Delegates were agreed that maintenance work should be studied as well as the conditions involved with company-union interpretation of travel crews. They had agreed that work hours under Section 202.17 would normally be done by one classification. The members of the Advisory Council pictured here. In the background are the Business Representatives of Local 1245.

Local 1245's program and service structure were reviewed and discussed by members of the Advisory Council on Saturday and Sunday December 3 and 4, in the Local Union headquarters in Oakland. The meeting, specially called by the Executive Board, was for the purpose of acquainting the Council with the accomplishments of the Local and budget requirements.

The regular year end review by the Executive Board had disclosed that programs were being reduced, and measures were to be taken to eliminate the deficit spending indicated by the monthly audits. The problem was laid before the Council in order to obtain an expression of membership desires with respect to methods to obtain a balanced budget. Data regarding previous operations and the current situations were studied, as well as projected costs of continuation of all operations.

Discussions of alternative methods brought out the difference between individual phases of operation and the total required to carry out the Union's functions. It was pointed out that the current problem could be solved by every worker who now belongs to the collective bargaining agreements joining in carrying his part of the cost. Expanding membership into unorganized fields was urged, and recommendations made that assistance be sought from the International Office to develop a long-range organizing program to expand the present jurisdiction.

The meeting was adjourned Sunday with a minute of silence in memory of Brother Del Petty, former Business Representative, and long-time union worker who lost his life in a boating accident last month.

One of the traditions of the I.B.E.W. is the pride which members take in being the best at whatever task they are undertaking. A group which is upholding that tradition is our Sacramento Transit Authority Unit.

For the second year in a row, our members have won for the Transit Authority's National award for the Fleet Owner Maintenance Efficiency. This award is given to the employees who have displayed an interest in doing a good job every day of the year. Awards such as this are won by a sustained effort on the part of every man in the group.

To all who had a part in winning this award, we extend congratulations.
Members’ Participation Is High in Stockton, Stan-Pac

By ED JAMES

One of the customs associated with the Christmas Season and the turn of a New Year is to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure, to give recognition to that army of every responsible Union member who has contributed in small measure.

Since the beginning of time man has worked with his fellow man, in small and large groups, engaged in many and diverse activities, to achieve that measure of security and dignity for all mankind which forms the coming of "Peace on Earth, Good Will Toward Men.”

Merry Christmas and a Happy New Year!

Members Work Hard for the Union in S.F.

By DANIEL J. MEPPACK

The close of 1960 marks the end of another year of progress made by the Shop Stewards and Committee members all during the year. The Grievance Drive has had good participation from the members and many new fresh faces have been joined our ranks in 1960.

Men in San Mateo County were very active in the recent election and increased the

San Jose Area Sees Record Year Ahead

By MARK C. ROOK

As the year 1960 draws to a close, it is well to take a look back and see what we have accomplished. San Jose Division has continued to expand in electric and gas customers. Full employment has been maintained in and outside of the shop. The community continues to work hard on procedures, new and improved machinery, better equipment, and all of these have contributed greatly to the successful functioning of this Committee.

With this as a background, we can look forward to the coming year with confidence. We will relax in organizing, in effective work in the shop, and we will continue in the members’ participation in making the Contract. Continued activity will make 1961 an even better year than 1960.

Civil Service Job, Maintenance Tech

The San Francisco Civil Service Commission has announced an Examination for Electrical, Maintenance Technician, Junior Grade.

Salary Range: $33.64 per day (subject to change annually).

Age: 21 years of age or over.

Minimum Requirements: High school graduation or G.E.D. in addition to examination.

Duties of the position: Under general supervision, performs tasks requiring knowledge of, and experience in the maintenance and repair, of electrical power systems equipment, as tools, test equipment, telephones, installation, maintenance, and test of fire fighting equipment, and other related activities.

Minimum Requirements: High school graduation or G.E.D. in addition to examination.

Salary: $3,500 per year, plus overtime.

