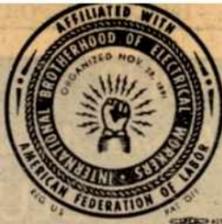


Utility Reporter

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



VOL. VIII — No. 10

OAKLAND, CALIFORNIA

FEBRUARY, 1961

Handwritten notes in the top right corner: "Installation of... 2.00..."

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

The bargaining season is on and the Union's negotiating committees are going into action as each contract is opened and as each opportunity to discuss wages and conditions avails itself in the public agencies.

While the general economic atmosphere leaves something to be desired, the employers of the members of Local 1245 are in good financial shape and can afford to provide wage increases this year.

The amounts, of course, will be bargained out by the committees based upon increased productivity, cost of living, etc.

Some settlements in other utilities are shaping up and will be a part of the considerations of the parties. Where we are open for talks on matters other than wages, the committees are pressing for some improvements in working conditions and other benefits.

As we carry on our bargaining activities, work on the adjustment of grievances, and carry on all of the other service work expected by the membership, another issue arises which requires the interest and participation of all of those who joined this Union for the purpose of participating in collective action in the interest of themselves and their families.

PROGRESS TIED TO FINANCES

This issue is the matter of the financial stability and progress of this Union. It will be resolved in the traditional manner set forth in the by-laws which were adopted by the membership to operate their organization.

It is hoped that the tools necessary to do a good job are supplied by those for whom the job is done—the members of Local 1245.

No matter what is decided with respect to our internal problem, our readers may rest assured that the full measure of responsibility held in trust by the officers and negotiating committeemen will be discharged in the best manner possible as we enter the 1961 bargaining (Continued on page 2)



The above scene took place during the February 4th and 5th meeting of the Advisory Council of Local 1245. Assistant Business Manager L. L. Mitchell is explaining with the use of some specially

prepared slides, the history, services, programs, and functions and what they cost the Union to maintain.

Advisory Council Finds Dues Raise Mandatory to Maintain Services

Advisory Council members of Local 1245, I.B.E.W., met at the Union offices in Oakland at 9:00 a.m. Saturday, February 4, for their regular February meeting, as provided for in the By-Laws.

The focus of the discussions, which lasted for two days and culminated in a resolution to the Executive Board was the problem of Local Union finances and programs.

The meeting began with reports from all the members on information gathered since the specially called meeting the first weekend in December. The members of the Council had attended Unit meetings in their areas and had explored, with the membership, their wishes with regard to the Union programs and finances. The crux of the issue is the fact that the Union is unable to continue its present services to the membership on the broad scale which it has been doing in the past without an increase in the funds available. Advisory Council members in their reports indicated to the Executive Board and the Business Manager that the members did not wish to have services curtailed and that there appeared to be support in the membership for an increase in the dues at this time.

EXEC. BD. DIRECTS DUES VOTE

At a specially called meeting on Saturday, February 18, the Executive Board of Local 1245 acted to concur with the recommendations from Units 2401, San Francisco Clerical; 3211, Red Bluff; 3212, Redding; and 3417, Paradise. These recommendations called for the amendment of Article XII, Section 2 (a) of the Local Union Bylaws to read as follows:

"Sec. 2. (a) The monthly dues of Local Union 1245 shall be in accordance with the following dues schedule:

- (1) "A" Members \$9.50*
- All Classifications
- (2) "BA" Members \$5.00
- All Classifications
- *(including 10c Military Assessment.)
- (3) Each month's dues shall include 10c to be placed in the general fund for the subscription to the Union's publication presently known as "The Utility Reporter."

In concurring with the recommendations, the Executive Board directed the first reading of the proposed amendment be held at regular Unit meetings in March. The second reading and vote by secret ballot shall be held at regular Unit meetings during the month of April. (For a list of the dates for March Unit meetings, see back page.)

A detailed report covering the history of the Union's operations for the past several years. He explained the organization, costs, services and functions of the Union and the services which are essential to the continued operation of the Union. He

AUDIT STUDIED

The members were then given copies of the 1960 annual audit which was studied by the group in some detail. Assistant Business Manager L. L. Mitchell gave

pointed out that greater membership participation in conferences and in educational programs has developed a better-informed membership but that the process has increased costs to the Union.

Sunday morning a written resolution was presented from a subcommittee of the Advisory Council to the entire Council. The resolution, which was adopted unanimously, is printed in full at the end of this article.

Following the discussion of Union finances, the Council discussed the 1961 bargaining policies of the Union and recommended to the Executive Board that the negotiating committees be given full authority to continue operations in the good manner which they have in the past.

The Council also recommended to the Executive Board that the last regular meeting of the Advisory Council each year have time reserved on the agenda for discussions of the financial situation of the Local Union and an examination of the budget for the coming year.

VOTE AT UNIT MEETINGS

They also recommended to the Executive Board that any (Continued on Page 4)

U.C. Man Cites Needs in Workmen's Comp.

Workmen's Compensation in the State of California is working satisfactorily so far as temporarily disabled workers are concerned, but it is not properly providing for the permanently disabled, nor is the death benefit provided currently meeting the needs of the widows and families of workers who are killed.

These are the conclusions of Dr. Earl Cheit, Associate Professor of Business Administration at the University of California, who has just concluded a study of Workmen's Compensation nationwide for the Ford Foundation.

Dr. Cheit spoke in Oakland to a group of business agents from Alameda County unions on Tuesday, February 14. He has written a book which will be published in May of this year covering his findings and giving recommendations for the improvement of Workmen's Compensation.

REHABILITATION PROBLEM

He pointed out in his talk that the major difficulty in providing for the permanently disabled is the problem of rehabilitation. There are approximately 15,000 workers permanently disabled each year in this State. The degree of disability ranges from very slight to serious and crippling disabilities. The problem exists with workers who will experience difficulty in returning to their former occupations. The compensation is inadequate

for people who cannot return to their jobs. It is difficult to establish any kind of a rating system which will provide for the differing needs of persons with different disabilities. Many inequities do exist and there is an increasing number of disputes over permanent ratings.

The worker is forced to exaggerate his disability in order to get an award. "The insurance companies and the employers must weigh every situation cynically and attempt to minimize the degree of disability."

Dr. Cheit has a proposal to correct this inequity which he presented to the group and it appears in some detail in his book. The aim of Dr. Cheit's proposal is to get the worker back to his old job if possible as this has been found to be the very best rehabilitation.

Dr. Cheit pointed out that serious inequities exist in cases of widows who are receiving death benefits. There is roughly a maximum of \$21,000.00 available and in Dr. Cheit's opinion, the

death benefit should take care of the widow until her death or until remarriage. Inequities occur often when the widow is eligible for benefits under the Survivor's Insurance program of Social Security. Widows who are eligible for Workmen's Compensation benefits and Social Security benefits are often able to receive monies equal to that which they enjoyed while their spouse was alive and working. The widow who only has Workmen's Compensation available, does not receive enough money, however, to support herself and her family adequately.

He believes that Workmen's Compensation benefits should be integrated with Social Security benefits and provide an annuity until the death of the widow.

Dr. Cheit discussed other aspects of the Workmen's Compensation problem and answered a number of questions from the union representatives present. Considerable interest was shown by the group in obtaining Dr. Cheit's book when it is available in May.

