

Utility Reporter

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO,
1918 Grove Street, Oakland 12, Calif.



VOL. VIII — No. 9

OAKLAND, CALIFORNIA

JANUARY, 1961

Finances and Benefits Top The Agenda for February Advisory Council Session

By R. T. WEAKLEY

On February 4th and 5th, the 23-member Advisory Council of Local 1245 will meet jointly with the Executive Board, to take a look at the "State of the Union."

A detailed report on the 1960 financial audit, a history of the last three years of operations, a look at the needs of the future, and an examination of the benefits gained for the membership, will form the agenda for this important meeting.

Since the December meeting of the Advisory Council, its elected members have been seeking expression of the attitudes of the membership through Unit Meetings wherein a pilot report was discussed in order to prepare the Council Members to better represent the membership at the crucial February meeting.

A difficult task has been well handled by the Council Members who have been commended for their diligence in getting

the opinions of the membership through democratic discussions.

Armed with the expressions of the members who participated in the recent Unit Meetings, the Advisory Council will be better prepared to tackle the problem of "where we are and where we are going," at the February meeting.

The Business Office has spent many hours in preparing detailed records and visual aids for the meeting at the direction of the Executive Board.

The 1960 annual audit will reflect a deficit. Operating as a sort of "ways and means committee," the Advisory Council will review the problem in detail and recommend means of balancing the Union's budget in whatever manner the Council decides to be in the best interests of the membership.

MEMBERSHIP TO DECIDE

The results of the February meetings of the Advisory Council and the recommendations of the Executive Board will be carried to the membership at the Unit meetings following the joint sessions at Union headquarters.

A full turnout of the membership at Unit Meetings will insure that whatever is done, will be done with a full understanding of the issues and full participation in the decision. The democratic opportunity for the membership to participate in the running of the Union should be fully utilized by all members in accordance with the By-laws which provide such opportunity.

Fourth Pact On Clerical Progression

Agreement on Clerical Lines of Progression for one more group was reached by Union and Company Committees meeting on January 12th. The group covered by this agreement is the Domestic & Commercial Accounts Bureau located in the General Office at Fremont and Mission in San Francisco.

This is the fourth agreement to be negotiated and leaves only one group still to be negotiated for—the thirteen geographic divisions of the Company. Due to the complex and difficult nature of this group, the next meeting will not be held until March in order to give both sides enough time to prepare specific proposals.

Serving on the Committee for the Domestic & Commercial Accounts Bureau were Harold Boswell, EDP Center; Marjorie Smith, Post-Audit; Mike Escobosa, Cash balancing; Brendan Stronge, Mail Room; Louise Jennings, Key Punch, and Lucille Celaya, Meter Book Control.

From the Union, L. L. Mitchell and Norman E. Amundson were present at the meeting.

The Company was represented by V. J. Thompson, I. W. Bonbright, and R. F. Cleary.

Members covered by these Lines of Progression are urged to attend Unit meetings in order to get an explanation of the provisions.

YOUR Business Manager's COLUMN

by Ronald J. Weakley

This column is devoted to one of the most important phases of Labor-Management relations involved in our contracts with our employers. This phase is the day-to-day administration of those contracts by the people involved in the process at all levels of authority on both sides.

The people who are charged with these responsibilities are to be commended for their hard work and important accomplishments as we move into 1961.

On Pacific Gas and Electric, we had the largest backlog of top level grievances in our history as 1960 drew to a close. Both parties at the Review Committee level, with the guidance and assistance of the executive management of both Company and Union devoted extra time and effort in a "crash program" to break the "log jam."

GRIEVANCE BACKLOG CUT

As we go to press, it can be said that the operation was successful to the extent that the case load has been materially reduced, a number of interpretations have been jointly agreed to, and the remaining sticky problems have been narrowed to those which are principled differences of long standing.

These areas of difference are difficult to resolve, but I believe we can resolve them peacefully and within our own house.

Cases continue to come to Review but now we shall have more time to properly consider individual issues and their causes, without the pressure of a mass of cases which tend to muddy the waters and thus cause further delay.

We have had some arbitrations and we shall undoubtedly have more, but the best that can be said about them is that the decisions are final and they cost a whale of a lot of money for both sides.

(Continued on Page 3)

Election Victories Enhance the Chances for Legislative Program

Local 1245's members' and leaders' interest was focused on Sacramento and Washington, D.C. this month as State and National Legislators convened to consider programs presented to them by organized labor—programs which Local 1245 had a strong hand in shaping.

Prospects for enactment of these programs were better than ever as a result of last year's historic election victories by the friends of Labor.



THOMAS PITTS

Calif. Labor Federation secretary, leader in fight for labor's program in Sacramento.

Key points in the programs at both levels were medical care for the aged, reviving the Nation's slumping economy, raising the minimum wage to \$1.25 per hour, tax relief for people in the lower income brackets, protection for the consumers, meeting the challenge of automation, and greater assistance for the Nation's 5,000,000 unemployed workers.

At the State level, Local 1245 will again be pushing ahead to achieve the rights of collective bargaining for persons employed in municipal power districts. Two years ago a bill to achieve this successfully passed through the Assembly but was killed in the Senate when Chairman Hugh Burns (D., Fresno) was successful in reporting it to the Finance

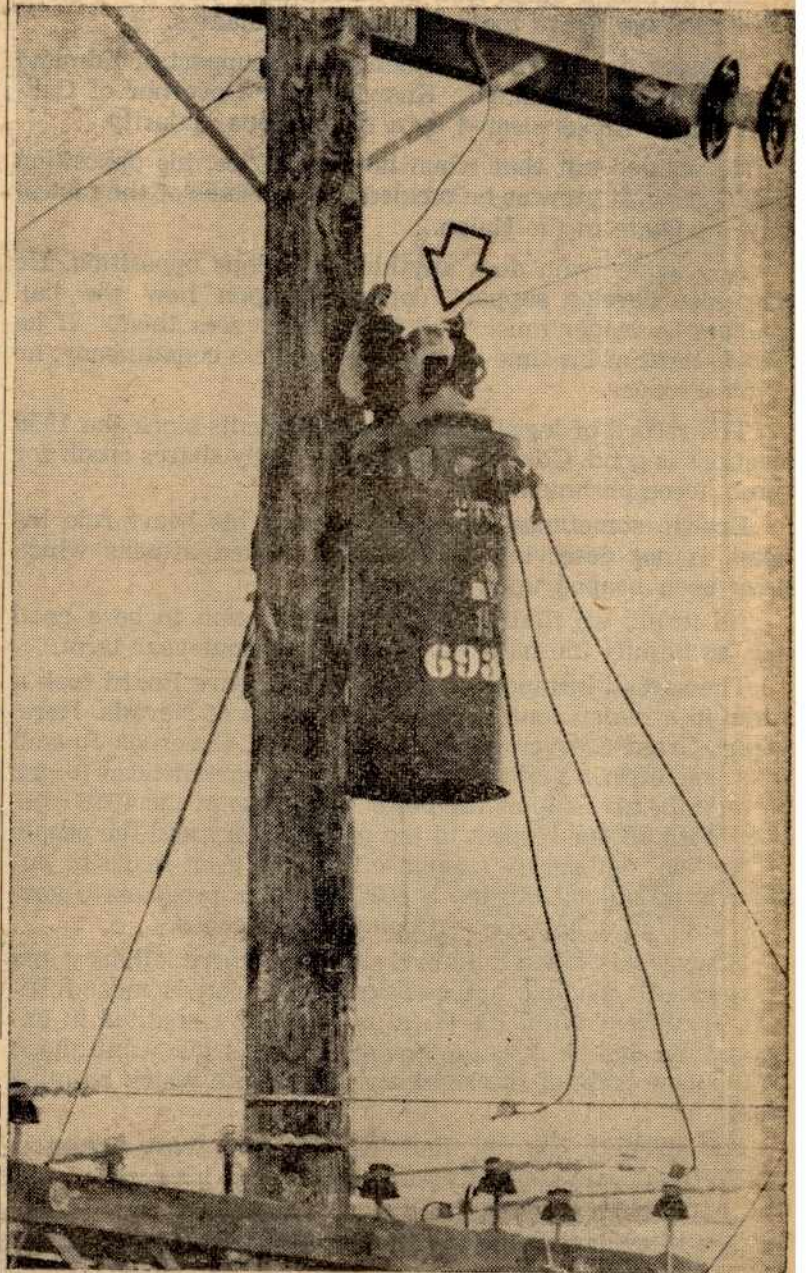
Committee where it died.

Under the leadership of Thomas L. Pitts, the California Labor Federation will push a comprehensive program dedicated to the welfare of all of California's working people, including those not at the present time, part of organized labor. High on the agenda for action are the agricultural workers of this State. Labor believes that the agricultural workers have the right to organize and bargain collectively, that they are entitled to \$1.25 per hour minimum wage and decent working conditions safeguarded by law.

HEALTH AN ISSUE

Bills have already been introduced at the State level which will provide a minimum pro-

(Continued on back page)



Shown grasping conductors which passed 12,000 volts through his body is "Charlie," pet Gibbon ape of Mrs. Edith Bostom, 137 Colgett Drive, Oakland. He succumbed that night. See story below. (Picture, courtesy Oakland Tribune.)

What Next for Trouble-shooters?

TERROR, TORTURE IN A BIG CITY'S JUNGLES

The "trouble call" which Local 1245 members Don Smith and Ray Lundy responded to late in the afternoon of January 2 sounded something like this. "There is a power outage on Colgett Drive in Oakland. An ape is up on the pole. You might bring a shotgun along."

