needs of Northern Nevada's power consumers.

San Jose Unit Sponsors Successful Dinner Dance

The Third Annual Dinner Dance of San Jose Unit 1511 held on Saturday, November 5th, turned out to be bigger and better than its two predecessors.

The hall was strained to its limits by the 102 members and wives in attendance. Ray Wiens, Unit Chairman and Master of Ceremonies for the evening, welcomed the wives as "honored guests" for the occasion. Since a Union's goals include the welfare of the entire family, it is appropriate to make Union functions into "family functions."

On behalf of the Unit Officers, Chairman Wiens thanked all who had worked hard to make the affair the success it was. "The members had a desire and they participated," he stated. "Without these two ingredients, very few things can be successful. Desire and participation will be lacking unless the members have respect and trust for the leadership of the Local Union and Unit Officers. I am honored to be the Chairman of an outstanding Unit such as San Jose has."

Among those present at the

Dance were Business Manager Ronald T. Weakley, Asst. Business Managers L. L. Mitchell and M. A. Walters and their wives, John Michael, Executive Board Member for General Construction and Mrs. Michael and Robert Staab, Southern Area Executive Board Member. Among a large group who came down from the Peninsula were Mr. and Mrs. E. F. Chittenden from Redwood City. "Al" Chittenden is remembered by San Jose members as the sparkplug of the area from 1942 on.

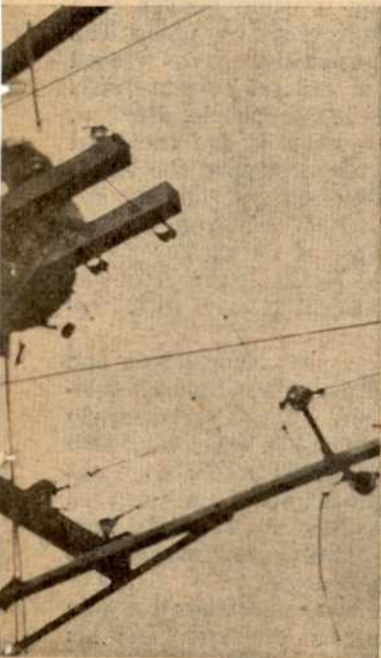
A cocktail hour preceded the Dinner which was catered by Gene's Rendezvous, 1595 South First, San Jose. The hors d'oeuvres and the dinner were judged as excellent by the members in attendance.



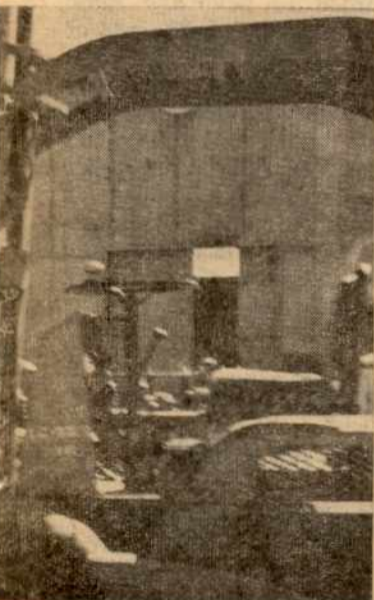
Helper; and Walter Frey, Light Shop Steward, San Rafael Gas.



Line crew at Guerneville. Milt Hawes, Sub-Foreman, going up pole; Clarence Kelly, Lineman and Shop Steward, at top of pole.



Kelly (right), Line crew at top of pole.



transformer Repairman, Ukiah.



Gas (Santa Rosa).

care is becoming burdensome to local government. New methods are needed — methods which provide adequate service without destroying personal dignity, methods which can be financed fairly and applied without discrimination."

North Bay Students Learn About Unions

(Continued from Page 1)

which included a tour of the Union offices, the students took the time to write statements covering their visit. These statements are printed below:

KRISTIE FOUTS:

"Many thanks to Local 1245 I.B.E.W. (AFL-CIO) for giving me the opportunity to discover the value of the unions. Until today I had no idea of the use, purpose, and value of the unions. I did not know or understand how they could affect me in the future. I was quite surprised to find out that the union was interested in education. By attending this meeting I acquired a new respect for the unions. I hope that every high school student has a general idea of economics and management. I am glad that it is presented in our school because it affects us so much in the future."

SUSAN WATKIN:

"Before I came to the meeting of the I.B.E.W. I had not had the opportunity of learning how a Union works, and how it is run. The meeting helped me get a general idea about it all. Many thanks to the I.B.E.W. and the speakers who gave me this opportunity."

JOE DEISS:

"Up to the time I walked into the Union building, I had a very vague idea of how the Union worked or even what it was. After our discussion I had a good idea of its operations and objectives."

"Learning that the Union was interested in education was a surprise to me. I got the feeling,

after talking to the Union officials and learning that the discussion was put on for me and my fellow students, that the Union took special interest in the student as an individual.