Tree Trimmers Reject Terms in Proposed Pact

At meetings on Friday, February 17 in Eureka and Saturday, February 18 in Ukiah, members of Local 1245 employed by the Utility Tree Service Company rejected the Company's offer of an agreement to settle the current negotiations. Basis for the rejection was the lack of a clause prohibiting supervisors from doing bargaining unit work. This demand from the members was the result of management's insistence that working foremen should not be included in the bargaining unit due to the claim that they do, on occasion, exercise the right to hire and fire employees.

The agreement which was rejected calls for a general wage increase of 10c an hour, a modified union shop with payroll deductions of dues, one additional paid holiday, an increase of \$1 per day in subsistence pay while away from home, and for the Company to provide meals when the men are on overtime work.

The World Is Watching 'Ethics' of U.S. Business

The successful prosecution by the Justice Department of 29 corporations engaged in the manufacture of electrical equipment in this country has received wide publicity in the daily press of late.

This was an unusual case because of the number of companies involved and because of the fact that jail terms were meted out to seven of the defendants.

There are several ramifications in this case which need to be considered by Union members and by the general public:

1. In sentencing the corporations, Judge Ganey called the indictment "a shocking indictment of a vast segment of our economy." He pointed out that it was impossible for the top management of these companies not to have knowledge and to have approved of what was transpiring.

Immediately after this, the General Electric Company stated that "its guilty employees were in deliberate violation of a Company directive which is far more stringent than the anti-trust laws themselves. The improper acts of a few were carefully hidden from those in the Company charged with assuring compliance with the directive."

Most of us find that in view of Judge Ganey's statement on the case, General Electric's denial that top management knew about the activities is rather hard to believe.

2. A few years back two firms involved—General Electric and Westinghouse—attempted to influence the Government in the case of a competitive bid from an English firm which was several million dollars below their bids on a generating facility for TVA. The companies maintained that labor costs in this country were too high for them to compete with foreign firms. Economists from the American unions pointed out that the failure of the two American companies to compete was not due to higher labor costs but due to an inflated profit margin on the part of the American firms. The indictments in the case would tend to support the view expressed by the unions.

3. Attorney General Robert Kennedy has pointed out that the labor movement has taken steps to develop an Ethical Practices Code and has expelled unions who were not living up to that Code. He pointed out that business should take similar steps and has not done so. In view of this case, it would appear that the NAM should, through democratic participation of its member firms, develop an Ethical Practices Code for business and industry and consider the expulsion of those firms which are not in compliance.

4. One of the most powerful groups in our country and one which directly influences the Government, is the Business Advisory Council. The present head of the Business Advisory Council is Ralph Cordiner, who is the President of General Electric. We would suggest that it hardly seems proper to have the BAC directed by Mr. Cordiner following the disclosures of the activities participated in by his Company.

5. Actually, the price fixing indulged in by these companies has taken money out of the pockets of every single American citizen. Everyone who pays a utility bill, or who pays taxes, has been forced to contribute to illegal profits on the part of these companies. Our Union, which represents utility workers and which must consider in its bargaining negotiations the costs of equipment purchased by utilities, has been directly affected by the actions of these guilty firms.

Finally, we should like to point to a significant statement by Judge Ganey: "What really is at stake here is the vast section of our economic system that we are offering to uncommitted sections of the world as an alternative." The defendants, said Ganey, "flagrantly mock the image of that economic system of free enterprise." In other words, the actions of these companies have world-wide implications and have done world-wide harm to the United States of America.

YOUR Business Manager's COLUMN by Ronald J. Weakley

(Continued from Page 1)

season.

I cannot stress too strongly that in order to properly carry on the activities of this Union, we must have an active membership which will attend Unit meetings, participate in deliberations, and use the tools of democracy which are the lifeblood of an organization dedicated to the welfare of its members.

It might help our meeting attendance if we were to look around us and consider that we are fortunate to be in an industry which still maintains a fairly high employment rate and which is making good profits.

THREAT TO SECURITY

We might also consider that the Union becomes more important to the individual and his family as the march of mechanization and automation threatens the security of more and more utility employees.

The Union is the means by which we endeavor to protect and advance the interests of the members in the face of changing conditions and changing times. The apathy of the members would seem to indicate considerably more satisfaction with the changes we observe in work methods and other production techniques than is actually the case.

I base this contention on the growing number of reports from the field and from the offices which indicate a marked increase in the concern of the work force over the changes in working conditions as a result of changes in the employers' operations.

The place to discuss these matters is at our meetings rather than in the "bullroom" or on the job. The place to discuss the progress and results of collective bargaining is also at the meetings.

Finally, the place to discuss and act on changes in the laws of the Union is at the meetings.

It doesn't matter how hard a few individuals might strive for better wages and conditions. They are only as effective as the membership's interest, and the maintenance of a financially sound and democratic organization serves to put that interest into progressive action.

Calif. Legislative Notes

Public Employee Rights

By M. A. WALTERS

Assemblyman George E. Brown, Democrat from Los Angeles County, has introduced A.B. 351, a California Labor Federation sponsored measure designed to give public employees the same organizational and collective bargaining rights as employees in private industry. Anti-labor elements immediately undertook a

campaign to spread fear that public employees will immediately go out on "strike," even though case law is quite conclusive that public employees have no such right. Assemblyman Howard T. Thelin, Republican from Los Angeles reacted by introducing A.B. 720 and A.C.A. 23, which would provide for the discharge of any public employee who goes on strike together with the loss of his civil service rights and the loss of re-employment rights for three years.

Special measures applicable to employees of local hospital districts, as well as private hospitals, A.B. 366 Cameron; employees of school districts and state colleges, A.B. 367 Elliott; and to firefighters A.B. 468-469 George Brown have also been introduced. Other measures are in the hopper and will be introduced in the near future.

Payroll deduction for union dues under "reasonable procedural rules" would be provided for employees of municipal utility districts by A.B. 1328 introduced by Assemblyman Edwin L. Z'berg, Democrat from Sacramento and is co-authored by Assemblymen Gaffney, Casey, Crown, Hicks, Lunardi, Petris, Rumford and Waldie. This is a measure sponsored by Local Union 1245 on behalf of its members employed by S.M.U.D.

Prohibition against enactment of any statute, ordinance or charter provision limiting the participation of public employees in political activities during their off duty hours is provided in Assemblyman G. Brown's bill, A.B. 350. Another measure, A.B. 351, which improves the political rights of public employees by providing uniform state-wide restrictions, has been introduced by Assemblyman Waldie, Democrat from Contra Costa County.

AGRICULTURAL WORKERS

Protection of the rights of agricultural workers to self-organization and collective bargaining and the establishment of a minimum wage for agricultural workers is contained in legislation sponsored by the California Labor Federation, AFL-CIO.

A.B. 406 introduced by Assemblyman Hicks, Democrat from Sacramento repeals the Jurisdictional Strike Act. Declares public policy that workers (including agricultural workers) shall have the opportunity to select a collective bargaining representative by a majority vote and sets up procedures where the Department of Industrial Relations shall hold hearings, conduct elections, and certify the labor organization which received the majority votes and provides that any cases of representation subject to Federal law is not subject to this law.