It was only a fifteen minute trip to the site but a man can do

a lot of conjecturing in fifteen minutes.

"Couldn't be a kid up there because it was still light enough to distinguish the difference. It must be an ape. Wonder where it could have come from. Maybe we should call the S.P.C.A."

When Don and Ray arrived at the scene sure enough there he was—perched on top of the transformer—one hand holding each of the two 12,000 volt primary conductors. Their anxiety disappeared by the time they started up the pole to take the little fellow down for the Ape had turned out to be a little pet Gibbon named Charlie. He had climbed this "tree" and had no warning of the terrors it held.

He was standing on top of the transformer whimpering and crying softly. Tenderly they placed him in a "grunt" bag and lowered him to the ground. The imprint of his feet were burned into the top of the transformer. Once on the ground Charlie was rushed to a Pet hospital but the shock and burns were too much—he died early the next morning.

Ray Lundy and Don Smith got back to their routine work and power was back on in a few minutes.

The Record to Date

The Executive Board of Local 1245 is charged with making recommendations to the membership of our Union concerning contestants for high public office and on legislative matters of concern to the membership and their families, according to our By-laws.

Let us take a quick look at three major instances where the Executive Board took a stand on candidates.

In 1958, the Board recommended the support of Edmund G. Brown over William F. Knowland for Governor of California. Brown was elected by a tremendous majority.

He pointed out that when he took office, his opposition would grow. It grew as he tackled the problems of the fastest growing State in the Union.

Any leader who does anything, develops opposition. He may also develop support, depending upon how the ball bounces. A leader must "call them as he sees them." If he spends most of his time echoing a leaderless constituency, he is not a leader.

The record of legislative accomplishments since the 1958 elections is good. Governor Brown rightfully shares credit for those accomplishments.

Brown, sometimes accused of letting his heart rule his head, is not deserving of the unwarranted attacks which have been heaped upon him of late.

All in all, we find Brown's administration to be a good one, as he hits the half-way mark of his four-year term.

The second instance wherein the Executive Board took a stand in a major contest, was in the State of Nevada. Here, young Grant Sawyer defeated incumbent Governor Russell by a tremendous majority. Sawyer was recommended to our Nevada membership as the better candidate in the 1958 election. With all due respect to the great history and the people of Nevada, not nearly enough effort has been made to put Nevada up among the top States so far as progressive government and a balanced economy is concerned.

Sawyer has taken hold in a situation where lethargy and entrenched economic and political opposition is most difficult to contend with. His fiscal policies have resulted in improvement and he is astute enough to move just a bit ahead of the slow train of the legislative team with which he must work.

His strength has not diminished to any great degree so far as the people are concerned and we find his record to be one which has, to date, justified our support.

The third instance is the 1960 Presidential election. Here, your officers had a tough one in that they had never become directly involved in a contest in the "big leagues."

After considerable study of the situation, a careful examination of the records of John F. Kennedy and Richard M. Nixon, the Executive Board decided to take a stand and recommend the support of John F. Kennedy for President.

Kennedy won by the barest of majorities and failed to carry California. Nevertheless, he won, and the Board has batted 1000 per cent so far as election results are concerned in these three instances.

President Kennedy assumes office in the most critical time in our history. His first official acts are encouraging and show a "get-with-it" display of action. He has selected a Cabinet which commands the respect of the great majority of our people.

Without the ability to ascertain the division of vote in the ranks of the membership of Local 1245, it seems to your officers that we haven't been too far off base.

A watchful eye will be kept on Governor Brown, Governor Sawyer and President Kennedy in order that the appraisal which must be made in 1962 and in 1964, will be based upon the same responsible study and action which motivated the recommendations previously made regarding these three gentlemen.

The legislative programs which we have adopted with respect to California and Nevada as well as in Washington, will be diligently supported within the abilities of the elected officers of this large and important union. We shall report the events of these areas of activity as the State and National legislative bodies move along in their 1961 sessions.

CLIP THIS AND MAIL TO JOHN F. KENNEDY—

Health Insurance Is Found A Great Success in Britain

AMA Accused of False Propaganda

One of the nation's leading popular magazines—Look—has just come out with a smashing refutation of the American Medical Association's propaganda against national health insurance or medical aid to the aged.

In its Dec. 20 issue, Look carries a powerful article which provides an overwhelming "yes" to the question: "Does 'Socialized Medicine' work in Britain?" The article, written by Edward M. Korry, the magazine's European editor, riddles every charge that the AMA—the "Doctors' Lobby"—has levelled against the British health system.

First, the article points out that "President Eisenhower knows first-hand about socialized medicine" because "he has been using it most of his life."

"Also, a number of our congressmen, all of our servicemen and many of our war veterans use it, too," the article declares. "Everytime Eisenhower goes to Walter Reed Hospital for one of his periodic checkups, every time a senator or representa-



Then the article explains that the British health system has been in effect for 12 years and "every independent survey has found it to be an overwhelming—almost a unanimous—popular success."

It's financed partly by payroll deductions. A worker pays 27 cents a week toward the system, and the employer adds another 6½ cents per employe, while self employed persons pay 31 cents.

For this small weekly sum, a family is offered virtually complete medical, surgical, hospital and other related services. The only extra charge is a token sum for drugs. The national treasury, through the general taxation, foots the rest of the cost of the system.

RESULTS OF INVESTIGATION

"Our AMA is hostile to NHS," writer Korry continues. "It has concentrated tremendous propaganda efforts on discrediting the system and in blocking any form of a national health program here."

Korry then says he started his investigation of NHS "with the charges usually made" by the AMA, but found no truth in any of them.

Contrary to what the AMA claims, Korry found that British patients have a full free choice of doctors; British doctors are "not forced to take too many patients;" they are "not forced" to seek out private patients to stretch their income because they "are far better off financially" now than before.

Also, doctors are not overworked, but "generally work fewer hours" than before; British medical standards are at least as high as the American; there are not such medical abuses as "fee splitting" and "unnecessary surgery;" doctors do not complain of "government interference," and they have to keep less records than heretofore because they do not need to send out bills to patients.

Ike's 'Socialized Medicine' Cited

Korry refutes other AMA charges and then cites the fact that this comprehensive British system "costs only about 3 per cent of the gross national product" in Britain.

Summing up, writer Korry says: the British national health system "has crossed out the financial factor in doctor-patient relationship;" "has meant a fairer distribution of health for all classes, regardless of income;" "has done wonders in distributing physicians more equally around Britain;" has re-



sulted in a big increase in the number of students taking up medicine, and "finally it has brought order out of chaos in the British hospital system."

"The crucial choice the British have made," Korry concludes, "is to place health on the list of essential services—just as we do with education, sanitation, water supply, the police and the armed services. It's a life-and-



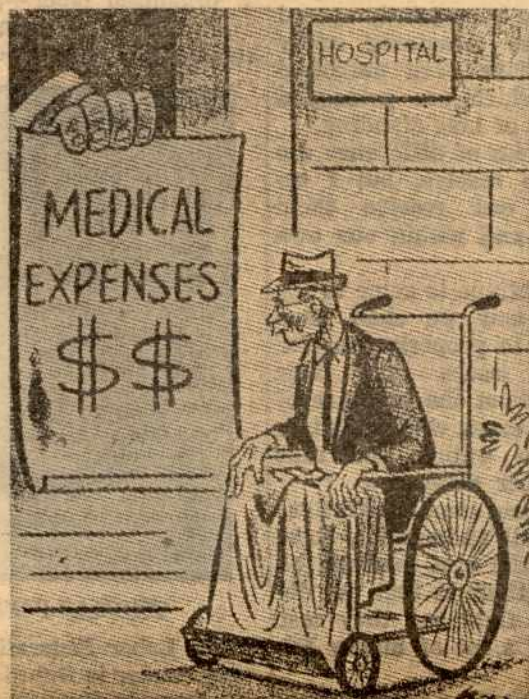
tive uses an Army or Navy hospital, they participate in 'socialized medicine.' They are diagnosed, treated and bedded free of charge. The taxpayer foots the bill."

The magazine says: "In a nutshell, that is also what the British National Health Service (NHS) provides." Only that service goes further—"it applies in the doctor's office and the patient's home, as well as in a hospital, and it is available to everyone."

"Yet our most eminent representatives in Washington refuse to listen to the argument that they should share their privileges" with all the people of the land, the magazine declares.



death matter, the British say, and they have acted accordingly."—(From "AFL-CIO News.")



The UTILITY REPORTER

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Published monthly at 1918 Groves Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price \$1.20 per year. Single copies, 10 cents

Hands Across The Border

By RONALD T. WEAKLEY

Last December I found myself at a union meeting in Mexico City. Although I was on vacation, an opportunity was afforded me wherein I could meet the leaders of the Mexican Electrical Workers' Union.

The meeting, held in a large theater, was part of a celebration of the 46th anniversary of the founding of the Sindicato Mexicano de Electricistas.

A wonderful program of musical and specialty acts was performed by top artists for the members and their families in this gigantic and modern theater.

The highlight of the program was a formal presentation of commemorative gifts to Felix A. Perez, Secretary General of the Argentine Electrical Workers Union.

After the show, the officials of the union and their guests joined together at a restaurant where discussions and toasts of friendship found representatives of Argentina, Mexico, and the United States, breaking bread together in an atmosphere of music, speeches and good fellowship.

Our hosts, the leaders of the Sindicato Mexicano de Electricistas, suggested that our unions exchange information relative to conditions, wages, and other benefits so that we could better understand each other and work more closely together in the cause of freedom and betterment of the workers we represent.