American policyholders first in 200,000 policies

The San Francisco Civil Service Commission, Room 154, City Hall, published monthly at 1400 Grove Street, Oakland 17, Calif., is the official organ of the City of San Francisco. This publication is issued to members and non-members of the City of San Francisco Civil Service Commission, Room 154, City Hall, published monthly at 1400 Grove Street, Oakland 17, Calif., is the official organ of the City of San Francisco Civil Service Commission. Written and editorial contributions are welcome. Contributions should be submitted in triplicate. Correspondence should be addressed to the Editor, The San Francisco Civil Service Commission, Room 154, City Hall.

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Importance of Youth Activities Is Strengthened by North Bay Members

One of the subjects often discussed in Union circles is our failure to present to the younger generation the true story of Unionism. We all agree that they need to know about the goals of Labor, its history, its accomplishments, its methods, its failures, and why Unions are needed if we are to protect our fundamental freedoms.

Unfortunately, once we have discussed the matter and agreed upon the need for additional programs, we get back to what we consider more urgent matters and forget about the “need for action” in this area.

One member of Local 1245 who has not forgotten the importance of reaching the younger generation and has taken action in a quiet, effective manner was Norman Amundson, Business Representative of the Local.

Last month we ran an article in the UTILITY REPORTER about his activities with the Advisory Council comes in the school and probably in the Business world as either a part of management or labor within the next five years. If they are given some understanding of Union now they will be able to take a more objective view and not take a prejudiced stand based on information gained from anti-union sources.

If they end up as Union members they will probably be better members willing to assume a position of responsibility. If they become a part of management the chances are they will be enlightened.

We as active and dedicated Union members should seek to further the aims of Unions in any area we can. We need to think in terms of future needs and plan for them.

For example, these high school students will be out of school and probably in the Business world as either a part of management or labor within the next five years. If they are given some understanding of Union, now they will be able to take a more objective view and not take a prejudiced stand based on information gained from anti-union sources.

If they end up as Union members they will probably be better members willing to assume a position of responsibility. If they become a part of management the chances are they will be enlightened.

A Year of Progress For Clerical Workers By NORMAN AMUNDSON

Progress in all areas of Union activity has been achieved by the CLERICAL Committee during 1961. Perhaps the most notable accomplishment was the agreement reached with the Company officials to schedule regular meetings for the purpose of negotiating Clerical Lines of Progression.

The Company officials, the Union representatives, and the Clerical Committee members involved in the negotiations have worked hard to adhere to the schedule and to date, have reached agreements of the groups involved.

A meeting has been scheduled and continued progress should be achieved in these negotiations.

Changes negotiated in the Dismissal and Displacement rights of clerical employees have proved job security. Accelerated programs in Clerical training for employees have broadened and temporary upgrade payments for clerical workers improved.

In October a very successful Conference for Clerical Employees was held at the Hotel Leamington in Oakleigh. Delegates explored thoroughly the problems and the program of clerical employees.

The Clerical Stewards, have been meeting in several divisions in order to better understand the Agreement and the interpretation of Conferees in Union activities by the clerical employees which has increased during 1960.

In addition, clerical organization has shown improvement. More and more people have realized the importance of joining unions.

NORMAN AMUNDSON

Good Will to Man Typifies Union Actions By ROBERT STAAB

Once more it is the happy occasion during the month of December where the word "Brotherhood" comes to mind. Since the advent of the New Year, I feel that we should schedule regular meetings for the purpose of negotiating Clerical Lines of Progression.

The Company officials, the Union themselves, and the Clerical Committee members involved in the negotiations have worked hard to adhere to the schedule and to date, have reached agreements of the groups involved.

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NORMAN AMUNDSON

and support the organization which is constantly working to improve their job.

Bici can be an even better year than 1960. The responsibility for making it so depends upon the Clerical employees. In my hope that all of them enjoy a very Merry Christmas and then make a New Year’s Resolution to make 1961 a year of action for the Union participation.

WE NEED HUMAN PROGRESS ALSO

By SPIKE ENSLEY

Thanksgiving having just past we are all looking forward to the Christmas Holidays. It seems tragic that the majority of the people of our great country have forgotten the true meaning and spirit of these two days we celebrate. We all have reasons to be on our knees giving thanks that we live in the greatest country that ever was.