Two measures, both fully applicable to agricultural workers, proposing a state minimum wage of \$1.25 per hour have been introduced by Assemblyman Rumford, Democrat from Alameda County. The first, A.B. 684, establishes the \$1.25 minimum as statutory law. The other and broader measure A.B. 682 in addition to establishing the \$1.25 per hour statutory minimum, also contains all the provisions necessary for a State fair labor standards act, including overtime at time and one half for hours worked beyond 40 a week, and at double time for hours worked in excess of 10 in any one work day, or 48 hours in a work week.

Other measures directly affecting agricultural workers include S.B. 282 O'Sullivan, requiring the State Department of Public Health to maintain a health program for seasonal agricultural workers and their families and A.B. 915, House, relating to agricultural labor-management relations and creating an Agricultural Labor Commission.

PROTECTION OF CONSUMERS

Legislation affecting several areas of consumer interest has been introduced or is in the hopper, however, special attention will be given to two areas at this time. First is the matter of weights and measures. A.B. 545 by Assemblyman Mills, Democrat from San Diego deletes the present provisions for tolerances in weights and measures and prohibits sale of products in packages or containers, which contain less than the stated measure. A related measure, A.B. 1364 by Assemblyman Knox, Democrat from Contra Costa County requires stores to show the price per pound on all packaged goods such as meats and cheese.

The second area concerns exemptions from sales and use taxes for drugs and medicines. In this area several bills have been introduced.

WATER-ACREAGE LIMITS

One resolution, A.B. 1326 Assemblyman John A. O'Connell, democrat from San Francisco, incorporates the provisions of Federal reclamation law which limits the amount of land under one ownership which may be irrigated with water from the public projects to 160 acres. Senator James A. Cobey, Democrat from Merced County, has introduced a series of bills providing that water from the State projects would be delivered on a subsidized bases to farms not exceeding in size "the optimum economic unit for that particular area."

A PAGE FROM HISTORY



FIRST STRIKE IN RECORDED HISTORY!

BOOK OF EXODUS CHAPT. 5
RECORDS "SPEEDUP" WHEN EGYPTIANS ORDERED ISRAELITES TO MAKE BRICKS WITHOUT STRAW

EXODUS TELLS STORY OF "WALKOUT" FROM EGYPT!



INFAMOUS TRIANGLE FIRE MARCH 25, 1911 IN NEW YORK CAUSED THE DEATHS OF 154 COMPANY HAD BEATEN UNION AND REFUSED TO TALK SAFETY!

IN 1791 THE FIRST KNOWN U.S. UNIONS WERE FORMED

OIL, CHEMICAL AND ATOMIC UNION NEWS

The UTILITY REPORTER

INTERNATIONAL LABOR PRESS - AFL-CIO ASSOCIATED

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NORMAN AMUNDSON Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

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WELCOME!

The following people were welcomed into membership in Local 1245 during the month of January, 1961:



"BA" APPLICATION SAN JOAQUIN

Anthony, Eugene R.
Fox, Marion L.
Heinrich, Ralph T.
LeMay, William H.
Loveall, Vernon D.

COAST VALLEYS

Childress, Arlander E.
Gilham, John E.
Murry, Wilbur M.
Wisdom, John J.

PIPE LINE OPERATIONS

Clary, Charles E.

SAN JOSE

Thornberry, Bill

EAST BAY

Baden, D. C.
Butterworth, Ronald D.
Casteel, Vernon M. Sr.
McCarthy, John E. Jr.
McGuire, Oattie G.
Schock, Wayne
Stoner, Charles E.
Swank, James E.

SAN FRANCISCO

Baker, Cary J.
Clark, David L.
Hawson, Victor C.
Madsen, Arlo C.
Regan, Peter
Sauer, Paul F.
Stewart, James D.
Stolpe, David H.
Strite, Arnold E.

GENERAL OFFICE

Flannigan, Patrick J.
Miller, Jerry L.

STOCKTON

Sanborn, Walter E.
Sorenson, David P.

SIERRA PACIFIC

Devine, Dennis A.
MacLeod, Bruce M.
Snelling, Raymond J.
Wessel, Dale W.

COLGATE

Burnham, Joseph R.

NORTH BAY

Dennett, Kenneth L.

S. M. U. D.

Yates, Paul A.

GENERAL CONSTRUCTION

Anderson, Richard T.
Bell, Donald L.
Boeshanz, Edward
Caton, Allen L.
Erskine, Ronald E.
Field, Thomas W.
Jones, Franklin
Mercier, Robert V.
Pettersen, Thomas
Phillips, N. L.
Porteous, Ken
Riviera, Raymond
Sale, Charles A.
Stuck, John J.
Vargas, Florencio L.
Williams, Douglas
Wilson, Bob G.

TREE TRIMMERS

Taylor, Donald

"A" APPLICATIONS RECEIVED

January '61

GENERAL CONSTRUCTION

Kurts, William H.
Nichols, Boyce N.

SIERRA PACIFIC

Blodgett, Arlen T.

CORRECTION

In last month's feature story on the two linemen who rescued a pet Gibbon which had shorted out a 12KV primary, we reported one of the members involved as Ray Lundy. The correct name is Robert D. Lundy and we apologize to "Bob" for our mistake.

REPORT ON CLERICAL MEETINGS

By JOAN BYNUM

At the Advisory Council meeting of February 4 and 5, I was approached by a couple of members who stated that the Clerical members in their area would like to have me write some comments in the newspaper on my activities.

In November I visited the San Francisco Clerical Unit Meeting. The attendance was down possibly because it was the night following the Presidential Election. It was a very well conducted meeting, however, and very interesting.

The first of December, Representative Norman Amundson and I visited a special meeting of Clerical members in Salinas. People were present from Monterey and Pacific Grove also. The group was concerned about the problem of lengthy temporary upgrades, the reassignment of work from higher to lower classifications, procedures relative to transfer requests and job posting, lack of knowledge of the provisions in the agreement relative to meals and travel pay, and the need for training Clerical Stewards.

In order to better represent the Clerical members I would like to invite them to communicate with me through the Union office. From time to time I hope to write short reports in the Utility Reporter on my activities.

I would like to urge all the Clerical members to continue and increase their efforts to sign up non-members. In my own Unit, the East Bay Clerical Unit, we are bringing up the names of prospective members and discussing the best approach to use in persuading them that it is imperative for all employees to join and support the Union.



with Atlantic and Gulf Coast shippers, affecting 37,000 seamen.

WAGE REOPENERS POSSIBLE

The 1961 collective bargaining picture could also include negotiations in the aircraft, telephone and railroad industries, where contracts permit wage reopeners during the year. Another 1 million workers potentially could be involved in any reopener talks.

The automatic wage increases which take effect in a number of key industries this year range from 14.3 cents an hour in the construction industry downward to 6.4 cents an hour in the clothing industry.

OIL WELLS

Drilling and equipping an oil well at sea means spending 8 or 9 times as much as for a well on dry land.

Wit is the salt of conversation, not the food.—Hazlitt.

Free Rider's Card CONTENTED CLUB, INC.

I am opposed to all unions. Therefore, I am opposed to all benefits unions have won through the years: Paid Vacations, Paid Holidays, Sick Leave, Seniority Rights, Wage Increases, Insurance Plans, Safety Laws, Workmen's Compensation Laws, Social Security, Time and One-Half for Overtime for hours in excess of 8 in one day and 40 in any one work week, Unemployment Benefits and Job Security. I refuse to accept any benefits that will be won by the Unions and hereby authorize and direct the Company to withhold the amount of the Union-won benefits from my paycheck each week, and donate it to charity.