Mr. Stanley Neyhart, our union's attorney, was present at the gathering and expressed our good wishes and congratulations to the representatives of Mexican and Argentine electrical workers. His Spanish served us both well and we in turn received expressions of friendship and good will from our Latin American neighbors.

Since my return to the job, I have established correspondence with the leaders of these unions and we shall carry on a "good neighbor" program of exchange of information on contracts, wages, working conditions, and social benefits of interest to all workers in all countries.

Mr. Raul C. Vega, Shop Steward at the Martinez Power Plant has kindly offered to assist me in matters of translation of materials which are written or printed in Spanish. I am grateful for his assistance.

I hope and expect that one day we may be hosts to these union leaders from Latin America who have a fine tradition of service to their members and who serve the cause of freedom in their countries.

The United States and the nations of Latin America have good reason to do all that is possible to improve relations and to work together for mutual benefit in the troubled world of today.

International cooperation and understanding between the leaders of unions which represent working men and women is one means of improving our relations. I wish to thank the officers and members of Local 1245 for their having made it possible for my office to engage in the numerous instances where we have acted as hosts to our many foreign union visitors and our engagement in programs of informational exchange.

for every single Shop Steward and Supervisor without undue delay.

To this end, our Union will endeavor to develop more and better communication and education at the job level as well as the higher levels of the grievance procedure. I hope the Company will do the same.

Sending them up in rockets seems like a rather expensive way of getting rid of mice.

YOUR Business Manager's COLUMN

(Continued from Page 1)

Arbitration is too costly for trying every case and both parties are seeking to find ways to reduce the number of problems submitted to "outsiders."

More faith in the abilities of those charged with settling these cases at the top level and more support for their decisions is necessary in order to reduce the use of arbitration.

Another need is more education at the Division, Department, Investigating Committee and the Supervisor-Shop Steward levels.

Many cases which formed the mass of problems tackled by the Review Committee should never have gone beyond the lower levels of our procedure.

Yet, it is unfair to place too much blame at any level due to the variety of problems arising out of the administration of complex Agreements covering so many classifications of work in so many operations over so large a geographical territory. At best, the proper administration of our Agreements is a tough job.

The Company has some basic policies which are zealously guarded and so has the Union. Only established policies, which come through voluntary agreement or arbitration decisions, serve to reduce the area of conflict so far as differences affecting ready settlement of grievances are concerned.

It is just as wrong to blame the Shop Steward or the Supervisor as it is to blame the Business Manager or the Manager of the Industrial Relations when executive institutional policies on either side block a reasonable settlement of any given issue in dispute.

IMPROVED POLICIES

An improvement at the policy making level is indicated on both sides when we get into a situation such as we did last year. Such an improvement occurred and we are in better shape as a result.

Assistance has been given, to those who must administer the contracts at all levels, by those in policy making authority. The administrators should now take a new look at their own responsibilities.

More responsibility at the Division, Department, and Investigating Committee levels should follow the moves at the policy making and Review Committee levels so that the Shop Steward and the Supervisor can better assume their responsibilities.

We must always remember that the jobs of the Shop Stewards as employees and the Supervisors as employees are primarily concerned with production rather than the philosophies, language, or interpretation of some section of the working Agreements.

Clarity of language, immediate and understandable communications regarding interpretations and decisions, and general education on the grievance process, should rightfully be af-

S.F. Man to Head Regional Office of Labor-Mgt. Bureau

Harold D. Huxley of San Francisco has been named as Regional Director of the U.S. Labor Department's "Bureau of Labor-Management Reports," it was announced by John L. Holcombe, National Commissioner of the Bureau.

Holcombe said Huxley would head up a ten-state staff of BLMR investigators and technical-assistance specialists. The latter work closely with labor and management to explain the law and its requirements to ensure fuller understanding and compliance.

Huxley is a veteran of 27 years in government, the past 8 of them as deputy regional director of the Labor Department's employment security bureau here. Born in Minnesota in 1904, Huxley was graduated from the University of Pennsylvania where he was affiliated with Delta Kappa Epsilon. During and after World War II, he was a Commander in the U.S. Navy. He served on the United Nations Truce Team in Palestine in 1948 under the late Count Folke Bernadotte of Sweden. Huxley was Governor of the Caroline Islands in the Pacific prior to this assignment. He is a member of the American Legion. He and his wife, Mary, reside in San Francisco.

Mosk and Henning At Israel Labor Anniversary Event

The 40th Anniversary Dinner of the Histadrut (Israel General Federation of Labor), will take place on Sunday, February 5 at 6:30 p.m. at the St. Francis Hotel, it has been announced by Franklyn K. Brann, Chairman.

Guest of Honor will be Stanley Mosk, Attorney-General of the State of California. Mr. Mosk visited Israel and saw the Histadrut at work. He is very familiar with the help given by Histadrut to the Afro-Asian countries.

Sharing the platform with the Attorney-General will be John F. Henning, Director Industrial Relations Department of the State of California. Mr. Henning just returned from an extensive tour of Israel, where he lectured at the Afro-Asian Institute for Labor Studies and Cooperation. This is a joint venture of the American Federation of Labor and Congress of Industrial Organizations and the Israel Federation of Labor (Histadrut). George Meany, President of the AFL-CIO and Elihu Elath, former Israelian Ambassador to Washington are co-chairmen of the Institute.

The Labor Movement has earned a great respect and gratitude for the moral and financial support of the Histadrut and is cordially invited to participate in this celebration.

Reservations, at \$5 per person can be obtained by writing to the Histadrut Office, 4535 Sacramento Street, or by calling Fillmore 6-1201.

Letters of Thanks For Union Services

The following letter was received from a member of Local 1245 concerning a recent decision by the Review Committee covering a grievance in his behalf:

December 29, 1960

Mr. L. L. Mitchell, Sect'y.
Review Committee
IBEW, Local 1245 AFL-CIO

Dear Sir:

I have received my copy of the Review Committee Decision, File No. 211, giving me bidding rights under section 206.9 (b).

I would like at this time to express my appreciation to yourself and your committee for the union, for your efforts to arrive at an equitable solution to this case. It was a long 'haggle,' and must have proved wearisome in the extreme.

It is my opinion, and I am sure, yours also, that had we not received some sort of compromise on this case, union would have appeared to lose bargaining strength.

In view of Company's extreme obstinacy in this matter, I would say that the final agreement was gratifying. In fact, the results may be more equitable to me personally than if I had gone to a new division with three strikes against me.

I like to feel that this grievance was more or less responsible for the change in contract dated March 1st 1960, giving all demoted operators accelerated bidding rights system wide. For this one change alone, I would say your committee has earned a 'well-done' for 1960. Thanks again.

Fraternally yours,
/ss/Vere A. Wood
P. O. Box 472
Placerville, Calif.

FROM SOCIAL SECURITY

Following is a letter received from the Department of Health, Education, and Welfare, of the Social Security Administration in Oakland, by Ronald T. Weakley, Business Manager:

December 28, 1960

Dear Mr. Weakley:

This letter is to thank you and your staff for the cooperation you have given the Social Security Administration during the past year in explaining the significant provisions of the social security program to the members of your organization.

It has been our pleasure to work personally with Al Hansen and Norman Amundson. Both gentlemen have been extremely cooperative and have shown a real interest in the social security program.

Several articles were published in the "Utility Reporter" during the year, but the big story on Social Security was the one appearing in the August 1960 issue.

This story documented twenty-five years of Social Security. It was really a historical document. We have received dozens of compliments, not only from our regular readers, but from top people in our organization who have seen the story.

The story was so excellent that it was lifted by the Olympic Press and printed in the fifteen labor papers their news service puts together. Total circulation of these other papers is 122,000. The story thus served as an important vehicle in reminding a large number of people of the importance of the social security program.

My personal thanks to you and to Al Hansen and Norman

Amundson for their cooperation. Best wishes for a successful 1961.

Sincerely,
/s/ William B. Hayward
District Manager

THANKS IN BEREAVEMENT

Concord, Calif.

Jan. 5, 1961

Mr. Ronald Weakley

Business Manager

Local 1245, I.B.E.W.

Mr. Weakley:

I would like to take this opportunity to thank you, also Local 1245, for your help during the recent sorrow and bereavement in the loss of my beloved husband, Delbert Lee Petty. I especially want to thank Mr. Larry Foss. He was so helpful, kind, and it all has been greatly appreciated and Local 1245 will long be remembered by me.

Sincerely yours,
/s/ Mrs. Delbert L. Petty

Unvented Heaters Warned Against By Housing Chief

Lowell Nelson, Chief of the Division of Housing, Department of Industrial Relations, today warned the people of California to be on the lookout for deadly unvented gas heaters installed in trailers.

A Koolwall Model 542 unvented manually operated, liquefied petroleum gas heater has been responsible for one death already this year by carbon monoxide in the State of Maryland. Last year 23 lives were lost in midwestern states due to a similar unvented heater. Maryland officials report that 60 or more of these unsafe units have been sold to Midway Travel Trailer Company of Grapevine, Texas.

Nelson emphasized that California's rules and regulations covering trailer coaches sold or offered for sale in California require that all heaters, as well as plumbing and electrical equipment and installations, meet rigid standards and tests by an approved testing agency prior to being approved by the Division of Housing for installation in trailer coaches.

Nelson said that the Division is issuing stern warning against bootleg installation of such unapproved heaters in trailers sold in California. Nelson further emphasized that Division field personnel are on the alert for any illegal installations and continuous surveillance is being maintained for trailer coaches coming into California from out of state that may be equipped with Koolwall heaters.