"I am greatly pleased with the discussion and with having been chosen to go to the discussion."

WALTER HEITZ:

"I feel that this program is very valuable to students because it gives a much better understanding of the goals of unions. I have learned more about the operation of unions and also about the many benefits offered by unions. If at all possible, I believe that this program should be continued."

North Bay Advisory Council Member Frank Anderson remarked at the conclusion of the tour:

"I am convinced that young people, particularly in my area, hear a great deal of anti-union propaganda. As parents, taxpayers and union members, we should be more aggressive in

telling the story of labor's contribution to the Nation and its economy.

"These young people, interested in social studies, will shortly enter our community life and will be concerned with labor-management matters in one way or the other. They should have the facts concern-

ing the philosophies of both management and labor in order to evaluate the contributions and responsibilities of each of our society.

"I hope that tours such as these will be expanded to other areas of our Union and that our officers will look favorably on this program."

"All Who Benefit Are Bound"

"If I were a factory employee, a workingman on the railroads, or a wage earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy I would join in order to fight that policy. If the union leaders were dishonest I would join in order to put them out. I believe in the union, and I believe that all men who are benefitted by the union are morally bound to help to the extent of their power in the common interests advanced by the union."—Theodore Roosevelt, 26th President of the United States.



Business Representative Frank Quadros is shown answering one of many questions asked by the four students who were guests of Local 1245 on Oct. 10. L. to R., Kristie Fouts, Susan Watkin, Quadros, Frank Anderson, Joseph Deiss and Walter Heitz.

RADIATION ROUNDUP

SAFETY SIGNS and SYMBOLS

By SAM L. CASALINA, Radiation Safety Consultant



As nuclear-generated power becomes an economical reality our members, as well as other members of the Labor force, will increasingly come in contact with sources of radiation. Although warning signs are no substitute for good, tight, radiation control by management, we as individuals must share the responsibility by keeping well informed and thereby protect ourselves.

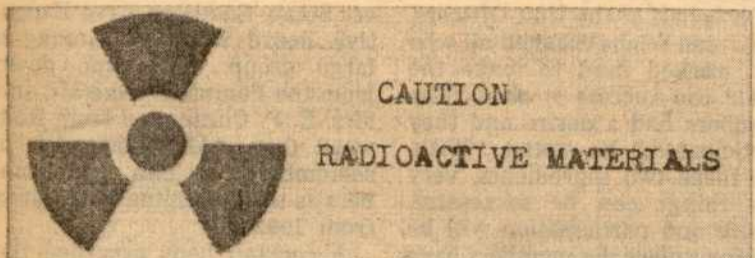
THE RADIATION "FLOWER" OR SYMBOL

The symbol indicating the presence of radiation has been accepted throughout the United States. In fact, it is the only legal symbol written into law by the U.S. Atomic Energy Commission for its licensees. Unfortunately, an entirely different radiation symbol is used by the Interstate Commerce Commission. It is a complicated conglomeration of puffed clouds, on a triangle, emitting lightning bolts. Perhaps, to insure that truck drivers, freight handlers, and others coming in contact

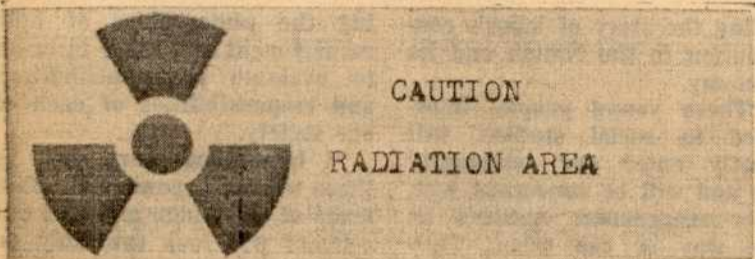
with the packaged material recognize its nature, a uniform symbol should be agreed upon by the two agencies.

SIGNS OF THE TIMES

The radiation signs which you will most likely see are represented below. They are those which, if the radiation user is complying with the law, will be found around industrial facilities, and doctor's diagnostic and treatment rooms. The legal colors are a "roman violet" or purple symbol on a yellow background. The symbol is variously referred to by physicists as the "flower," "three bladed propeller" and anything else that comes to mind.



*or the word "danger" and especially the soles of your shoes. This check should be made using the proper radiation detection instrument (alpha or beta-gamma). After repairing the circuit wiring of a beta source of radiation is to keep other workers from walking into an intense field of gamma radiation. At the rope, or the sign reading "Radiation Area," an individual can receive 5 millirem in an hour.



The above sign denotes a level or intensity of radiation. It is used extensively around industrial plants by radiographers who use encapsulated isotopes or x-rays to photograph welds or castings. They are supposed to hang these signs from the ropes surrounding the "shot area." The ropes are usually hung from stanchions or posts.