Signature.....

Address.....



FREMONT LINE DEPARTMENT 100%

Nick Garcia, Advisory Council member for East Bay Division, reported that the Fremont Service Group Line Department is now 100 per cent.

Nick, with the able assistance of Sal Scialabba, Line Department Steward, and George Manriquez, Steward for the Gas Department, are now working to complete organization in the Gas Department and report they are well on the way to 100 per cent for the Fremont Headquarters. Sal, George and Nick are pictured above.

UNION BOOKS FOR 'TEENERS'

Union families with teen age children can thank Katherine B. Shippen for a straightforward history of trade unions.

For the first time, there is a book that can help our children understand the spirit, the sacrifice and the courage that went into building the labor movement.

Miss Shippen's book, This Union Cause (Harper & Brothers, New York, N.Y., \$2.50), provides a good starting point for young people to learn more about the movement they can expect to be part of when they begin to earn their own way in the world.

The author begins with the problems of the earliest settlers of Jamestown Colony and spans the 350 years to our own time.

In these 180 pages, children will meet the phrases that have become so familiar to our old timers: black lists, Memorial Day Massacre, Knights of Labor, Yellow dog contracts.

In these pages, they will read what the Old Timers keep repeating, that labor's gains did not come on silver platters, that even such elementary rights as the right to vote and such basic services as our public schools resulted from the demand and pressure by wage earners through labor organizations.

This Union Cause is 180 pages of union history that boys and girls can enjoy reading. Miss Shippen has worked with children for many years, as a history teacher and as Curator of Social Studies at the Children's Museum in Brooklyn.

In the same simple direct style she has written other books for young people—Men of Medicine, Leif Eriksson, and Passage to America, to name a few.

Here is a list of books recommended for junior and senior high school students by Mrs. Dorothy Kuhn Oko, Labor Education Specialist of the New York Library. They are on the shelves of most public libraries.

Labor in America, Hal Faulkner and Mark Starr, a labor history. (Oxford Book Co., New York.)

Labor in America, Foster Rhea Dulles, also a labor history. (Thomas Y. Crowell, 1955, New York.)

Seventy Years of Life and Labor, an autobiography of Samuel Gompers, revised and edited by Philip Taft and John A. Sessions. (E.P. Dutton, 1957, New York.)

The Jungle, Upton Sinclair. A novel about the packinghouse

workers in Chicago. (Viking Press, 1947.)

American Labor Struggles, Samuel Yellen, the story of important early strikes in America. (S. A. Russell, 1956, New York.)

Sagas of Struggle, Samuel Colton. Selected stories of the high spots of the labor movement. (Claridge Publishing Corp., 1951.)

World of David Dubinsky, Max Danish, a biography. (World Publishing Co., 1957, New York.)

Sidney Hillman, Jean Gould, a biography. (Houghton, 1952, New York.)

Labor on the March, Edward Levinson, story of how the CIO was formed. (University Books, 1956, New York.)

Here are books and pamphlets recommended by the Education Department of the AFL-CIO for high school students:

This is the AFL-CIO—a brief 10-page booklet describing the AFL-CIO, how it functions, what it stands for, 5 cents. Write: AFL-CIO, 815 16th St., N.W., Washington, D.C.

Labor and the American Way—Written especially for high school students by Mark Starr, ILGWU education director. 45 cents. Oxford Book Co., Inc., 71 Fifth Ave., New York, N. Y.

Primer for Free Americans—16-page pamphlet on unions published by the IAM. Free. Write: The Machinist, 909 Machinists Bldg., Washington 6, D. C.

Trade Unions and the American Way, a record of labor's goals and accomplishments by IAM President Al Hayes. Free. Write: The Machinist, 909 Machinists Bldg., Washington 6, D.C.

Message to High School Students—Why unions exist and what they do. Free. Write: United Steelworkers Education Dept., 1500 Commonwealth Bldg., Pittsburgh 22, Pa.

On God's Side

LANSING, Mich. — Building tradesmen, who in the past have had difficulties in picketing sites where churches were using non-union labor, have solved their problems. The pickets had been forced to explain that "they were not picketing the church or the Lord, but the non-union contractors." Officials of two churches solved it. They got rid of the non-union workers, saying, "union contractors and craftsmen can build it better, faster and cheaper."

AUTO NEGOTIATIONS TOP BARGAINING SCHEDULE

Negotiations between the Auto Workers and the automobile industry's "Big Three"—General Motors, Ford and Chrysler—will highlight the nation's collective bargaining picture during 1961.

The automobile industry contracts, covering more than 600,000 UAW members, expire in August. Also up for negotiations late in the year will be the Auto Workers' pacts with the smaller companies in the automobile field and the union's agreements with the agricultural implement industry. An additional 200,000 unionists will be affected by these negotiations.

All told, 1961 will see contract negotiations covering more than 2 million workers. In addition, according to Labor Dept. estimates, some 3 million workers will receive deferred wage increases this year as the result of contracts negotiated in 1959 and 1960.

Not included in any compilations—but still of major importance because of their total effect on the collective bargaining picture—are thousands of contracts which will be negotiated in 1961 by building trades unions, other crafts and industrial unions at the local or regional level.

In addition to the automobile and farm implement contracts, 1961's negotiations will center on the Rubber Workers' pacts with Firestone, Goodyear and U. S. Rubber—involving nearly 70,000 workers—which expire in April and May; the contract of 35,000 Electrical, Radio & Machine Workers members with the electrical division of General Motors; Packinghouse Workers and Meat Cutters contracts with Armour, Swift and Wilson, covering 25,000 workers; the pacts between the Ladies' Garment Workers and the dress manufacturers' associations, involving 84,000 unionists; and the Maritime Union's agreements



"Nick" Garcia is giving his report to the Council of what he had discovered in discussing the problem of finances with members in the East Bay and Stores Divisions at Unit meetings in December and January.

1245 Advisory Council Recommends Dues Raise

(Continued from Page 1)

vote on an increase in the dues structure be held at Unit meetings, and further recommended to the Executive Board that a special committee be appointed to study the problems of automation and mechanization in the Overhead Line Department.

A review of legislative activities in the State of California was given by Assistant Business Manager M. A. Walters, who informed the group that the Union would probably be calling upon the Unit Education Committees for assistance in achieving the legislative aims of the Local during the current session in the California Legislature.

A review of legislative activities in the State of Nevada was presented by Business Representative Roy D. Murray.