California is the only state in the country having minimum standards covering plumbing, heating, and electrical equipment and installations specifically for trailer coaches to protect the health and safety of trailer occupants and the public. However, until these 60 death heaters are located and their use discontinued, the lives of 60 or more people are in danger.

The Division of Housing will continue its cooperative program with the State Department of Public Health and with other states to stamp out this death menace.

Reno Unit In Gala Holiday Event

Local Union members employed by the Sierra Pacific Power Company in Nevada and California gathered with wives, husbands, and friends to celebrate the gala holiday season at the RENO UNIT annual Christmas dinner dance on Saturday night, December 17, 1960.

With an attendance of nearly 300, festivities commenced with a cocktail hour at 6:30 p.m., followed by a home-cooked Italian Style dinner served at 7:30 p.m., speeches of greetings and welcome and giving of attendance awards at 8:30 p.m., and dancing to the music of the Don Rosasco Combo from 9:00 p.m. to 1:00 a.m.

Greetings to those in attendance and to the Local Union were extended in person; for the RENO unit by Master of Ceremonies ORVILLE OWEN and Unit Chairman SYLVESTER KELLEY; for the City of Reno by Mayor BUD BAKER; for the management of the Sierra Pacific Power Company by Company Treasurer ROY TORVINEN; and for the Local Union Business Manager by Assistant Business Manager L. L. MITCHELL.

Telegrams and letters expressing greetings of the season and best wishes for the new year were read from the Governor of Nevada, GRANT M. SAWYER; United States Senators from Nevada, ALAN BIBLE and HOWARD CANNON; and United States Congressman from Nevada WALTER BARING.

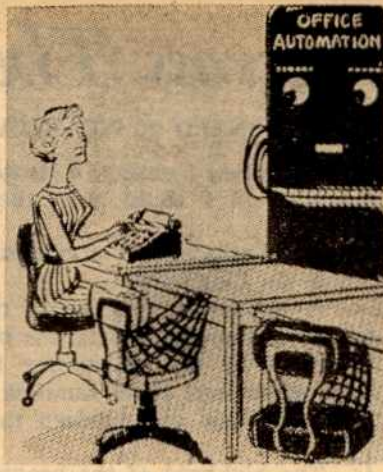
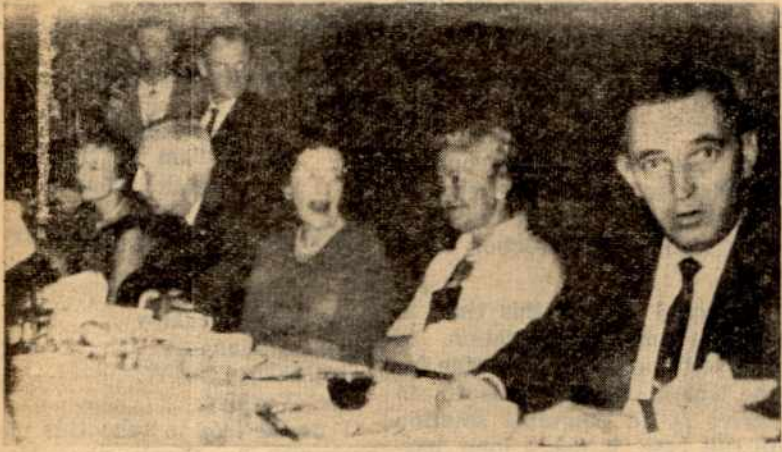
Guests in attendance with their wives included Management officials of the Sierra Pacific Power Company FRED FLETCHER, NEIL PLATH and ROY TORVINEN; Mayor of Reno BUD BAKER; Business Manager of IBEW Local 401 JOHN BYRNE; Local Union 1245 IBEW Executive Board members GERALD WATSON and JOHN MICHAELS; Local 1245 Assistant Business Manager L. L. MITCHELL, and Business Representative ROY MURRAY.

Program plans and arrangements were made under the direction of Dinner Dance Committee Chairman ORVILLE OWEN, assisted by Committee members VIRGIL CRAPERI, WARREN GHIGLIERI, LORETTA JACKSON, GEORGE MACDONALD, JEAN JENSEN, SYLVESTER KELLEY, HENRY DE RICCO, CHARLES GOAD, RALPH WALKER and WALTER BETTENCOURT, with the help of their wives and other family members.

Dinner preparation and service was supervised by Committeeman VIRGIL CRAPERI, with the assistance of his wife DOLLY, his mother and sisters, members of his committee, and the services of DOMINIC CARTINELLA of the Local Butchers Union. Food served included such items as 12½ gallons of spaghetti sauce which took 4½ days to prepare, 60 pounds of spaghetti, 50 dozen rolls, 140 heads of lettuce, 4 cases of wine, 109 pounds of rolled beef and 48 gallons of coffee. Refreshments were served throughout the evening at the "Refreshment Center" supervised by WARREN GHIGLIERI with assistance of committee members.

Welcome Committee greeting members and their wives and guests was headed by former Unit Chairman GEORGE MACDONALD and his wife HELEN. Door prizes awarded included 2 radios, a hand carved nut dish, and certificates for gas, oil and lube jobs from Local merchants.

An annual affair of the RENO UNIT, the Christmas Dinner Dance brings together a large group of Union members and their wives and friends to celebrate the year's accomplishments with an evening of fun and good fellowship. The 1960 affair was the most elaborate and best attended of any sponsored by this group. Pictures accompanying this article show members and guests enjoying the dinner, having drinks at the



Law Is In Automata

Workers who lose their job learn new skills under an amendment proposed by Yreka Democrat, and several Assemblymen Nicholas C.

The measure, which is being provided immediate retraining benefits of up to \$55 a week for 26 weeks.

It would be paid from unemployment compensation funds, but would exempt trainees from the provision that they must be available for work if offered.

The bill is designed to reduce the impact of such technological changes as the shift from hand labor to mechanization in agriculture and the change in emphasis in the defense industry from airframes to missiles.

It also would cover keypunch operators whose jobs are eliminated by the use of electronic computers and workers who are let go because of new automatic techniques in car assembly plants.

The amendment reads, in part:

"It is the policy of this State to assist such individuals by providing unemployment compensation or extended duration benefits during a period of retraining to fit them for new jobs and thus avoid their being forced to remain in a job classification where work opportunities no longer exist or are diminishing and also avoid their being required to apply for local relief to supplement their marginal earnings."

The Collier bill is designed to implement one phase of Governor Edmund G. Brown's vocational rehabilitation program which he outlined in his message to the Legislature.

The Governor urged that persons "unemployed because of plant obsolescence or automation be encouraged to undertake occupational retraining immediately."

"Under present law, retraining benefits are payable only during a period of heavy unemployment—and then only to persons who have exhausted virtually all means of personal support," the Governor said.

An unemployed worker who is learning new skills would be entitled to the same 13-week extension of unemployment benefits that are available to other persons out of work when unemployment in California tops 6 per cent.

It is expected, however, that

IBEW Mission Urges Aid for West Indies

NEW YORK — A "good-will" mission from Local 3 of the Intl. Brotherhood of Electrical Workers recently returned from a study tour of the West Indies determined to seek liberalization of U.S. immigration laws and fight exploitation of Caribbean workers by "runaway" American business firms.

The 10-day visit by a delegation of Local 3 officers and members to Jamaica and the Virgin Islands was undertaken to develop closer ties with the people of the West Indies and a deeper understanding of their problems.

Business Manager Harry Van Arsdale, president of the New York City Central Labor Council, headed the delegation which included officers and staff members of several other AFL-CIO unions, educators, employer representatives and 32 members of Local 3's Lewis Howard Lattimore Progressive Society.

After meeting with labor and government leaders from throughout the West Indies and U.S. foreign service officials in Jamaica, the delegates urged that "every possible aid" be given to help improve working conditions in the islands.

refreshment center, receiving door prizes, making speeches, dancing and chatting, preparing and serving the dinner, and the "clean-up committee" getting the hall in order on the following day.

"1960 was a year of great progress and accomplishment for our Union members" stated Sierra Pacific Advisory Council Member ORVILLE OWEN, "and we ended the year with a party that will be long remembered by all who attended."—"With the fine spirit of cooperation and fellowship shown by our members we can look forward to a greater year in 1961."



Introduced to Ease Automation Displacement

because of automation would be provided an income while they implement a bill introduced recently by Senator Randolph Collier, other State Senators.

etris will co-sponsor the amendment to Senate Bill 29, introduced at the request of Governor Edmund G. Brown, would

savings would result under the Collier bill. The 26-week training period could lead to new jobs for the unemployed, thus reducing the need for additional weeks of insurance payments.

They'll Join Unions:

WHITE COLLARS NOW BABY-SIT MACHINES

ANN ARBOR, Mich. (PAI)—Jack Barbash, labor economist now on the staff of the University of Wisconsin, believes that automation will make unions more important to white collar workers than they now are, and that in the course of time white collar workers will be organized "in droves."

In a paper now being published by the University of Michigan Bureau of Industrial Relations, Barbash, former AFL-CIO Industrial Union Department research director, says:

"If automation makes the salaried worker more important to the union, it also makes the union more important to the salaried worker."

As automation takes over, Barbash says, the salaried worker will find that his role in industrial society is changing and that he will be working in very much the same environment as the industrial worker.

"Even now," Barbash noted, "he no longer sits outside the

boss's door and shares vicariously the adventure and excitement of being boss. Increasingly, the white collar worker—and this ranges from the sales clerk to the professional engineer—is a statistic, a payroll item.

"He is increasingly part of a large group of people, all doing the same work. He is several times removed from the sources of authority and power in the management of enterprise. His identification with management is becoming more and more vicarious and the dream that he, too, one day can be a boss is steadily evaporating.