HOTTER AREAS

A variation of the above sign reads "Danger—High Radiation Area." This sign means that in the area bearing that sign it is possible to receive a dose of 100 millirem in any one hour to the major portion of the body. The AEC regulations require management to provide a flashing light, audible alarm, or person stationed at the entrance to such areas.



Another sign represents a situation, which in my opinion, should not even be allowed to exist. The "Airborne Radioactivity Area" sign shown at right means that in a particular room or area the concentration of radioactive particles in the air is greater than ten times the amount listed in the regulations.

Radioactive "particulates" as they are called, (to distinguish them from atomic particles—beta, alpha, etc.) can float about in the air invisible to the eye excepting when they ride dust particles, smoke, or mists of sufficient size.

Loose, uncontrolled radioactive particulates present one of

Talk About Union Featherbedding!

IN CHICAGO, while big business and industry tycoons continue to yawp about alleged "featherbedding" by unions and demand legislation against it, these same tycoons are creating more and more plush jobs for themselves. This was the conclusion reached as a result of a survey by the management consultant firm of Booz, Allen & Hamilton, which found that industrial executives have increased their own executive jobs by 44 per cent in the last 10 years. The paper manufacturing industry showed the largest jump in executive jobs—57 per cent. Transportation equipment showed a 56 per cent rise; electrical machinery 53 per cent; while the metal fabricating industry was able to create 52 per cent more executive posts for big shots.

ADMIRAL HITS IDENTICAL BIDS

Rear Admiral William Knickerbocker, who buys medicine for the armed forces, has rebelled against high-handed practices of American drug firms. The admiral revealed that five times he asked U. S. firms for bids and each time received identical bids. He then let the contracts to Danish and Italian firms and saved the taxpayer \$1.9 million.

Profits of U. S. drug firms, as shown by the investigation headed by Sen. Estes Kefauver, are huge. Despite protests from Sen. William McKinley Dirksen (R., Ill.) the Kefauver investigation turned up figures showing that Bristol Laboratories made a profit of 67.7 percent before taxes on drug sales to the government.

Kefauver last month hit at what he felt was an attempt of Harry J. Lyond, \$174,000 a year head of Parke, Davis & Co., to head off a government investigation. Lyond sought to get information from Henry Welch, subsequently forced to resign his post as head of the Food and Drug Antibiotics Division because of financial ties to drug firms, regarding the college life of Dr. Charles N. Lewis of FDA. The drug company chief told Sen. Kefauver that the attempt was all in fun.

Meanwhile, Dr. Paul Max, head of the St. Louis Medical Society, has urged fellow doctors to prescribe by generic rather than brand name. This, he said, will permit pharmacists to fill prescriptions more cheaply.

BELITTLING

Two Alaskans were in a heated discussion with a Texan. Said one Alaskan: "You'd better be quiet or we'll cut Alaska in two—and then you'll be the third largest state."

the most important of all health physics problems. If undetected and not confined they can spell disaster not only to personal property, but countless lives. The McVey family's contamination in the Kellogg Co. incident, which took place just a few years back, illustrates the need for

S.F. Banker Tabbed as Villain In Bitter Idaho Mine Strike

From "Organized Labor," published by the San Francisco Building Trades Council.

A San Francisco banker has been accused of being the malevolent power responsible for forcing a bitter six-month strike that has inflicted desperate hardships on 1,800 Idaho metal miners and their families and for a savage union-busting drive using all the vicious formulas of pre-New Deal days.

Named by Coeur d'Alene District Miners & Smelters Union 18 of Kellogg and Wallace, Idaho, is Emmett Solomon, senior vice president of the Crocker-Anglo Bank and chairman of the board of the Bunker Hill Mining Co.

In appeals directed to the San Francisco Building Trades Council and other San Francisco area labor organizations and labor leaders, the striking miners are asking that the unions and members write Crocker-Anglo Bank to cease using depositors' funds in a vicious union-busting program and sit down and bargain fairly with the union.

Miners & Smelters Union 18 is affiliated with the Intl. Union of Mine & Smelter Workers, an independent union which is successor to the old Western Federation of Miners. It reports that its battle has the support of AFL-CIO and Railroad Brotherhood Unions and of the Farmers Union. The Building Trades Council of Boise, Idaho, has communicated with the San Francisco Building Trades Council urging support of the Coeur d'Alene miners.

Mine-Mill and its forerunner Western Federation have held contracts with Bunker Hill Mining Co. since it first started operations in 1893. In 1956 the union and company signed a contract under which they got along well until, about a year and a half ago, Crocker-Anglo Bank took over leadership of the company and installed Solomon as chairman.

Negotiations for a wage boost started on May 5, 1959, and after a full year of fruitless bargaining the union was forced to strike on May 5, 1960. Average wage for the Bunker Hill workers before the strike was \$1.93 an hour, up to \$2.30 an hour in some classifications. The union seeks a modest increase of 8 cents an hour over a two year period and continuation of the contract unchanged in other particulars.