Away with the sweat shops and child labor. History also shows that man has fought and died for what he believed to be his inherited right, a living wage, better working conditions and most important, to be recognized as a first class citizen. Wars have been fought for lesser principles than these.

The only way to better his lot continues. He has a yoke to remove from around his neck. Taft-Hartley and the Landrum-Griffin Bill and Right to Work Laws. He needs the need for more schools, better care for our senior citizens.

We live in a rapidly changing world today. This is a mechanized world with many technological advances occurring daily. Organized Labor has to change with the times or be swallowed up in the process. The method of negotiating has also changed with the times. New approaches and new problems have to be sought. We find where certain things cannot be obtained through the negotiation procedure we must look to either the Federal or State government to enact laws which will protect the working man and his family.

There are a few of the many problems that Organized Labor has faced and will continue to face over the years to come. All of these problems will bring to those who continue to struggle not a shining light but a great hope.

I would like to add this to this statement that I will try to do my best and to always do my part no matter I can within the means of my abilities to assist and to be the most effective as possible in the performance of this function.}

December 1960

Norman Amundson is reporting on Clerical Lines of Progression Negotiations. On his left is Joan Bynum, who discussed problems of contract enforcement and related subjects with the group. Also present were Local 1245 Recorder Secretary M. Scott Shaw and Mrs. Rep. Spike Ensley.
Several Local 1245 members and wives gathered at the home of Bus. Rep. James McMullan and his wife recently to help them celebrate becoming citizens.

Andrea Lanza, wife of Shop Steward H.H. Lanza, 1245, is shown with the wife of her husband. The couple was among the first to become naturalized citizens in this area. This is a happy occasion for them and for the United Electronic Communication Workers Union.

There were some very charming ladies in attendance at the Joint Pole Dance held by the Redding Unit in cooperation with the Communication Workers of America Local.

The holiday season is being enjoyed by Local 1245 members throughout the vast area covered by our jurisdiction—from the sunny, warm desert areas adjoining the Arizona border, north to the Oregon line, and from Pacific beaches inland to Nevada's great mountain plains.

The variety of temperature and moisture call for varying types of recreation, both indoor and outdoor, but the main emphasis of course is on the Christmas theme, with its attendant snow-country atmosphere.

Thousands of family reunions will be enjoyed by Local 1245 members, and hundreds of parties are being held. Many in the northern areas are also taking part in hunting and skiing during leisure hours.

Pictures on these pages were taken at four different early season parties given by 1245 units at Eureka, Redding, Trinity, and Alturas.

Eureka Unit 311 started the season off with a "Hard Times" dance. This affair was such a success that the members are already planning a repeat performance in the spring. The guests of honor at the dance were our Northern Area Executive Board Member, Gerald F. Watson, about 50 members and their wives were in attendance.

Success of a function such as this is dependent on good organizing and a team effort by all concerned. To single out an individual for praise seems at this time unfair to all the rest who

The year 1960 is just about over and will soon be forgotten by most of us, but for the McMullan family, this year has been filled with so many new, and for the most part, happy experiences that it is hard for me to describe in your columns. I am certain that an enterprising reporter with whom I would like to share a glass of soda water would be able to tell you far more about our activities than I could.

For the past five years, I have been employed by Pacific Gas & Electric Company as a labor relations representative, and my work has taken me all over the country. My duties required me to travel to various areas, and I was able to see some of the most beautiful places in America. I believe that my job has given me a greater appreciation for the country I live in and for the rights that come with being a citizen.

I would like to express my sincere thanks to all of the people who have helped me along the way, especially to my predecessor, Fred Emmons, who was always ready and willing to assist me. I also want to thank my family for their support and encouragement, especially my wife and children.

The year 1961 started off on a rather "sour" note. The old contract expired, and I was faced with the possibility of losing my job and seeing my family lose their means of providing for our needs. However, I was able to negotiate a new contract that included the right to vote in elections, the right to work for Federal, State, or Local Government agencies, and the right to exercise my civic duties as a citizen. I believe that these rights are essential for a free and democratic society.