RESOLUTION

WHEREAS: Membership needs have increased and Union's services and activities have been expanded in order to meet them, and

WHEREAS: These services must be financed through the dues of its membership, and

WHEREAS: Present monthly dues are not now adequate to carry these programs with present membership levels, and

WHEREAS: The membership through their collective voices

and actions have indicated they do not wish a curtailment of those services and activities which have become a vital part of our organization,

NOW THEREFORE BE IT RESOLVED:

That steps be taken to improve present membership strength through both internal and external organization. That expansion of public agency groups be implemented by active political pressure by the membership to establish collective bargaining rights by law for these groups, and

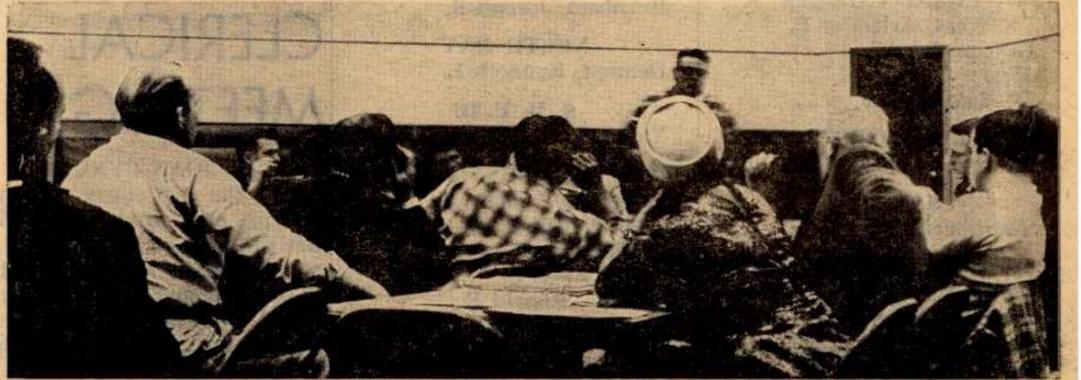
BE IT FURTHER RESOLVED:

That the Executive Board be urged to continue its review of economies of operation, and, where economies can be effected without impairment of general program, these should be instituted and maintained until a more favorable bank balance is established by enlargement of the General Fund Account, and

NOW BE IT FINALLY RESOLVED:

That in order that such balances can be improved, the Local Union Bylaws should be amended to provide a dues increase to \$5.00 per month for "BA" memberships and \$9.50 for "A" membership."

To be happy you must forget yourself.—Bulwer.



Advisory Council members listen attentively as Robert I. Stringham from Stockton Division presents a resolution on the financial problems of the Local.

OLDTIMERS HONORED

On Thursday, January 26, 1961, one hundred fellow workmen gathered at the Party House in San Carlos to bid farewell to E. F. Chittenden and Michael Gibbons, retiring members of I.B.E.W. Local No. 1245, AFL-CIO.

"Mickey" Gibbons, Gas foreman at Redwood City, has been a member of our Union for the past eleven years. Many Union members will always remember "Mickey" for his counsel, advice and training when they first went on the job. He had the knack of smoothing out the bumps and hurdles that new employees encounter. His patience and understanding helped a great many overcome these obstacles.

"Al" Chittenden, as he was affectionately known, was a Troublemaker at Redwood City. One of the most loyal of our Union's members, "Al" also was one of the original signers of I.B.E.W. Local No. 1245 AFL-CIO's charter. He has made a great personal contribution in time, effort and money, toward organizing this Union on the PG&E properties. By bitter experience, he knew the Great Depression, the times and years that the monetary and security benefits now afforded PG&E employees were not available. He was one of the pioneers in the years of hard efforts by this Union to get the job done. No one in our humble opinion has worked as hard, as well, and for so long. In his remarks when he was asked to speak at the dinner, his theme was simple and effective. The employees were better off, the Company was better off, and the community was better off since a Union was on the property of the Pacific Gas & Electric Company.

Paying their respects and representing the Union were Business Manager Ronald T. Weakley, Assistant Business Manager Mert Walters, Advisory Council Member Leland Thomas, Jr., and "Spike" Ensley, Business Representative from Coast Valleys Division.

Clerk: "What can I do about women customers who insist on talking about low prices of the good old days?"

Floorwalker: "Just act surprised and tell them you didn't think they were old enough to remember back that far."

1961 Fed. Scholarship Announcement

Public and private high schools in the state, numbering over 800, this week received brochures announcing the Federation's eleventh annual scholarship competition for graduating high school seniors.

Federation Secretary-Treasurer Thos. L. Pitts urged high school principals and other responsible school officials to "call this contest to the attention of graduating seniors by giving it prominence on student bulletin boards or by publicizing it through established channels for scholarship announcements."

The Federation this year is offering five \$500 scholarship awards to competing seniors who plan to attend college.

The printed brochures sent to the schools contain the rules for participation in the contest, together with application forms.

The contest is open to all high school seniors, or 12th grade students. Winners are free to choose any accredited 4-year college, or junior college, without restrictions placed on their future course of study.

The deadline for the return of application forms is April 17, 1961. The students' transcript must be attached to the application form.

Selection of winners is based on a competitive examination, to be held in participating high schools on Friday, May 19, with due consideration to the qualifications of contestants to enter college.

As in the past, selections will be made independently of the

Federation by an outstanding committee of judges:

Benjamin Aaron, L.L.B., Director, Institute of Industrial Relations, University of California at Los Angeles; Frederick A. Breier, Ph.D., Assistant Professor of Economics, University of San Francisco, San Francisco; Leon F. Lee, Ph.D., Director, Institute of Industrial Relations, San Jose College, San Jose.

Two of the five scholarship awards are being made available in cooperation with the Los Angeles Building and Construction Trades Council and the California Legislative Board of the Brotherhood of Railroad Trainmen.

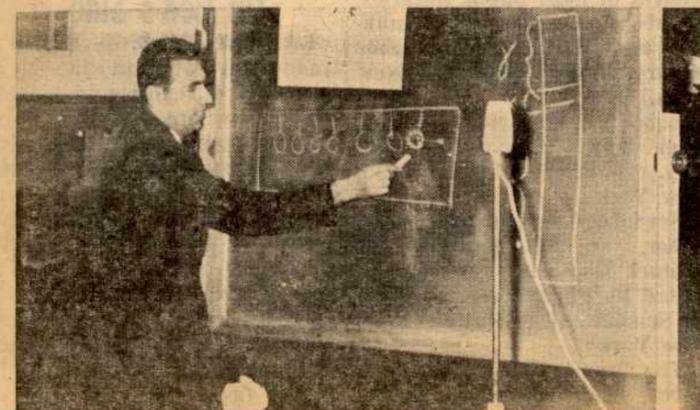
The announcement brochure sent out this week includes sample tests questions based on the role of collective bargaining in our economy, and the history of organized labor.

Suggested readings are also listed to assist participating students.

In a separate letter to all central labor councils, Secretary-Treasurer Pitts also urged the cooperation of the local labor movements to encourage participation by high schools and to help make books available to students.



Staff members of Local 1245 recently attended a special seminar on Radiography with particular emphasis on its uses in Steam Generation plants. The seminar, held on Saturday, January 28, was conducted by James Samuels, Radiographic Supervisor for Kaiser Aircraft and Electronics Corp. (pictured above), and Sam Casalina, Radiation Consultant for Local 1245 (below.)



Good news to General Construction Department members has been the large amount of Gas Construction work in the East Bay Division. Pictured here on reconstruction work due to the resurfacing of Woolsey Street in Berkeley are L. to R., Leon Gilbert, Steve Yabara, Harold Cantrell, and Shop Steward Walter Henderson.

1245 VIEWS PLANS AT HUMBOLDT BAY

By RONALD T. WEAKLEY

Atomic Energy Commission licensees are required by Federal Law to submit a detailed "hazards summary report" in order to obtain a permit to construct a nuclear reactor.