This is the wage pattern agreed to by 95 per cent of the non-ferrous metal mining industry in the U.S. and Canada, but the Bunker Hill Co. under its new direction refused to accept the pattern and demanded changes that would emasculate the union contract.

Now the company has shifted and is attempting to destroy the union utterly with a series of anti-labor "citizens" movements,

sound health physics practices and accurate regulatory appraisal. Mr. McVey, a laboratory worker at the M. W. Kellogg Co. in Texas, unknowingly tracked home enough radioactive Iridium to contaminate vehicles, homes, and members of his family, with disastrous consequences.

charges of Communism which it cannot prove when challenged, and now, finally, a company union which has filed a petition for a decertification election.

The union charges that this last move is intended to tie the strike up in NLRB red tape through the Christmas holiday, a time Solomon figures will be ripe for breaking the union after nine months of strike and hardships.

Teamed up with reactionary state and local governments, the company is using hunger as a weapon to break the union. The local authorities have refused relief or federal surplus foods to the 12,000 people affected, and two months ago the local school board stopped the federally-subsidized hot lunches for 1,200 school children in the main area of the strike.

Paul Maness, president of Miners Local 18, says in his appeal:

"The only conclusion one must draw is that Emmett Solomon and the Crocker-Anglo Bank which has held a long-time interest in this property are out to break the union and to starve the people of the Coeur d'Alene, a one-industry community into submission..."

"We mean to expose the role of this man (Solomon) and his partners in their attempt to bring tragedy to 1800 workers and their families. The union is determined to have the same wages and conditions the rest of the industry has. The progress of Emmett Solomon will only leave behind it bitterness and hardship which will take years to erase. Regardless of whether you patronize Mr. Solomon's bank or not remember the families of miners and smelters living on a budget of \$10 a week for the past six months."

Unemployment Is Likely to Climb, Economist Warns

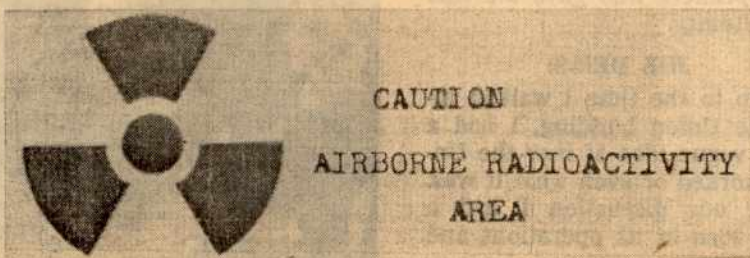
LAS VEGAS, Nev. (PAI)—Professor William Haber of the University of Michigan told the National Inter-State Conference of Employment Security Agencies that unemployment is likely to climb in the Sixties.

His keynote address called for a federal re-insurance program to meet problems and to help equalize unemployment insurance costs among the states. He suggested that the federal payroll tax be upped from the present four-tenths of a per cent to one per cent to build up a national unemployment insurance reserve.

Haber told his listeners that the United States may have two recessions in the Sixties. He added, "The business forecasters appear to see one in the making now."

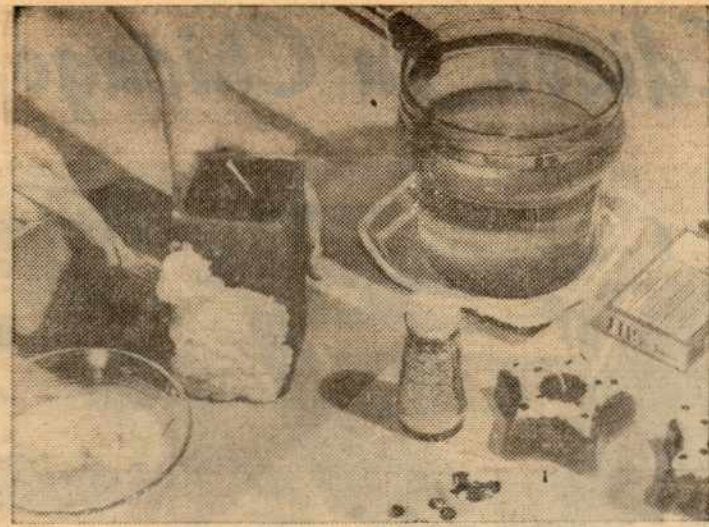
BUTCHERS' HOUSING

NEW YORK (PAI) — The Amalgamated Meat Cutters have broken ground for their \$96,000,000 housing project in the Bronx. They will construct 22 20-story apartment buildings over the New York Central Railroad's Mott Haven yards.



Today's nuclear technology eliminates the need for signs which indicate tolerance of

loose radioactive particulates in areas where they can be breathed or ingested by personnel.