I would like to express my thanks to all of the Shop Stewards as can be found anywhere. Thanks to the Northern Area Executive Board Member, Gerald F. Watson for the assistance he has given me. To the Advisory Councilmen, Jim Kastner, Art Borden and Bob Swango who have always been ready and willing to give help, and to the grievance committee members—Shasta Division, Luigi Dellaragione, Bob Aveded, Ralph Potter and Bob Common—Humboldt Division, George Tully, Joe Sykora, Olle Newlin and Stan Keppinger; I say many thanks. Last, but in my opinion; the most important and far too numerous to name, I want to thank all of the Shop Stewards, without whose help I could not carry out my job.

The year 1960 was nicely drawn to a close when my wife and I, on December 8th, were sworn in as American Citizens. This was a proud and happy moment in our lives. We have, for the last five years, been denied some of the privileges of a citizen, such as the right to vote in

PAGE FOUR	 UTILITY REPORTER	 DECEMBER
Annual Christmas Dinner.

The Eureka Unit's Hard Times Flock dance turned out to be the most successful social event the group had ever sponsored. Credit should go to this hard working Committee of L. Harper, Jim McMullen, Clerk "B." Ukiah; Fred Jaggers, Lineman, Healdsburg; William Mazza, Lt. Crew Foreman, San Rafael; and James Grassini, Lineman, Vallejo, who submitted material on activities in Ukiah.

The Unit Chairmen and Recorder who keep the Units running smoothly deserve a pat on the back and last, but the most important, the North Bay Division Union Grievance Committee consisting of Chairman Jim Fountain, Clerk "B." Ukiah; Fred Jaggers, Lineman, Healdsburg; William Mazza, Lt. Crew Foreman, San Rafael, and James Grassini, Lineman, Vallejo, who have done an excellent job in representing you at the Division Meetings each month.

Looking into next year, we find that we cannot lessen our efforts. The Right-to-Work groups will be ever active, working to put your Union out of business, along with other anti-Union groups.

Therefore, let's make a special effort in 1961 to sign up these non-members and attend your Unit meetings to keep informed. Help keep your Union strong and good.

The Division Shop Steward and Unit Officer meetings have been very successful and will be continued in 1961. Any suggestions from Shop Stewards and Unit Officers as to ways of improving these meetings will be welcomed.

I look forward to an active year and I would like to take this opportunity to wish the members in North Bay and their families a Merry Christmas and a Happy New Year.

Candidate: "There are too many jills in this state and I'm proud to say no member of my family has ever been in one of them." Voice from audience: "Which one is that?"

The Eureka Unit's Hard Times dance turned out to be the most successful social event the group had ever sponsored. Credit should go to this hard working Committee of L. Harper, Jim McMullan, Joe Sykora, Fred Lucas, Peggy Sykora, Gerald Watson, Hank Lucas and George Tully.

George Tully must have told a funny story to evoke this much laughter. L. to R. are Mrs. Tully, Gerald Watson, George Tully and Mrs. Jim McMullan enjoying themselves at the Eureka Unit's Party.

FRANK QUADROS

ACTIVE YEAR IN NORTH BAY AREA

By FRANK QUADROS

The Union members who make their Union function in North Bay have had an active year in 1960. This is the time of the year when we take stock of the year's activity, the progress made, and the people who gave of their time and effort.

In 1960 we have had a Local Conference, negotiations, an organizing drive, and four Division Shop Steward and Unit Officer meetings, in which North Bay members have participated. I would like to take this opportunity to thank the members who participated in these affairs and the Shop Stewards who have the responsibility of enforcing the Contract on the job.

First, the delegates to the Local Union Conference who helped form a program for the 1960 negotiations: From the Napa Unit—Joe Tambornini and Frank White, the Santa Rosa Unit—Jim Parker and Kenneth Waters; the San Rafael Unit—Lafayette Wicha, the Ukiah Unit—Clifford McMahan and Floyd Foolton; the Ft. Bragg Unit—Walter Knox and John Kaser; Clerical delegate from North Bay—Jim Fountain. In addition, Jim Fountain did a fine job for North Bay on the System Negotiating Committee.