Pacific Gas and Electric Company has submitted its "hazard summary report" and has been issued a permit to construct the reactor at Humboldt Bay.

Construction of the plant has been started and California is slated to have its first privately financed full scale nuclear power plant in operation by mid-summer of 1962, if everything works out according to present plans.

For some time we have sought to obtain a copy of the "hazards summary report" and found that the only way the full report including all amendments can be obtained is to pay for its reproduction by the Atomic Energy Commission office in Washington, although this is public information according to law.

Local 1245's Executive Board has directed me to obtain this document and has authorized the necessary costs involved.

The reason we wish to obtain this document is that a complete understanding through competent evaluation is necessary in order that Local 1245 will know the answers to all pertinent questions on safety procedures involving the construction, operation and maintenance of the Humboldt Bay reactor.

While the Union's direct role in construction, operation and maintenance of this plant is necessarily limited, employee and public attitudes are important to the Union and to the success of this multi-million dollar venture.

We do not subscribe to the

"scare" programs of some who seem to be more interested in something other than the pure safety questions involved in the development of such plants.

We do subscribe to the common sense view that such operations must be as safe as man can make them and we fully expect that Pacific Gas and Electric will do just that.

Our offer to sit down with designated representatives of the Company with a view toward being of responsible assistance to a successful venture at Humboldt Bay still stands and we believe we could contribute materially to that success.

Meanwhile, we shall continue our educational efforts and we shall proceed to make our own independent evaluation of the "hazards summary report" and the testimony of the A.E.C. reactor engineers and others, who participated in the Washington hearings which resulted in the Humboldt Bay construction permit issued on November 9, 1960.

As a responsible Union which has, over the past few years, expended the time and the funds necessary to learn something about nuclear power generation and radiation hazards, we shall continue our activities in the interests of our members, the industry, and the general public of which we are a part.

Member Exchanges His Hardhat for a Sombrero

It's an acknowledged fact that all Local 1245 Stewards wear many different hats—one steward—Ralph Vega, Martinez Power Plant Electrician, is doffing his hard hat for a sombrero these days.

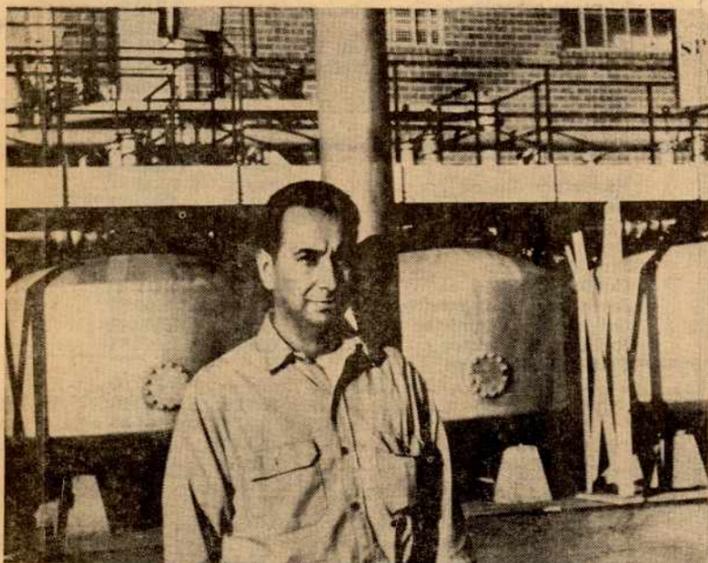
While on vacation in Mexico, a guest at the Convention of the Mexican Electrical Workers. He made many friends at the Convention from Mexico and from other Latin American Countries. Letters and magazines and Union documents began to arrive at the Union Office after Brother Weakley's return. Unfortunately no one in the office was versed in Spanish and so a search was begun for a translator.

Shop Steward Ralph Vega was asked by Bus. Rep. Larry Foss if he was able to translate the material. Brother Vega said he would be happy to translate for the Union and since that time

Business Manager Weakley was all the correspondence has been transmitted to him for translation into English.

Born in Mesa, Arizona, Ralph has worked for PG&E eleven years as a sub-station and power plant electrician for East Bay Division. He served for four years as an Electrician's Mate in the Navy.

"Hey, I don't see any street lamps," said a visitor to a resident. "You told me this village was lighted by electricity." "It is," replied the resident, "whenever we have a thunder storm."



Serving as translator for Business Manager Ron Weakley is Steward Ralph Vega, Electrician, Martinez Power Plant. Ralph is translating letters and other correspondence coming from Latin American Electrical Workers Unions.

1245 Office Gal Attends Inaugural

(Florence Hall who works in the office of Local 1245 received an invitation to the inauguration of President John F. Kennedy. Here she reports on her impressions of the inaugural scene).

When friends get together and there is dead silence around the room, the topic of conversation seems to turn to the weather. I am now in a position to join in by telling about the weather conditions during the Presidential Inauguration; this was quite a topic of conversation both here and in Washington.

Upon my arrival in Washington Wednesday afternoon, January 18th, the weather was cold, but it was not snowing, so everything started out fine. My first visit was to see Congressman Jeffery Cohelan to thank him for adding my name to the invitation list. I was greeted by his gracious secretary, Mrs. Faricita Wyatt, who played such a great part in making my stay in Washington so enjoyable. I had a very nice visit with the Congressman and then went on my way to see as much of the Capitol as I could in the short time that I had. That evening, Mrs. Wyatt and I went to Iceland to see the preview of the bands that were to participate in the Inauguration Parade. These included bands from the Army, Navy, Marines, Coast Guard, and Air Force. It was quite a spectacular. This brought the first day to an end. Remember now, the weather at this point is still nice—cold, but nice.

The following day I awoke early in order to get a good start for the day's proceedings. This was the day I was to visit the International Office of I.B.E.W., attend the Governor's Reception and, of course, the Democratic Gala, better known as the Frank Sinatra Show. I started out with lunch at the new House of Representatives' cafeteria; then I made my way over to the International Office of I.B.E.W. and was warmly greeted by Mr. Henry Conover, Director of Utilities, and his charming secretary, Virginia. I was given the "red carpet" treatment and tour throughout the building to observe the entire operation of the Union. This was a most enlightening and educational experience. It really gave me an insight on the type of operations being conducted by the I.B.E.W.

After the tour, we were sitting comfortably in the office of Mr. Conover, when I glanced out the window and saw the snow falling heavily. Being from California, I commented on how pretty the "falling snow" looked, not realizing this was the beginning of a terrific snow storm and all of my troubles. The International Office closed early that day in order to give the employees a chance to get to their homes safely. By this time I was due at the hotel for the

Asks Law Changes

WASHINGTON—A plea that union employers in the printing industry join in efforts to amend Taft-Hartley that would restore free collective bargaining "including the right to contract for a shop of all unionized, skilled and disciplined workers," has been made by President Elmer Brown of the International Typographical Union. He spoke at the convention of the Union Employers Section of the Printing Industry of America.

The orchestra leader got there by facing the music.



The happy recipient of an invitation to the Inauguration of President John F. Kennedy was Florence Hall, Local 1245 Office Employee. Florence received the invitation as a result of a considerable effort put forth by her in the election of Congressman Jeffery Cohelan.