How to Make Candles For Coming Holidays

By HELEN C. HAMILTON, Director of Home Service Department of Best Foods

Candles, candles, everywhere. What a pretty sight in a home and what a happy thought for Christmas giving. Candles are easy to make and can be trimmed as elaborately or severely as fancy dictates. Best of all, the needed materials are astonishingly simple and inexpensive.

Make a candle to match the household color scheme. Make several gay with Christmas Spirit. Make a special one to compliment a friend's hobby. Have the children make little ones for relatives. You can even make a glamorous Christmas tree for a centerpiece!

Most of the supplies can be found in an average home. The trimmings may be almost anything from colored yarn to sequins to sea shells. The single most important ingredient is you and your imagination.

To start you will need household paraffin, all purpose dye (Rit) in the colors of your choice, ordinary string for the wicks, adhesive or cellophane tape, a pencil or other small stick, glue, scissors, and whatever you wish for the trim.

You will also need something to melt the paraffin in. A clean empty coffee can in a larger pot of water works well and has the advantage of being disposable once the candle making is finished. A regular double boiler can be used, however. In either case follow the directions for melting paraffin and use care that the water container does not boil dry. Never melt paraffin over direct heat.

One pound of paraffin fills three concentrated frozen juice cans, and one pound and one-half fills a quart milk carton. A centerpiece Christmas tree takes about two pounds. Each pound of paraffin requires one or two teaspoons of the dry dye.

Other molds to think of using are muffin tins, soup cans, paper cups, paper freezer cartons, fancy molds and flower pots. Some very pretty candles are made and left in glass brandy snifters, sherbert glasses, or shell shapes.

A caution when using glass containers: warm the glass first and have the melted paraffin barely pourable to avoid cracking the glass.

The actual technique is to melt the paraffin as directed, stir in the proper amount of dye, remove from heat and stir thoroughly three to five minutes for good color dispersion. Let stand a few minutes while preparing the mold.

All purpose Rit is primarily water soluble and will not entirely dissolve, but the residue will settle to the bottom of the wax and does no harm anyway. Because of the density of wax, you will find the lighter shades of Rit produce brighter color as it solidifies. The following are recommended for happiest results: Light Green, Scarlet, Evening Blue, Turquoise, Coral,

Yellow, Chartreuse, Orchid and all the pinks.

When wax has cooled slightly, pour into chosen mold very slowly and carefully. Then let stand until solid. Milk carton candles, for instance, take eight to ten hours to harden completely.

To prepare molds, punch small hole in bottom center of can or carton. Run string down through hole, extending it about three inches, secure the bottom end with tape and dribble some wax over it to completely seal the hole. Draw string to top of carton and tie it tautly around a pencil or stick braced across the top. For muffin tins, and other molds you do not wish to punch a hole in, cut string in lengths at least an inch longer than the depth of the mold. Dip these into hot, colored paraffin and set aside to harden for later use. They can be pushed into place when the candle begins to harden.

Unmolding is easy, too. Paper molds, of course can be stripped from the candle. Metal or glass molds should be dipped quickly in very hot water to loosen, then the candle can be gently shaken out.

One lovely special effect is to have glitter throughout the candle. For this, wait until most of the wax has hardened, then sprinkle the top slowly and lightly with the glitter, which will drift gently down in suspension. If the glitter is put in too soon, it will fall to the bottom and the effect will be lost.

The snow effect is done by allowing wax to cool slightly until a film forms on its top. Whip it gently with a fork until thick and the consistency of frosting. Then apply quickly to candle.

For holly trim, tint extra par-



Invitation to Barry Goldwater

Not long ago I read a statement by Sen. Goldwater, that he didn't mind seeing a man make a hundred dollars an hour if he earned it. But he didn't think a man should be paid one dollar and twenty-five cents an hour if he didn't earn it.

This is fine and dandy. I'm sure we all agree, but I say this to Mr. Goldwater, if we the Farm Laborers don't earn a dollar twenty-five an hour, no one on God's earth ever did.

As you know, we were exempted from Ike's one dollar per hour bill as were many others. I don't believe Mr. Kennedy or Governor Brown would do this to us, if they could pass a minimum wage bill.

And I would like to invite Mr. Goldwater or anyone else who doesn't believe we earn a dollar and twenty-five to come here and pick up potatoes with me this spring.

"Spuds," as we call them, usually start at six cents per stub. We usually average about a hundred stubs to the space in a full day, which is six dollars. Mr. Goldwater, I don't even think you can keep up with the diggers on one space, but even if you could take two spaces and average somewhere near a dollar twenty-five I don't think you can take a Christian oath that you didn't earn two dollars an hour.

So come on out and work with me a couple of weeks this Spring and see what you think.

Sincerely yours,
CURTIS KNIGHT

affin with Light Green. Pour a small amount on wax paper and let cool until firm but not really hard. Cut out holly leaf shapes with a sharp knife. Lift from paper and warm over a flame, working with just one leaf at a time. Curl the edges for a truly naturalistic look and stick the leaves to the candle in groups of three. Holly berries can be made of Coral tinted paraffin.