"Automation accentuates, underscores, and emphasizes the process of alienation of the salaried employee from the employer. The introduction of electronic devices as a substitute for highly personal, professional, technical and administrative skills is already having the effect—and will inevitably have the increasing effect—of subjecting the salaried employee to the industrial discipline with its uncertainties and pressures.

"When the white collar person becomes a baby sitter for an automated machine, pride of work gets drained out of his job, and he is going to try to join with his fellows.

"A second factor which should be taken into account in assessing the union's white collar capabilities is the emerging style of white collar unionism. Structurally, the emphasis among white collar unions, even those that are part of an established industrial union, is in the direction of high visibility identification as a white collar group.

"The special quality of white collar and professional union functioning shows itself in collective bargaining by way of meriting of seniority features,

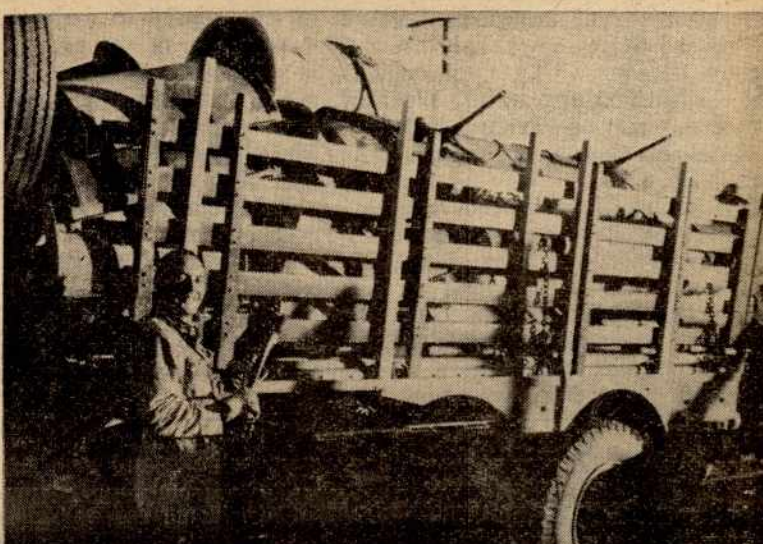


Business Representative Gene Hastings snapped this shot early one cold morning in Orland as a Hydro Crew was getting ready to unload materials for Tower Construction work. In the foreground is Steward Simon Sanchez. Left to right on ground are Alex Gerringer, Carl Smith, Mike Fish, Randy Hunter, and George Wilson. On the truck are A. E. Rowe and Henry Blanch.

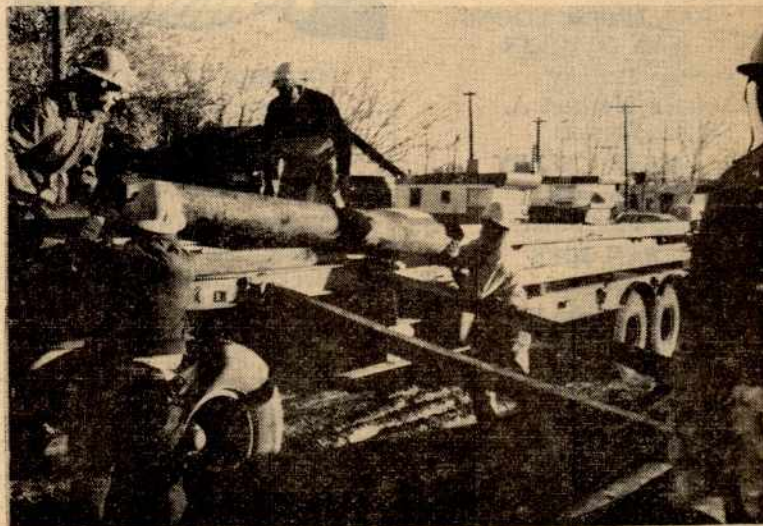
and the emphasis on special lay-off and recall rating systems, to include, among other things, education and merit."

Among blue collar workers, Barbash says, "A second look at the consequence of automation suggests that the happy world of retraining and upgrading of skills, of easy absorption of the displaced workers, is thus far rather euphoric. There is a general feeling of unrest and disquiet.

"There is a pervasive fear, which I share," Barbash continued, "that collective bargaining will not be adequate to deal with the disorganizing effects of automation and that public policy will have to intervene in some bold, imaginative way which current proposals do not have. The big problem is immobility and this immobility is occupational and geographical. The dimensions of the challenge go beyond collective bargaining and, unless I am seriously mistaken, this will be an area in which public policy will have to take an increasingly larger interest."



Delivering a load of pipe is Carl Smith. The pipe is placed in ditches and then covered to make roads to carry material to the tower site.



On the truck in this picture are Alex Gerringer and A. E. Rowe. Catching the log are George Wilson and Mike Fish.

Here Are Books On How to Win Scholarships

Recently, in response to an inquiry from one of our members, we did some investigation on what college scholarships are available from unions. In the process we discovered that there are four books which are very helpful to high school students who desire help in financing their college education with scholarships. We are printing the names of these books here for the benefit of any other members who might be interested.

McReynolds, John W.—**HOW TO PLAN FOR COLLEGE**—Simon Schuster, New York, 1956.

Bulletin 1951, No. 16, Federal Security Agency, Office of Education, Theresa Buck Wilkins—**SCHOLARSHIPS AND FELLOWSHIPS AVAILABLE AT INSTITUTIONS OF HIGHER EDUCATION**—55c, Available from the Government Printing Office, Washington, D.C.

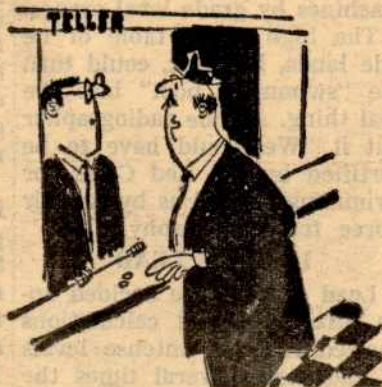
Lovejoy, Clarence E. and Jones, Theodore S.—**LOVEJOY-JONES COLLEGE SCHOLARSHIP GUIDE**—Simon and Schuster, New York, 1957.

Turner, David R. and Tarr, Harry A.—**HOW TO WIN A COLLEGE SCHOLARSHIP**—Arco Publishing Company, Inc., New York, 17 \$3.00, 480 Lexington Avenue, 1958.

These books were available through the Oakland Public Library and should be available through most libraries.

Of the group, we found the one by David Turner and Harry Tarr, **HOW TO WIN A COLLEGE SCHOLARSHIP**, the most complete and informative. It has a complete list of all the scholarship(s) available for sons and daughters of union members.

"How do you meet expenses?" "My wife introduces them to me."



"I SAID TO THE BOSS . . . 'FOR TWO CENTS I'D QUIT . . .'" By Parker

CONSUMERS UNION TO TEST RADIOACTIVITY IN CAL. FOOD

The U.S. Atomic Energy Commission has awarded Consumers Union a \$20,000 research contract to help finance Consumers Union's research into the presence of strontium-90 and other radioactive elements in typical daily diets in 25 cities across the country. In California, Los Angeles and San Francisco will be tested.

Announcement of the AEC research contract came today from Dexter W. Masters, director of Consumers Union. Consumers Union (often called CU) is the non-profit, non-commercial consumer organization—largest of its kind in the world—which publishes the monthly magazine, **Consumer Reports**.

According to Mr. Masters, the principal financial support for the new research project will be CU's own funds. Study will begin in January, under the direction of Irving Michelson, director of public service projects at CU. Dr. Cyril L. Comar, direc-

tor of the Laboratory of Radiation Biology and head of the Department of Physical Biology at Cornell University, will be co-principal investigator.

The new work will represent a greatly expanded follow-up to CU's pioneering studies of strontium-90 in milk and in the total diet, conducted without Government support and reported in **Consumer Reports** during the past two years. In addition to strontium-90, seven other radioactive elements—some naturally occurring, some man-made—will be included in CU's new study; cerium 144, cesium 137, lead 210, plutonium 239, potassium 40, radium 226 and zinc 65.

To obtain samples of foods normally eaten in typical daily diets, home economists in the 25

test cities will prepare representative meals, package them in special containers and ship them to CU's consultant radiochemistry laboratories. Like CU's earlier total-diet test samples, these will consist of the total food and water intake, including snacks, of teen-agers. This age level is used, Mr. Masters said, because of the wide variety of foods included in teen-ager diets, making the samples fairly representative of the diet of somewhat younger children and of older persons who drink milk. Additional samples, representing various age and economic levels will be prepared in three of the test cities—New York, Chicago and San Francisco.

BE ACTIVE IN UNIONISM.

PG&E STARTS ON A-POWER PLANT

Major construction work started January 23 on the nuclear power unit of Pacific Gas and Electric Company's Humboldt Bay Power Plant. Edward M. Petterson, chairman of the Humboldt County Board of Supervisors, pulled the handle that poured the first yard of concrete to form the underground caisson that will contain the reactor.

The 60,000-kilowatt boiling water reactor plant is scheduled for completion in the summer of 1962. It will cost \$20,600,000, entirely financed by PG&E.

When the plant was announced in February 1958, PG&E said it was being designed to produce electricity with nuclear fuel at costs which will eventually be competitive with oil fuel at that location. PG&E President N. R. Sutherland reasserted this confidence as work was begun.

"Putting uranium to work safely and economically has been challenging scientists for a generation and our utility industry for a decade," he said.