Shop Stewards and members Ray McDermott, Bernard Bergin, Roy D. Murray, Joe Tambornini, Rollie Smotherman; Local 1245 Business Manager Alfred M. Hansen.

The meeting was the first of a series of study sessions to be held at intervals of two to three months during the coming year. The next session is tentatively scheduled to be held during the month of March, 1961. All De Sabla Division Stewards, Grievance Committee members and interested members are invited to attend. Specific dates will be announced in January.

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It wasn't easy but this hungry group of members and wives at the Altares Unit dinner held up eating dinner long enough to pose for this picture at their Annual Christmas get-together.

Every Member An Organizer!
WELCOME!
The following people were welcomed into membership in Local 1245 during the month of November.

**BA** APPLICATIONS
Callers, Billy L.
Dyson, Robert B.
Kemmer, Carrol S.
Norris, Lloyd W.

**PIPE LINE OPERATIONS**
Barrett, David T.
Baia, Duane H.

**SAN JOSE**
Malmur, Donald E.
Marchese, Anthony P.

**EAST BAY**
Caver, W. C.

Noble, Wilbur R.
Warren, Robert F.

**SAN FRANCISCO**
Hill, Troy L.
King, Robert S.
Pryor, Edward C.
Sawyer, Russel D.
Tanner, Edward F.

**GENERAL OFFICE**
Appley, Claudette
Lynch, Linda J.
Parody, Stan A.

**HUMBOLDT**
Michna, Charles D.
Nichle, Gene R.
Seymour, Henry B.

**SIERRA PACIFIC**
Mathews, Mac D.
Van De Veers, Jerry A.

**NORTHERN BAY**
Niderost, Richard A.

**SACRAMENTO**
Africk, Donald W.
Cagle, Merrell W.
Fernandez, Joseph P.
Wright, Bob L.

**S.M.U.D.**
Clymer, Warren H.

**CITIZENS UTILITIES**
Graham, Judy C.
Smith, Paul D.

**FREE SERVICE**
McBride, Charles L.

**GENERAL CONSTRUCTION**
Anderson, G. Dean
Baum, John F.
Boakheimer, Robert C.
Dornel, Marvin L.
Dwy, Norman W.
Dimmitt, Albert A.
Dramm, Lynne H.
Pratts, William L.
Harsch, Herbert E.
Herzshon, James R.
Hockett, Harry C.
Hunt, Samuel W.
Kading, Loren
King, Harold L.
Maurer, Robert C.
Morgan, Thomas C.
Patrick, Paul O.
Proffer, Jack G.
Richardson, Robert C.
Sawyer, Russel D.
Schauer, Ronald M.
Sprague, Bob

Steere, Douglas P.
Trotman, Louis

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Radiation Round-Up

SANTA WAS THE FIRST IN ORBIT!

By Sam L. Casalina, Radiation Safety Consultant

Twas the night before Christmas
And all through the Nation
The world's shaky peace,
Caused great consternation.

The missiles were stacked
In rows with care.
In hopes that Nick Khrushchev
Would heed and beware.

The warheads were yielded
All sing in their place.
With fashionable material
All set to lay waste.

The atom's great power
Misused in Mars duffle.
All peaceful potential
Was lost in the shuffle.

It was meant to bring heat,
And for power and light.
Not for a holocaust
Of nuclear fright.

The atom's potential
Was meant to release
New vigor and energy
For keeping the peace.

To create new jobs
And to serve mankind
To heal all the sick
Of the body and mind.

But back to old Santa—
On the coming yuletide
Let's assure him a place
Where 'er we reside,
In these days of U.C.s
Tamed the world's wise.
Let us never forget
Santa's rights in the skies.

So when Santa comes south
Across the DEW line
Let the scopes and the scanners
Be no threat in his sight.

Let the Soviet spunkies
Deprive and deplore
But Santa was ready
For the first one in orbit.

He never has changed
His great message to all
That personal wrongs
Will lead to a fall.

We'll follow this creed
As old Santa has done
To Make of the New Year
A peaceful and prosperous one.