Glitter and other decorations should be applied with household cement or, for some things, round-headed straight pins.

To use poster paint on candles (for painting the lines of bricks, for instance), add liquid detergent to the paint or rub the wet brush on a bar of soap before dipping it in the paint. This makes the paint stick to the wax. Useful to know for writing names or messages on the candles, too.

Yes, indeed. Candles have come a long way from the time when they were only a source of light. Their warmth and beauty are now primarily a message of friendship and symbol of the Star of Bethlehem—at no time so important to us as during the Christmas season.

Operation Ice Pick

(from Edison News, October, 1960, published by Southern California Edison Company)

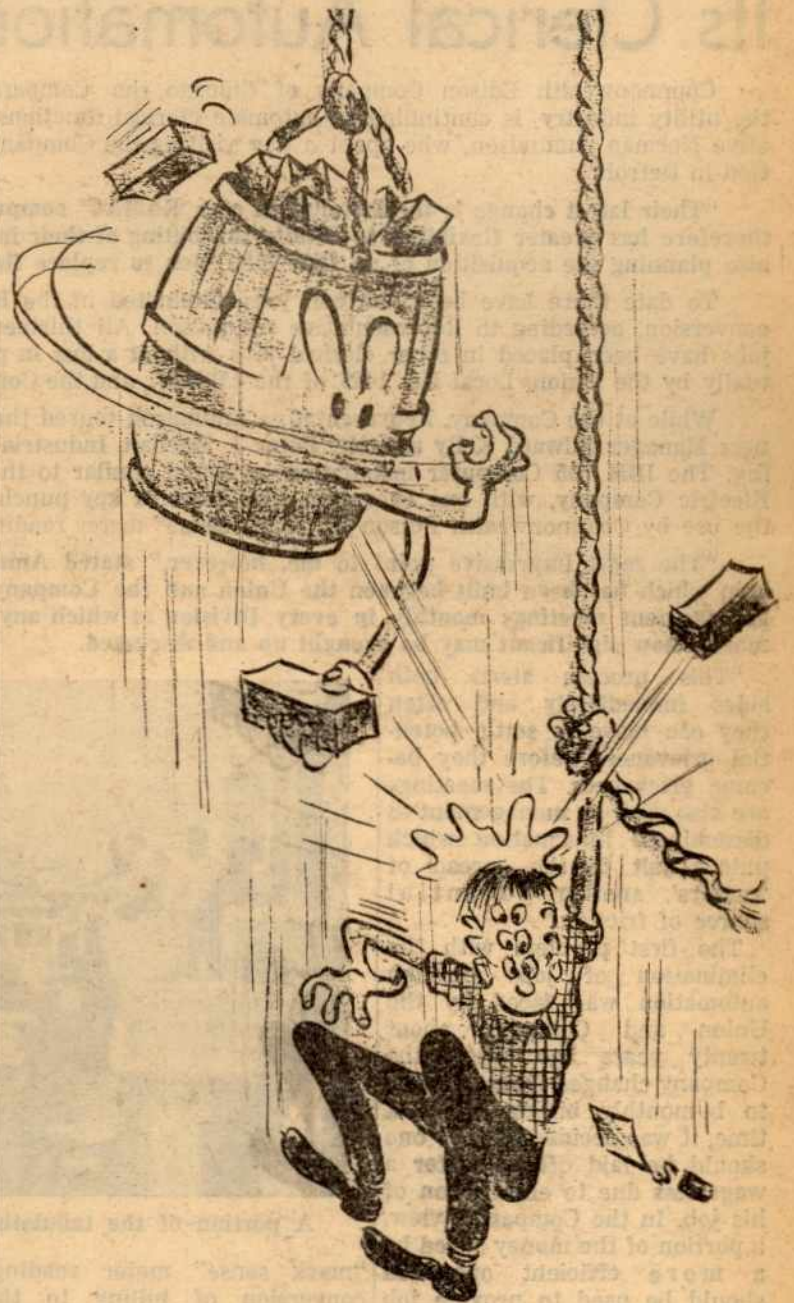
A recent letter from retired chief of State St. Substation R. R. Myers points up how far we've come in the electric utility business as he reminisces on how some switching was done in the days before automation brought us supervisory control, and other modern devices—Ed.

It was in the thirties, and an operator of not too much experience, was dispatched from the local switching center to open an 11 kv OCB at Bixby Sub. Upon arrival at the concrete edifice which housed the switch gear and transformers, the traveling operator called the switching center for further instructions.

"You will find," he was informed, "an ice pick on the 11 kv. OCB panel. Use this pick to trip out the OCB." With this information at hand, the operator proceeded to the 11 kv switching area and with keen eye discovered the pick on the frame of the control panel. Further searching disclosed a hole in the marble panel with the lettering TRIP over the opening. Having all the facts at hand, he backed off about four feet, then cautiously approached the pattern. Carefully inserting the plunger into the opening, he closed his eyes and awaited results.