"IT WILL PAY"

"The industry has solved the problems insofar as safety is concerned, but no one yet has been able to make electricity with atomic fuel anywhere in the United States as cheaply as it could be done with gas, oil, or coal, or with falling water. We expect this will be accomplished in Humboldt County during this plant's life."

The nuclear unit started Jan. 23 is expected to achieve that goal during its third year of operation. It will be operated in conjunction with the two 50,000-kilowatt conventionally-fueled units already in service there.

Humboldt Bay will have a new

system of reactor containment called pressure suppression, developed by PG&E. Pressure suppression substitutes a condensation tank, partially filled with water, for the dome or capsule that has been used to contain earlier power reactors.

ACCIDENT CUSHION

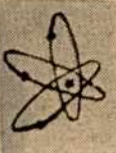
The underground pressure suppression system would catch and suppress by condensation the steam carrying any escaping radioactivity that might be freed from the reactor system in the unlikely event of an accident.

The U. S. Atomic Energy Commission approved pressure suppression containment in issuing the Humboldt Bay construction permit last November 9, after more than a year of tests and studies.

The containment system and the reactor will be housed in the steel and concrete caisson, sunk in the ground to a depth of 85 feet. Walls of the caisson will be four feet thick. The structure will contain 244 tons of welded steel plates and 5100 cubic yards of concrete.

Bechtel Corp. of San Francisco is general contractor for the project. The reactor and related facilities are being designed and built by the General Electric Co. which is also fabricating the 17.3 tons of uranium fuel that will comprise the first reactor loading.

Radiation Round-Up—



RADIATION SAFETY IS PRACTICED AT KAISER

By SAM L. CASALINA, Radiation Safety Consultant

The tools of the Atomic Age are being used at the Kaiser Aircraft and Electronics Corporation plant located at 880 Doolittle Road, San Leandro, California. Within the walls of Plant No. 1, a separate small building houses powerful x-ray machines which hurl photons (bundles of electromagnetic energy) at missile engine frames to detect flaws in the welds. Detecting structural defects in the early stages of missile fabrication is one way of insuring successful "birds" at launching.

TESTING AND INSPECTION

Testing, both destructive and nondestructive, is carried on from ingot to ignition. The chrom-molybdenum metal from which the engine frames are made is continuously under the watchful eye of the Quality Control Engineer. At the Kaiser plant, the often-tested "chrome-moly" arrives as tubing. From now until the tubing leaves the plant as missile engine frames, Kaiser Aircraft and Electronic's Quality Control Manager, Mr. Ronald Robb, ably directs the application of strict quality controls.

The steel tubing is carefully cut to proper size, and fitted into welding jigs which hold the tubing in the exact position for heliarc welding. After welding, the engine frames are wheeled to the x-ray facility. Here, under the direction of Mr. James Samuels, Radiographic Supervisor, experienced radiographers "look into" the welds to assure that the frames will withstand the tremendous forces generated by the rocket engine.

RADIOGRAPHY

Radiography is a form of non-destructive testing. That is, the material does not have to be pulled apart or subjected to other destructive tests in order to reveal defects in the weld or casting. Instead powerful x-rays are passed through the material being radiographed to special industrial-type x-ray film which is affixed to the part. In addition, penetrometer tags are taped to the film. These tags give quantitative information to the person who later "reads" the developed film. They work like this: The tags are approximately 1/2" wide and 1 1/2" long. They are made of the same kind of metal being radiographed. The thickness is also the same as that of the engine frame tubing. The penetrometer has three tiny holes of varying size. After the weld has been "shot," the film is developed and any holes or defects in the welding are compared with the holes in the penetrometer in order to determine whether the weld is acceptable. The film is examined over a lighted x-ray viewer, much the same as those used by physicians.

AIR FORCE CERTIFICATION

Before any company (even those with Kaiser's traditional

know-how) can undertake the radiography of Air Force components the radiographers must be certified as capable by a representative of the U.S. Air Force. This is done with an Air Force "kit" consisting of various parts, some with known defects. The kit was left with the Kaiser x-ray group for a period of 3 days. During this time the men "shot" the various parts, and adopted the best known techniques to show up the defects, and interpret the findings.

AIR FORCE TEST PASSED

Under the practiced and critical eye of Mr. Louis S. Besso, Air Force representative, the kit results were reviewed with Mr. Samuels, and the known defects on file with Mr. Besso compared with those found by the Kaiser team. The results of the "examination" showed the Kaiser radiographers well qualified for the job, and were certified by the San Francisco Air Procurement District of the U.S. Air Force.

THE RADIOGRAPHIC FACILITY

Two months before the above event took place, only floor space existed where now stands one of the finest radiographic facilities in California. The job of providing the radiation safety design criteria, and, after the facility was in operation, the sustaining health physics services, was given to Casalina Nuclear Associates.

The first problem was to house two powerful x-ray machines in such a manner as to provide maximum shielding at minimal cost. This involved confining the tremendous radiation levels produced by a 260 KV and a 300 KV machine to the rooms housing them. This would allow the radiographers to operate the x-ray control panels from outside the rooms without incurring dangerous radiation exposures. Also, valuable plant space adjoining the walls of the radiography rooms could be used by other plant personnel in complete safety.

The ground on which the Kaiser A&E plant is situated is largely earth fill, and massive concrete walls sometimes used to stop radiation, would not have the desired degree of stability. Another type of radiographic facility considered was the "swimming pool" design. This is essentially a concrete basement or empty swimming pool. The x-ray machine is placed in it, and the beam is directed at the wall. Parts are delivered to the front of the x-ray machines by grade level cranes.

The high water table of the tide lands, however, could turn the "swimming pool" into the real thing. As one radiographer put it "We would have to be certified by the Red Cross for swimming as well as by the Air Force for radiography."

LOTS OF LEAD

Lead sheets were decided upon after shielding calculations showed that the intense levels of radiation (several times the human lethal dose within an hour) could be safely contained with one-quarter inch and three-eighths inch thick lead. The

calculations had to take into account the radiation which would be produced within the lead walls themselves. This "scattered radiation" takes place when the high energy photons (x-rays) strike the orbital electrons of the lead atoms and turn these electrons into beta rays.

At least one-quarter inch of lead is to be found in all walls and doors of the two x-ray rooms. Since radiation travels in a straight line, all doors and thresholds were provided with overlapping lead construction.

The lead panels, precut to a size of 2x10 feet, were bonded to 3/8" plywood with contact cement. After drying, and a visual inspection for holes, scratches, or dents in the lead which would reduce its shielding ability and produce "hot spots," the panels were nailed to the studs of the room frames. Where the lead panels butted against one another, a 3" strip of the same thickness lead was used as a batt to prevent radiation "leakage."

MASSIVE DOORS

The huge lead covered doors, each weighing several hundred pounds, were engineered to swing or slide open smoothly. To prevent anyone from entering the x-ray rooms while the machines are on, electrical switches are tripped by the opening door which turns off the machine. At Kaiser A&E each door of the x-ray facility is so equipped.

Seven weeks after beginning construction, the Nor Cal Company general contractors, completed the facility. The x-ray machines, generators, transformers, and other accessories were installed and were prepared for testing.

THE MACHINES GO ON

On Saturday, December 17, 1960, the machines were positioned and turned on for the initial radiation survey. A radiation survey consists of taking radiation level measurements with a geiger counter or similar instrument. The measurements are made all around an x-ray room to determine how much radiation, if any, people working in adjoining areas will receive. These surveys are required by the U.S. Atomic Energy Commission and the California State Division of Industrial Safety. New x-ray tubes must be brought to full power slowly, and this condition was reached at 1:35 p.m. The geiger counter survey showed that essentially no radiation was penetrating through the walls into the uncontrolled areas. The facility was formally certified by Casalina Nuclear Associates on December 19, 1960, and engine frame radiography commenced immediately.

Kaiser Aircraft & Electronics, in providing for the adequate protection of its radiographers, as well as other plant personnel, has added further credence to the belief that high levels of radiation can be used safely. The Kaiser facility is a welcome addition to the small but growing family of radiation users who contribute materially to our economy.

WELCOME!

The following people were welcomed into membership in Local 1245 during the month of December, 1960:

"BA" APPLICATIONS SAN JOAQUIN

Baxter, Rodney
Mercer, Herbert A.
Smyth, Herbert

COAST VALLEY

Smith, Kenneth L.
Thompson, Tommy A.

SAN JOSE

Couch, Orvil L.
Crawford, John R.
Robuck, Richard D.

EAST BAY

Graham, Lesley O.
Heiser, James M.
Mefford, David G.
Nailen, Paul A.
Perry, Norman A.
Peterson, Richard R.

SAN FRANCISCO

Gerrans, James F.
Miller, Arthur S.
Valenzuela, Andrew

GENERAL OFFICE

Manning, Robert L.
Sargent, Mary Ann E.
Snedeker, Kathleen E.

STOCKTON

Furlong, Ronald M.
Jones, Lemon
Luder, Richard B.
Plath, Wayne F.

SIERRA PACIFIC

Cassingham, Terry D.
Eads, James F.
Giurlani, Johnny
Ihardi, Anthony E.
Schwabrow, Wayne H.

NORTH BAY

Blakeley, Glenn
Lang, Alfons A.
Love, Loren D.
Valine, Kenneth
Winter, Joe L.

S.M.U.D.

Martino, Ferdinando O.
Oldfield, Richard
Waters, Joseph E.



CITIZENS UTILITIES

Gjerset, Mary L.
Golden, Harold
Ouilette, Mary
Tutor, Oscar B.