---

WAGE GAINS FOR EASTBAY TRANSIT

Negotiations between Local Union 1245 and the Alameda Central Transit district have resulted in the parties agreeing to a two-step wage hike plus other benefits over a twenty-six month period.

Effective November 1, 1960 wage rates for Journeyman Classifications were increased 32 cents per hour with an additional 14 cents to be effective January 1, 1962. At the same time increases of 62.5 per cent and 3.5 per cent respectfully were to be applied to the Helper's Classification. In addition the new Agreement increases health and welfare benefits, provides for greater pension benefits, recognizes Washington's Birthday as a paid holiday and liberalizes vacation and sick leave provisions.

These negotiations came about as the result of the District's taking over the former operations of the Key System Transit Lines. These labor provisions, which were adopted by the State Legislature in 1955, were the first to give employees of a public subdivision of San Francisco and the State of California the protected rights of self organization and collective bargaining.

Assistant Business Manager
M. A. Walters, who represented Local Union 1245 during these negotiations reports that the Union's desire to establish wages and conditions on a par with the best in the California Transit Industry was met to a large degree. He further reports that the District's Management and its Board of Directors were both cordial and reasonable in their relationships with the Union.

Steno Jo: "Did you ever see a lie detector test?" Neemo Fu: "Did I ever see one? Huff, I married one!"

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At left above, Business Representative Spike Enzley is discussing a point with Bobby Robinson, San Joaquin Division Advisory Council Member. At right the Staff members of Local 1245 take notes in preparation for making reports at Unit meetings.
State Tightens Law on Transportation of Workers

Pursuant to the provisions of Section 6584 of the Labor Code and following passage of Assembly Bill 49, a revision of the Industrial Safety Ordinance of 1959 was adopted by the Board of Directors of Industrial Safety undertook to remedy the situation. The revised General Industrial Safety Ordinance excludes the transportation of employees, operators, and passengers from the following minimum requirements. Drivers shall be permitted to operate a conventional type, semi-trailer, bus, or any other motor vehicle which shall, while transporting passengers, carry no load exceeding seventy-five pounds or more. For example, for the driver and passengers who are seated out of doors, the following minimum requirements will be observed:

(a) Vehicles used primarily or regularly for the transportation of employees, operators, and passengers shall be equipped with a safety handrail which may be in any form that the operator can readily handle the vehicle.

(b) Such buses are referred to as a "type approved by the California Highway Patrol" when used for the transportation of employees, operators, and passengers.

(c) The division of Industrial Safety shall be responsible for the enforcement of the provisions of Article 23 of the General Public Utilities Orders approved by the Board of Directors of Industrial Safety.

Section 6502 of the Labor Code provides for general application and control of the transportation of employees, operators, and passengers. The revised provisions of Article 23 of the General Public Utilities Orders will be applicable to transportation of employees, operators, and passengers.

(d) Bus (Conventional Type) - The provisions of Article 23 are applicable to such vehicles.

2.24.18. Licensing of Drivers

(a) No person shall be required or permitted to operate a conventional type, semi-trailer, bus, or any other motor vehicle which shall be operated in a way that is injurious to passengers. All vehicles shall be of good condition and free of any obstruction.

(b) The exhaust pipes shall be of the size and shape as to provide a clear and unobstructed passage for exhaust gases.

(c) The interior of the passenger carrying space shall be kept clean and unobstructed.

(d) The driver shall be permitted to operate the vehicle.

(e) All emergency exits shall be equipped with adequate automatic door closers.

(f) All emergency doors shall be of such a type which can be readily opened in case of emergency.

(g) The emergency exit shall provide a clear and unobstructed passage for the exit.

(h) The emergency exit shall be provided with automatic door closers.

(i) The emergency exit shall be provided with automatic door closers.

(j) The emergency exit shall be provided with automatic door closers.

(k) The emergency exit shall be provided with automatic door closers.

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(b) Such buses are referred to as a "type approved by the California Highway Patrol" when used for the transportation of employees, operators, and passengers.

(c) The division of Industrial Safety shall be responsible for the enforcement of the provisions of Article 23 of the General Public Utilities Orders approved by the Board of Directors of Industrial Safety.