The breaker opened with a crash, six 4 kv induction regulators took off to stabilize the voltage, and the operator grabbing his hat, retreated to a safe distance. From this vantage point, he surveyed the world around him. The walls were still intact. There were no signs of smoke or destruction, in the office, at the far end of the control room, a 32 candle-power carbon lamp cast a feeble glow in the enclosure. The operator groped his way hence to make his official report.

"Hello, State," he called. "This is Bears—no, not tears—Bears." "At 9:10 I opened the Loma 11 kv OCB . . . I think."



Bricks Add Punch to Safety Message

Does this story sound ridiculous? It could happen to you. Off the job safety is important!

Bob Steen was late getting back from his vacation, and he sent in this letter to his employer explaining his delay.

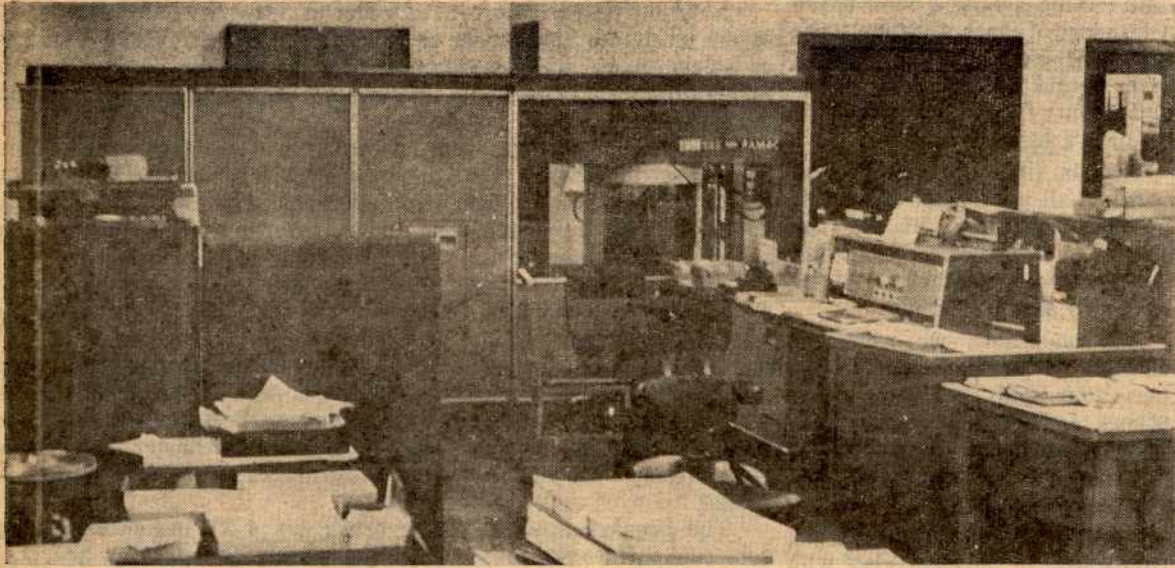
"I was helping a neighbor tear down a brick silo that was on his farm, and we rigged up a barrel hoist to take the brick down. I would haul up an empty barrel to the top and tie the line with a kind of slip knot. Then I would climb down again, untie the line and let the stuff down.

"It looked fine until this time, I guess I put too many bricks in. When I untied the line, I found the barrel was heavier than I was, and when the barrel started down I started up. I thought of letting go but by that time I was so far up I thought it would be safer to hang on.

"Halfway up the barrel hit me on the shoulder pretty hard, but I still hung on. I was going pretty fast at the top, and bumped my head. My fingers got pinched in the pulley block. Just then the barrel hit the ground and the bottom fell out. All the bricks fell out too. I was then heavier than the barrel and I started down again. I went down until I met the barrel, which was going much faster than before. It took all the skin of my shins. I guess I landed pretty hard on the pile of bricks because at that time I lost my presence of mind and let go of the line, and the barrel came down and hit me on the head.

"The doctor won't let me come back to work until the 16th, but I'll see you then."

A Visit With Commonwealth Edison In Chicago



Shown chatting with one of the supervisors in the computer installation at Commonwealth Edison are (at right) Edward Kelly, Business Manager of Local No. 1427, IBEW, and Mr. Peter J. Meehan, Industrial Relations Manager, Edison Building.

Power billing for the Commonwealth Edison Company of Chicago, Illinois, is now handled by this "RAMAC" computer. Commonwealth is one of the country's three largest Utility companies and a "pioneer" in the use of computers.

Commonwealth Edison Continues Its Clerical Automation Program

Commonwealth Edison Company of Chicago, the Company with a "pioneering" tradition in the utility industry, is continuing to automate clerical functions, according to Business Representative Norman Amundson, who spent a day visiting the Company on his way to the ILPA Convention in Detroit.