GENERAL CONSTRUCTION

Allen, Cecil
Beckley, John V.
Berg, Melvin
Bisco, John C. Jr.
Booth, Paul C.
Covell, Albert F.
Esquibel, Pedro G.
Gianini, Henry G.
Hibbard, Thomas L.
Hurley, Samuel H.
Landry, Kenneth
Lang, William C.
Leavitt, Robert A.
Lucas, Paul L.
Lynch, Maurice P.
Michaels, Charles L.
Myers, Keith E.
Newcomb, Fred
Nieto, Cande Jr.
O'Dell, Raymond
Quate, William
Riddle, Carlis A.
Shetrone, Richard Jr.
Simmons, Rhinehardt
Sloat, Jack L.
Stitis, Jimmy
Strong, Otto A. Jr.
Swan, John B.
Walker, Aubrey L.
Yaws, William L.

MISCELLANEOUS

Johnson, Howard W.

"A" APPLICATIONS

RECEIVED DECEMBER, 1960
Davis, Herbert R.
Gibbs, Ernest L.

TRAVELING CARDS

RECEIVED DECEMBER, 1960
Neumann, Richard Emil
Ueckert, Willy H.
Kutschia, Henry R.

UNIONS PUSH 'SPARTACUS'

Something new under the sun is happening in Hollywood. Thousands of union members, representing dozens of crafts, have turned themselves into voluntary press agents for a movie. They are out to help promote the big new Super Technirama 70 production, "Spartacus."

The campaign is spearheaded by the Hollywood AFL-CIO Film Council. For a number of years, this group has been struggling to solve a serious unemployment problem created by runaway American movie productions — pictures produced abroad, for the American market, in order to escape American wage standards. Right up to now, that trend has been growing alarmingly. By contrast, however, Bryna Productions decided to make "Spartacus" in this country. They believed the time saved through utilizing the unmatched know-how of Hollywood's craftsmen would offset the more advantageous scales prevalent in European studios.

The Hollywood craftsmen, most of whom belong to the I.A.T.S.E., feel they have much at stake in the "Spartacus" experiment. They believe the success of this film, released by Universal-International, might well prove the turning point in their drive against runaway production. That is why they want to bring the picture and its fair-minded producers and distributors to the attention of union members throughout America.

"Spartacus" is the biggest picture ever made in and around Hollywood. It is understood to represent an investment of 12 million dollars. From Italy's leading museums and costume repositories came 5000 uniforms and seven tons of armor. Shiploads of household furnishings and 27 tons of statuary were transported across an ocean and a continent to recreate in Hollywood the splendor of ancient Rome. One memorable set, constructed from designs 2000 years old, is the School of Gladiators where, for the first time in 50 years of storymaking, every one of Hollywood's 187 stunt men were trained in the gladiatorial rituals of combat to the death.

"Spartacus" was adapted from a novel which has sold more than three million copies in 45 languages. In its leading roles are Kirk Douglas, Laurence Olivier, Jean Simmons, Tony Curtis, Charles Laughton, Peter Ustinov and John Gavin. The story they bring to life concerns the last century before the Christian era, a time when Imperial Rome was the greatest single power in history and yet was shaken to its foundations by the one force that has never been conquered—man's eternal desire for freedom. The titanic struggle of Roman might against a rebel army of slaves is portrayed in terms of the love of one man for his fellow man and for a woman who follows him across countless battlegrounds. It is also the story of those who fought against him: the patrician Senators, more interested in their estates than in the slaves who worked on them; the military leaders, more interested in the power of command than in the welfare of those under them—in short, a very good yarn for a struggling bunch of union members to promote and for union members everywhere to step out and see.

A man pulling his own weight seldom has any left to throw around."

Apprentice Fitter Program Adopted

Upon the recommendation of Local 1245's Apprenticeship Committee, consisting of Robert Irwin, Martin N. Matulich and L. L. Mitchell, Business Manager Ronald T. Weakley has signed a Memoranda of Agreement covering Entrance Requirements to Apprentice Fitter.

Members employed in the Gas Distribution Department of P.G.&E. and others interested in this new training program are urged to attend Unit meetings in order to obtain further information. The Memoranda of Agreement is reprinted below.

PACIFIC GAS AND ELECTRIC COMPANY
245 Market Street
San Francisco 6
Sutter 1-4211

December 20, 1960

Local Union No. 1245
International Brotherhood of Electrical Workers, AFL-CIO
1819 Grove Street
Oakland 12, California
Attention: Mr. Ronald T. Weakley, Business Manager
Gentlemen:

The Apprenticeship Committee at recent meetings has discussed the essential and proper entrance requirements necessary to determine that a prospective Apprentice Fitter is adequately prepared for the comprehensive formalized training he will receive during the apprenticeship period. In order to implement these discussions, the Company proposes to establish the following entrance requirements for employees for the classification of Apprentice Fitter:

1. **Education**
As a measure of education, the Wonderlic Personnel Test will be used. The minimum passing grade on this test is a score of 18. The applicable allowance for age will be included in computing a score. The author's directions for administration will be followed.
2. **Dexterity**
As a means of measuring proficiency in the use of ordinary mechanics' tools, the Hand-Tool Dexterity Test will be used. The maximum time allowed for disassembling and reassembling the bolts is six minutes. The author's directions for administration will be followed.
3. **Arithmetic**
To ascertain that the prospective Apprentice has an adequate knowledge of basic arithmetic, the Madden-Peak Arithmetic Computation Test will be used. The minimum passing grade on this test is a score of 40. The author's directions for administration will be followed.
4. **Writing**
To ascertain that the prospective Apprentice can write legibly, a writing test will be used. A maximum time allowance of 10 minutes for copying a statement containing approximately 100 words will be allowed. The writing must be easily read.
The employee must pass all of the foregoing tests in order to be considered for appointment to a vacancy in the Apprentice

Fitter classification. An employee who does not pass the above tests the first time will not be eligible for retesting until a period of at least three months has elapsed. He will not be required to retake any tests on which he has received a passing grade. If he fails the second time, he will not be eligible for retesting until at least a year has elapsed from the date of the second failure, after which the test may be taken for the third time. The Company shall not be required to give further consideration to any employee who fails a test for the third time.

Tests will be administered and corrected under the direction of the Division Personnel Department. An employee who fails a test may request an interview with a representative of the Division Personnel Department for the purpose of discussing the areas of weakness indicated by his failure to pass a test. Such employee, however, will not be permitted to review the questions and answers on the Wonderlic Personnel Tests.

Should a complaint arise concerning the fairness of the administration or correction of a test, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint referred shall be reviewed by the Chairman with a Union member of the Apprenticeship Committee prior to the time Company makes a final decision with respect to the test results.

5. Primary Shop Training

To determine if the basic skills required of an Apprentice Fitter can be acquired, Primary Shop Training schools will be conducted. An employee who has satisfied requirements 1 through 4 above, and who is the conditional successful bidder to an Apprentice Fitter vacancy, will be enrolled in the schools. Upon successful completion of the school, such employee will be awarded the job vacancy. Any who fail the school will retain their present classification. Enrollment in the school will be made as soon as practicable after the determination of the conditional successful bidder is made. If, in the opinion of the instructor, a trainee is failing the school, Company shall notify Union. Thereafter, a Union member of the Apprenticeship Committee may visit the school to observe the trainee's performance.

An employee who fails the Primary Shop Training School may, subsequent to such failure, request of his supervisor that he be retested. He will be given the tests required of trainees at the Primary Shop Training School. Upon successfully passing the tests he will be eligible for appointment to a vacancy in the Apprentice Fitter classification. A period of at least three months must elapse before an employee will be eligible for retesting. Company shall not be required to give further consideration to any employee who fails the Primary Shop Training tests for the second time.

In addition to the requirements referred to above, Company will make appointments to vacancies in accordance with the principles outlined in Section 205.11 of the Agreement.

If a dispute should arise concerning the Company's appointment to a vacancy in the Apprentice Fitter classification, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Section 102.8 of the Agreement will be applicable. Such referral shall be made in accordance with Section 102.7.

An employee who has been disqualified or who has not been tested, will not be considered for appointment, under the provisions of Title 205 of the Agreement, to a vacancy in the Apprentice Fitter or Fitter classifications, except for temporary appointment for short periods of time due to exceptional situations caused by operating requirements where Company cannot conveniently or practicably appoint an eligible employee.

An employee who has satisfied requirements 1 through 4 above, but who has not attended the Primary Shop Training, will be eligible for temporary appointment to the Apprentice Fitter or Fitter classifications provided such employee does not perform welding.

Employees who want to qualify shall notify their Supervisor in writing of their intent. After such notification has been made, arrangements will be made for employees to take the tests outlined in 1 through 4 above. Tests will be administered during regular work hours.

A Fitter or an Apprentice Fitter who is demoted due to lack of work will not be required to satisfy the entrance requirements listed above in order to be considered for reappointment to his former classification.

The provisions of this Agreement shall be effective January 1, 1961, and shall not apply to employees who have the job classification of Apprentice Fitter or Clerk Driver on a regular basis on or before January 1, 1961.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY
By s/ R. J. Tilson
Manager of Industrial Relation.

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION No. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO.

December 23, 1960. By s/ Ronald T. Weakley.

(In addition to the Agreement printed above, the Union sent a letter to the Apprentice Training Committee of the Company stating the understanding reached by them as to what constitutes successful completion of the primary school. The Objectives of the Primary Welding Training Program are to introduce the apprentice to the Requirements of a fitter and successful completion is based upon the individual showing progress and improvement in the various procedures. The employee shall not be required to make all the welds listed in the Training Program but shall make enough welds to show that he can make two pieces of metal adherer while maintaining a reasonably uniform ripple and a bead fairly uniform in width and height. The weld is to be tested primarily for strength and not appearance.)