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2.24.18. Licensing of Drivers

(a) No person shall be required or permitted to operate a conventional type, semi-trailer, bus, or any other motor vehicle which shall be operated in a way that is injurious to passengers. All vehicles shall be of good condition and free of any obstruction.

(b) The exhaust pipes shall be of the size and shape as to provide a clear and unobstructed passage for exhaust gases.

(c) The interior of the passenger carrying space shall be kept clean and unobstructed.

(d) The driver shall be permitted to operate the vehicle.

(e) All emergency exits shall be equipped with automatic door closers.

(f) All emergency doors shall be of such a type which can be readily opened in case of emergency.

(g) The emergency exit shall provide a clear and unobstructed passage for the exit.

(h) The emergency exit shall be provided with automatic door closers.

(i) The emergency exit shall be provided with automatic door closers.

(j) The emergency exit shall be provided with automatic door closers.

(k) The emergency exit shall be provided with automatic door closers.

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Reduce Backlog On Grievances

Recent reports have shown that the number of grievances unsettled at the Review Committee and Arbitration level was creating problems and concern for both Company and Union. Recognizing the importance of improvements in this area, Business Manager Weakley, by agreement with the Manager of Industrial Relations, R. J. Tilton, held several meetings in an effort to resolve those cases awaiting arbitration hearings. To date, this backlog has been reduced to those cases involving the interpretation and application of Title 202, which has been and still remains the major area of disagreement. In reducing the backlog, ten cases have been resolved by agreement. In this area compromises were reached which will assist the parties in reaching a decision in similar cases in the future.

Four cases which were unable to be settled, were assigned to Arbitration hearings and have now been concluded; decisions are expected in the near future. Three of these cases involve basic Contract interpretations and when decisions are received, should limit the grievances in this area in the future.

The filing of a grievance by an employee to receive supplemental industrial disability benefits without signing the waiver form required by the company; (2) the right of a probationary employee to file a grievance over his discharge before he has attained regular status; and (3) whether travel time shall be excluded in determining the employee’s qualification for meals under Sections 104.4 and 104.8 of the Agreement.

The issue of Title 202 is being jointly studied by L. L. Mitchell, Assistant Business Manager, and Mr. V. J. Thompson, Assistant Manager of Industrial Relations. Meetings have been scheduled and it is hoped some agreement can be reached on interpretation which can be applied to the cases now filed for Arbitration or Review.

The current case load in Review has also been reduced and prospects for settlements in other cases appear better than previously. Decisions as they are written are being distributed to supervisors and guards as deemed necessary.

Pondering a Union problem in this picture are Business Manager Weakley and Business Representative Roy Murray as the Advisory Council members from the Power Bureau spent a day at the Union Office in careful study of the Company’s proposal on Lines of Progression for their group. L. to R. are Gayle Jung, Gloria Gonzalez, Bus. Rep. Norman Amundson and Jim Knight.

On Clerical Lines of Progression

Agreement on Lines of Progression for two more Clerical groups was reached at a meeting of Union and Company Committees on December 3 and 4.

The two groups covered are the Stores Division Clerical employees and the Power Accounts Bureau of the General Office. The agreements will broaden promotional opportunities for the people involved in line with policies adopted by the Union and Company in previous meetings.

Participating for the Union in the negotiations were James Knight, Gloria Gonzalez and Gayle Jung from the Power Bureau; Leda Sletten and Kathryn Cole from Stores Division; and Business Representatives Norman Amundson and Dan McPeak. On the Company’s Committee were S. J. Thompson, Assistant Manager of Industrial Relations; W. N. Faltz, Manager of Stores Division; I. W. Bonbright and R. F. Cleary.

A meeting to negotiate Lines of Progression for the Domestic and Commercial Accounts Bureau has been scheduled for January.

The National Labor Relations Board on December 9, 1960, directed that within 30 days the eligible employees of the Delta Telephone and Telegraph Company shall vote as to whether or not they desire to be represented for collective bargaining purposes by Independent Telephone Workers Union, or by International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245, or by neither.

Among the participants in the recent clerical conference was Barbara Green, steward in the San Leandro office.