"Their latest change is the installation of a 'RAMAC' computer which uses 'disc storage' and therefore has greater flexibility to handle the billing of their industrial Power Accounts. They are also planning the acquisition of an IBM 7080 soon to replace the IBM 705c presently in use."

To date there have been thirteen jobs eliminated in the Power Billing Clerk groups by the conversion, according to Representative Amundson. All thirteen of the employees holding these jobs have been placed in other clerical jobs without a loss in pay. The moves were arranged mutually by the Union, Local No. 1427 of the I.B.E.W., and the Company.

While at the Company, Representative Amundson toured the offices with Local No. 1427 Business Manager Edward Kelly and Mr. Peter J. Meehan, Industrial Relations Manager, Edison Building. The IBM 705 Computer installation he found similar to the installation at the Pacific Gas & Electric Company, with one exception. The force of key punch operators is much smaller due to the use by Commonwealth Edison of "mark sense" meter reading.

"The most impressive point to me, however," stated Amundson, "is the excellent relationship which has been built between the Union and the Company. For example, they have Union-Management meetings monthly in every Division at which any problem or potential problem, no matter how significant may be brought up and discussed.

"This process alerts both sides immediately and often they can move to settle potential grievances before they become grievances. The meetings are also used by management to disseminate information which puts a halt to the spread of 'rumors', another potential source of friction."

The first problem with the elimination of jobs through automation was faced by the Union and Company about twenty years ago when the Company changed from monthly to bi-monthly billing. At that time, it was decided that no one should be laid off or suffer a wage loss due to elimination of his job. In the Company's view, a portion of the money saved by a more efficient operation should be used to provide job security for the employees.

Following the change to bi-monthly billing came many more improvements in operation such as the change to



A portion of the tabulating section at Commonwealth Edison is shown in this picture.

"mark sense" meter reading, conversion of billing to the Computer, centralization of accounting work, creation of an IBM service group, and the installation of the RAMAC. The "no cut-no layoff" principle has

been maintained through all of the changes.

The agreement covering the clerical workers employed by Commonwealth Edison, one of the Nation's three largest utilities, is regarded as a model

agreement in many ways by the I.B.E.W. It establishes a Union Shop, a definitive promotional and demotional sequence, a workable grievance procedure and procedures for resolving interim problems.

Tour of Dresden Plant

(Continued from Page 1)
 Half Power Operation April 19, 1960.
 Regular Operation mid-1960.
 Original scheduled completion date, December 8, 1960.
 Capacity of plant, 180,000 kilowatts.

FINANCING

Privately financed — no government subsidy.
 General Electric contracted to build plant for a fixed price of \$45,000,000. In addition, site and overhead costs will approximate \$6,000,000, or a total cost of \$51,000,000.

Commonwealth Edison paying \$30,000,000 of the contract price plus the \$6,000,000 of site and overhead costs.

Nuclear Power Group paying \$15,000,000 as Research and Development expense, of which Edison's share is \$2,833,334.

THE SPHERE

Houses reactor and other nuclear components.
 190 feet in diameter.
 Consists of 3,500 tons of weld-

ed steel plates 1.25 to 1.4 inches thick.

27,000 cubic yards of concrete used for support and shielding walls.

Designed and built by Chicago Bridge and Iron Company.

THE REACTOR

Country's largest nuclear power reactor.

Contains fissioning nuclear fuel.

Weight—300 tons.
 Dimensions, 42 feet high; 12 ft. inside diameter; 5 3/8 inch wall thickness.

Shipped entire route from Camden, New Jersey, by barge.

Built by New York Shipbuilding Corporation.

FUEL

First core 65.8 tons slightly enriched uranium dioxide valued at approximately \$15,000,000, including fabrication expense.

Initial loading expected to last three and one-half years.
 Equivalent to 2,000,000 tons of coal.

Core designed for 488 fuel "bundles."

Spent fuel bundles will be moved and stored under water until returned to AEC for re-processing.

TURBINE

Tandem compound turbine generator.

Gross capacity 192,000 kilowatts.

Net output for distribution—180,000 kilowatts.

Primary steam pressure — 1000 pounds per square inch.

Primary steam temperature, 546 deg. F.

Built by General Electric Company.

CONTROL ROOM

Remote automatic control of entire plant, including reactor, turbine-generator and electrical switching.

Wall panels containing recording instruments, show moment-to-moment operation of reactor and other equipment.



Keypunch operators at Commonwealth Edison. On the left behind the glass enclosure is the computer room where the Company has two IBM 705 computers and a "RAMAC" computer. At Commonwealth the Keypunch operators are grouped in several small sections.

CHANGING YOUR ADDRESS?

Clip and Mail to:

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

Name

Old Address:

(Street)

(City)

New Address:

(Street)

(City)