In Memoriam

Brother TOM S. EDWARDS, November 24, 1960. Brother Utilityman from Humboldt Division, passed away on January 5, 1961. Brother Edwards was initiated into the Local in March, 1947.

Brother FRANK SELZ passed away on November 13, 1960. Brother SELZ, a maintenance Journeyman from San Francisco Division, had been a member of the I.B.E.W. since April 15, 1937.

Brother GEORGE L. CROWDEN, a Clerk "B" in San Francisco Division, died on November 1, 1960.

Brother JAMES J. KIRK from the Gas Department, San Joaquin Division, died on January 15, 1961. He had been a member of Local 1245 since September, 1952.

Brother LEONARD O. BOYLE, a Gas Serviceman from Stockton Division, died on November 19, 1960. He had been a member of Local 1245 since November, 1945.

Brother ROBERT L. MOORE from East Bay Division died on January 5, 1961 and had been a member of the Local since August, 1956.

Brother ITALO SANINI, Journeyman Lineman from North Bay Division, died on



Kirk Douglas has his first moment alone with Jean Simmons in this scene from Spartacus, a Motion Picture aimed at proving that Movies can still be made at a profit in the United States.

SPECIAL NOTICE

At the Executive Board meeting of Saturday, January 7, 1961, three Bylaw amendments were concurred in by the Board and referred to the Local Units to be read during the month of February and voted on in March.

The first amendment will change Article III, Section 6, to provide three-year terms of office for Local Union Officers. The second concerns the scheduling of elections at three-year intervals and amends Article III, Section 7. The third Bylaw amendment would change Article III, Section 11, in terms of the qualifications of candidates for Local Union office, Advisory Council member, or delegate to the International Convention.

Attend your Unit Meetings to listen to the reading of these amendments and to vote on them.

John W. Michael Resigns From G. C. Grievance

Many of our present members cannot remember when John W. Michael's name was not on the monthly G. C. Grievance Committee minutes. He was appointed to the Committee in 1951, graduating from the position of Shop Steward. Since 1951, John has been very active in the Union.

He served on the System Negotiating Committee in 1951 and 1956. In 1956 he was appointed to the Policy Committee (later changed to Advisory Council by a By-law amendment), and the General Construction membership, knowing his worth as an active trade unionist, reelected him to that post in 1958. In 1960 he was elected to the Executive Board, which position he has found rewarding but time-consuming. Therefore, hoping to spend more time on his small ranch at Point Reyes Station in Marin County with his wife, Margaret, and their three children, Candice (12), Charles (9), and Richard (7), John decided to resign from the G. C. Grievance Committee.

Business Manager Ronald T. Weakley and the new Grievance Committee Chairman, Jerry Wells, join with all of us in saying, "Thanks, John, for a job well done."

'Basque' Dinner For Bro. Padilla On Retirement

A traditional Basque Dinner highlighted the Retirement Party for Andres Padilla, December 17 in Bakersfield. Brother Padilla, who has worked in the Bakersfield Gas Department for fourteen years, joined Local 1245 on May 1, 1951 during the original organizing drive in his area.

Business Representative Jack Wilson presented the Scroll and Pin on behalf of Business Manager Weakley and thanked Brother Padilla for his many years of support for the Local. An engraved gold watch, a gift from his fellow workers, was presented by Mr. Harvey Thornton, District Gas Superintendent.

Kern District Manager Ray Sirman gave Brother Padilla a wallet and Company pass and Gas Construction Supt. Roy Hughes gave the story of Brother Padilla's years on the job. Master of Ceremonies for the evening was Everett Bradford.

The evening closed with several retired friends of Brother Padilla offering suggestions on the best ways to enjoy retirement.

Gas Workers Focus on Safety at California Meet

Meeting in Santa Barbara on Saturday, January 21, 1961, for the purpose of discussing safety in their industry, were representatives from all of the major unions representing employees of the California gas utility companies. System Safety Committee Chairman Vernon L. Franklin and Local Union Vice-President Marvin C. Brooks, both of whom are gas workers, together with Assistant Business Manager M. A. Walters, represented Local 1245. Also present were representatives from Local No. 465, I.B.E.W., representing employees of the San Diego Gas & Electric Company; from the International Chemical Workers Union, representing employees of the Southern Counties Gas Company of California; and from the Utility Workers Union of America, representing employees of the Southern California Gas Company.

The purpose of this meeting was to review the hazards present in the handling of natural gas, together with all related activities, and to develop methods for providing reasonable safety measures to overcome them. Participating in the discussions were two representatives of the California Division of Industrial Safety, whose cooperation and guidance proved to be of considerable assistance.

Existing State Safety Codes were reviewed for possible application to the natural gas industry and areas where such safety codes are now lacking were developed in order that consideration could be given to establishing them where necessary. While those in attendance felt that considerable progress was made, it was agreed that this was really only the first step and that considerable work remained to be done before the desired ends were obtained.



Negotiations on Clerical Lines of Progression for the Domestic and Commercial Accounts Bureau were handled by Harold Boswell, Marjorie Smith, Brendan Stronge, Mike Escobosa, Lucille Celaya and Louise Jennings.

Labor Pushes Strong Legislative Program in D.C., Sacramento

(Continued from Page 1)

gram of health insurance administered by the State government. Forand-type legislation will also be introduced at the State level in the event the Congress fails to take action for the medical needs of the Nation's aged.

Labor will continue to push for effective measures against monopolies and speculation in the Water Development Program of the State. Even though the Water Development Bond issue was passed by the voters without

these protections in it, there is a good possibility that they can be written in to various legislative measures which will carry forward the Water Development Program.

Labor will push for improvements in the State Workmen's Compensation laws, particularly in the field of rehabilitation training provisions for injured workers who cannot return to their former occupations. This is one of the most serious deficiencies of the present program. We are further hoping to im-

prove Unemployment Compensation benefits by extending coverage to many employees who are not presently covered and providing an increased benefit program where dependents are concerned.

Another vital issue which labor is pushing is the integration of community health services. If health facilities were properly planned and functions properly assigned to the various installations, an improved health care program could be achieved at great savings to the public.

As in the past, labor will continue its vigorous support of programs to improve educational facilities in the State.

This summary encompasses a few of the major battles which labor will fight at the State level during this Legislative session. Members of unions have been asked by leadership to give active support to the program by keeping informed and by contacting State Legislators. Local 1245 will keep its members informed throughout the session of the Legislature on issues of importance to its members.

IMPORTANT NOTICE

The wives of Local 1245 members who joined the Kaiser Foundation Health Plan between August 1 and September 30 may be eligible for minimum maternity-care charges, according to a Kaiser spokesman. The ten-month waiting period was waived for the people who joined during this period.

Credit for this waiver should be given automatically but sometimes through clerical error the higher rate may have been charged. Members who are eligible and paid the higher rate should apply for a refund.

CHARLES J. FOEHN HONORED IN S.F.

At a gathering of hundreds of well-wishers at the Fairmont Hotel in San Francisco on January 21, I.B.E.W. Vice-President Charles J. Foehn received the tribute of representatives of State and Local government, the gas and electric industry, the construction industry, the labor movement, the clergy, and the judicial and legal professions.



CHARLES J. FOEHN

Mr. Foehn's many years of community service, labor-management activity, and personal understanding of the problems of human beings were properly recognized at the testimonial offered under the auspices of the San Francisco Electrical Contractors Association.

Honest tribute was paid to a man and his devoted wife, Prue, who have the friendship accorded only those who have spent many years in being "good people."

Charles Foehn, who rose from the ranks of hard-working people in the Mission District of San Francisco which has produced many leaders of note, did not

have the economic and educational advantages afforded many who came to honor him on this occasion. Yet, on this night, the distinguished leaders of the community paid him tribute because he put his efforts toward giving the workers he represents the economic and educational opportunities which he, himself, was denied as a youth.

MANY CIVIC ACTIVITIES

Service to I.B.E.W. Local Union No. 6, the Councils of Labor in San Francisco, the community responsibilities of long service on the Grand Jury and the Board of Education, the apprenticeship program of the electrical industry, his officership on the State and International bodies of the I.B.E.W., and his many other contributions to the people, were recounted by many distinguished speakers.

Local 1245 was represented at

the affair by Business Manager Ronald T. Weakley, Business Representatives Dan McPeak and Norman Amundson, along with Mrs. McPeak and Mrs. Amundson.

The interest and support of the organization and programs of Local 1245 is well known to the officers of our Union, so far as "Charlie" Foehn is concerned.

We join with the hundreds who paid their respects to him and wish him well as he carries on his duties to the members of the 9th District of the I.B.E.W. as our Vice-President.



Local 1245 was represented at

SMUD Man Is Named by Kennedy

President John F. Kennedy has appointed James K. Carr to the post of Undersecretary of the Interior. Carr, 46, is Chairman of the California Water Commission and Assistant General Manager of the Sacramento Municipal Utility District since 1953.

A Californian, Carr is a native of Redding, holds a degree in Civil Engineering from the University of Santa Clara, and has worked for the Bureau of Reclamation on the Central Valley Project. He also served on the staff of the House Committee on Interior and Insular Affairs.

Local 1245 has enjoyed many years of association with Mr. Carr and has noted his top ability in his field of public service in the power industry. Our members at S.M.U.D. could always depend upon Mr. Carr to know the facts in any given situation as well as the problems faced by management, the union, and the consuming public.

We wish Mr. Carr and his family many happy years in Washington.