Governors' Reception. Finding cabs hard to get, I was forced to stand in the "pretty falling snow" for at least a half an hour to get one going in my direction. I know this will be hard to believe, but it really happened—after getting a cab and sharing it with five other women, it took us three hours to travel the short distance from the I.B.E.W. office to the hotel where the Governors' Reception was held, and most of this time the cab just sat. The traffic tie-up had come to this. When we finally arrived at the hotel, we foolishly dismissed the cab and as you might have guessed, I missed the Reception.

I now had just enough time to get back to where I was staying, in order to dress for the Gala; but again due to circumstances beyond my control (many of the cabs had gone home), I was unable to return to change for the Gala, and this was a dress affair. There was one consoling thought about all of this—I was not alone in my misfortunes. The hotels were jammed with people who were unable to attend these affairs.

While mingling among friends at the hotel, I did have the opportunity to meet President Kennedy, whom I found to be a very gracious person; and I feel this made up for all of my troubles.

On Inauguration Day, and the weather conditions being just as bad with a few more complications thrown in, and not being able to get to the Inaugural Ball, the problem then arose of trying to get out of Washington to continue my trip on to New York. All flights out of Washington were cancelled until further notice so I changed over to the railroad. But hundreds of others were doing the same and here again, I sat and waited for a cancellation. After spending six hours in the depot, I finally boarded the Congressional for New York.

Despite my joking about the weather and my (newly-won) qualifications for discussing it, I had a wonderful time; and being invited to the Presidential Inauguration was an experience which I shall never forget. I would go through it all again if I were fortunate enough to receive another invitation in 1964.



The Inaugural Committee
requests the honor of your presence
to attend and participate in the Inauguration of
John Fitzgerald Kennedy
as President of the United States of America
and
Lyndon Baines Johnson
as Vice President of the United States of America
on Friday the twentieth of January
one thousand nine hundred and sixty one
in the City of Washington

Edward H. Foley
Chairman

Above is a reproduction of the Invitation to the Inauguration of President Kennedy received by Florence Hall who works in the office of Local 1245. Actual size of the invitation is 8 inches by 11 inches. (Very impressive looking document.)

REPORT FOR SAN JOAQUIN DIVISION AND PIPELINERS

By JACK WILSON

Before we get too far into the problems of 1961, I'd like to take some space to say thanks to the members who helped me to get through a year which had some difficult moments.

The most important event of the year to San Joaquin Division members was closing down of the Accounting and the Customer Records Departments. The action affected virtually every clerical employee in the Division in some way. Some of our brothers and sisters lost their jobs, many of them were demoted and transferred to new jobs in new offices, and all have gone through a difficult transition period where new procedures must be learned. Change has been the order of the day and changes never seem to be easy or orderly.

The Power Billing for San Joaquin Division will be transferred in late April to San Francisco and then the present process will be completed. What further changes are to come we do not know. We do know now what automation means and we know we will be living with it from now on. Production is going to continue to increase but man power (and woman power) needs are going down.

A NEW PIPE LINE has all of our Pipe Liners wondering and hoping for new opportunities. It should mean more opportunity and we sincerely hope it will. Here again however, progress will be apparent. The present Topock-Milpitas line, modern and efficient when built in 1951, will look as a Clipper ship to the Queen Mary when compared to the new Canadian Pipe Line. Unfortunately, much of the industrial progress today is measured in terms of the elimination of workers.

In addition to Union protec-

bership. It is my hope that membership support will be forthcoming for the solutions which our leadership develops to meet the problems.

I am most grateful to my many friends with whom I associate daily for the faith which they have demonstrated in the cause of Trade Unionism—often in the face of vicious smears by the special interest groups who pursue narrow and selfish ends. I am also grateful for the fact that I deal with many fine man-

agement representatives in my area. We have many disagreements but honesty is never absent and our disputes do not become personal.

Finally I think we should all realize and appreciate the tremendous job which has been done by our leaders in building and guiding the sprawling giant that our Local is—these leaders deserve much more praise than they ever get.

JACK WILSON



1960 FINANCIAL REPORT

STRONG, MEREDITH & RONNEAU
425 Bush Street, San Francisco 8, California
January 23, 1961

TO THE OFFICERS AND MEMBERS OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL No. 1245
1918 GROVE STREET
OAKLAND, CALIFORNIA

We have examined the cash accounts and records of your Local Union for the year ended December 31, 1960. Our examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as were deemed necessary in the circumstances. The following summarizes information included in the accompanying statements:

Cash Balances January 1, 1960	\$130,295.56
Receipts	\$576,200.31
Disbursements	593,416.68
Decrease	17,216.37
Cash Balances December 31, 1960	\$113,079.19
Other Assets Less Liabilities (Exhibit B)	17,285.18

Net Worth \$130,364.37

The accompanying cash receipts and disbursements statements present fairly, in our opinion, the cash transactions during the period under review. The Statement of Assets, Liabilities and Reserves, Exhibit B, although not on a complete accrual basis, sets forth the major assets and liabilities of the Local Union as of December 31, 1960 on a basis consistent with that used in previous financial statements. Exceptions to standard accrual accounting are set forth in footnotes to the Statement.

Respectfully submitted
STRONG, MEREDITH & RONNEAU
/s/ C. L. MEREDITH
Certified Public Accountant

EXHIBIT A

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
YEAR ENDED DECEMBER 31, 1960**

Balance January 1, 1960 \$130,295.56

RECEIPTS:

Local Union Portion of Receipts:	
"A" Members Dues	\$ 39,559.86
"BA" Members Dues	370,228.70
Initiation Fees	2,605.50
Reinstatement Fees	32.50
TOTAL	\$412,426.56

Reimbursements to General Fund:

Members' Advances	\$ 135.00
Difference in Dues — Members	30.50
Receipts Held for Members' Credit	2,690.50
Members' Credit Applied to Dues	(2,269.50)
Savings Interest	2,832.42
Refunds	836.53
State Compensation Insurance (Dividend and Refund)	784.24
Health and Welfare Fund—For Services	2,455.12
Insurance Reimbursements—Auto Repairs	348.36
Staff Expenses (From I. O. for Idaho Assignment—W. S. Wadsworth)	1,786.12
Donation to General Fund	10.00
Sale of Office Equipment	100.00
Research and Education (Project '60)	79.96
Reimbursement of Expenses from State of Calif. for Advisory Council on Atomic Energy & Radiation Protection (R. T. Weakley)	63.50
Total	\$ 9,882.75

International Portion of Receipts:

"A" Members Per Capita	\$ 58,540.00
"BA" Members Per Capita	92,577.60
Initiation Fees	2,605.50
D.B.A.F. Fees	112.00
Reinstatement Fees	32.50
Overage Per Capita	23.40
Total	\$153,891.00

Total Receipts	576,200.31
Total of Receipts and Balance	\$706,495.87
Disbursements (Schedule A1)	\$590,824.71
Purchased 1960 Ford Falcon (Net from Savings Fund)	1,031.83
Purchased 1960 Ford (Net from Savings Fund)	1,560.14
Balance December 31, 1960	\$113,079.19

Details of Balance:

General Fund Account:

Bank of America—Commercial:	
Bank Statement Less Outstanding	
Checks	\$ (5,405.43)
Deposits After Close of Business	44,577.50
Petty Cash Fund	100.00
Change Fund	100.00
Contingency Fund	1,500.00
Returned Checks for Collection	165.40
Air Transportation Deposit	425.00
Total	\$ 41,462.47

Savings Fund Account:

Bank of America, Savings	21,616.72
Beneficial Savings and Loan	10,000.00

Security Savings and Loan	10,000.00
Pioneer Investors Savings and Loan	10,000.00
Guaranty Savings and Loan	10,000.00
First Savings and Loan	10,000.00
Total	\$113,079.19

SCHEDULE A1

**STATEMENT OF DISBURSEMENTS
YEAR ENDED DECEMBER 31, 1960**

Affiliation Fees:

International Brotherhood of Electrical Workers	\$153,932.61
California Labor C.O.P.E., AFL-CIO	450.45
California Labor Federation, AFL-CIO	6,000.00
Central Labor Council of Alameda County, AFL-CIO	300.00
Joint Executive Conference of Northern California Electrical Workers	125.00
Marysville Central Labor Council	75.00
Nevada State AFL-CIO	1,031.25
Nevada State Electrical Association	206.25
Sacramento Labor Council, AFL-CIO	180.00
San Francisco Labor Council, AFL-CIO	585.00
Total	\$162,885.56

Staff Expenses:

Salaries	\$175,011.42
Hotels	4,755.70
Meals	10,839.27
Other Transportation	581.45
Parking and Tolls	2,331.11
Gasoline and Oil	9,388.02
Automobile Parts and Accessories	2,071.68
Automobile Repairs and Maintenance	4,870.91
Automobile Mileage at 7c per mile	1,273.16
Automobile Mileage at 9c per mile	477.90
Automobile Insurance	3,203.67
Automobile Registrations	620.00
*Idaho Assignment (W. S. Wadsworth)	1,287.58
Total	216,711.87

Research and Education:

Utility Reporter	\$ 7,910.85
Public Relations	1,342.32
Subscriptions and Publications	794.93
Film Expenses	76.39
International Labor Press Assn.—Journalistic Awards Contest	20.00
Radiation Safety Consultant Fee	1,125.00
Stewards Newsletter	520.97
Legislative and Educational Project '60:	
Salaries	579.50
Expenses	6,713.89
Dues for Membership to:	
Commonwealth Club	84.00
International Labor Press Assn., AFL-CIO	25.00
Eastbay Chapter National Safety Council	90.00
Total	19,785.24

* These expenses were reimbursed as per Exhibit A, "Reimbursed Staff Expenses"

Office Expenses:

Clerical Salaries	\$ 52,709.88
Rent	3,260.00
Telephone and Telegraph	11,665.24
Postage and Meter Expense	6,911.14
Supplies and Printing	6,595.38
Armored Car Service	420.00
Equipment Maintenance	646.92
Equipment Rental	144.00
Furniture and Equipment	1,939.56
International Supplies	354.00
Staff and Executive Board Expense Files	200.15
Safe Deposit Box Rental	7.70
Notary Public	11.00
PG&E Agreements	2,726.52
Sierra Pacific Power Agreements	698.70
Local 1245 Decals	226.42
"Getting Ahead with Local 1245" Booklets	2,636.40
Election Supplies	717.26
Ballot Storage	37.50
Proposed By-Law Amendment Booklets	491.40
Scrolls and Pins—Retired Members	54.76
Register to Vote Letters	145.60
1961 Dues Buttons	360.00
Total	92,959.53

Other Salaries and Expense Allowances:

Executive Board	Salary	Expense
Executive Board	\$ 4,810.22	\$ 7,331.31
Advisory Council	3,005.32	4,962.78
Trustee Committee	90.00	332.25
Organizing		2,880.12
Steward		1,601.21
Conference and Convention	1,336.82	6,716.29
Investigating Committee		60.85
Grievance Committee	24.81	5,550.41
Review Committee	1,601.21	1,243.91
PG&E Arbitration:		
Case No. 8		375.00
Case No. 9	100.60	175.90
Case No. 10	24.74	165.85
Case No. 11	63.13	496.75
Case No. 12 and 13	71.83	289.79
Case No. 14 and 15	27.50	162.10
Election Committee	774.79	421.93
Safety Committee	140.27	764.08
Sierra Pacific Power Co. Safety Committee	51.12	.90
Apprenticeship Training Committee	226.63	173.29
Sierra Pacific Power Co.—Jt. Apprenticeship Committee		50.30

(Continued on next page)

MACHINES TO KILL 4 MILLION OFFICE JOBS

A report made recently to President John Kennedy estimates that more than 4,000,000 office jobs will be eliminated by machines in the next five years.

The forecast was made in a report by Representative Elmer J. Holland, (Dem.-Pa.) a member of the House Education and Labor Committee.

Holland said his report was "by no means complete" because no over-all figures on job displacement by automation were available.

Holland, a member of a Pittsburgh steelworkers union, said in an interview that he decided to make the survey because of "I know what automation is doing in the steel industry."

He has urged the education and labor committee to make a broader study of the effects of automation.

Holland's report, compiled from union figures, said electronic machines eliminated 25 per cent of the nation's office and clerical jobs in the last five years.

Lamp Eliminates Danger of Fire

The danger of fire or explosion from lanterns can be eliminated through the use of a portable fluorescent light. It plugs into the cigarette lighter and is only 18 inches long. Providing light for after-dark emergencies, it uses less power than parking lights and comes with a 15-watt tube and 35-foot cord.

BE ACTIVE IN UNIONISM



North Bay Division Stewards and Unit Officers met in Santa Rosa on Saturday, January 28, for a discussion of the issues involved in the last four arbitration cases of Local 1245. In the front row are David Leroy, John Scheeringa and Orman Gaspar; second row, Fred Jagers, Jim Parker; third row, James Fountain, Vernon Leard, Robert Meek, Allen Hodge, and Jim Grassman. Standing at left is Frank Anderson.



WHAT ARE SECRETS OF RADIATION DAMAGE?

By SAM L. CASALINA, Radiation Safety Consultant

A recent report from the AEC's Oak Ridge National Laboratory in Tennessee indicates that some medical authorities believe that persons who are prone to infections and other diseases may be especially vulnerable to radiation effects. Persons employed as radiation workers, or employees who are allowed to work in so called "permissible levels" of radiation may show biological damage that "healthy" individuals do not.

PHYSICAL CHECKUPS

Thorough pre-employment physical examination for most workers, and especially exhaustive examinations for those persons who work in medical and industrial radiation areas will go far in stemming illnesses which may not become apparent until that person has long since left the job.

COINCIDENCE?

I recall two research technicians who were loaned to the U.C. Livermore Laboratory in 1953 by a large Eastern chemical company. At that time I was employed in the Health Chemistry (radiation safety) Department. In talking to the two technicians they revealed that while working in their company's lab they and their colleagues used a source of radiation which emitted gamma rays at about stomach height when they stood before it.



Casalina

Shortly before coming to the U.C. Lab, two of their fellow workers had developed diabetes. This disease is caused by insufficient, or a complete lack of a hormone called insulin. Insulin is produced in specialized cells located within a leaf-shaped gland called the pancreas. This gland is located just behind the stomach. It appears more than just coincidence that two unrelated workers should develop this disease at about the same time and while working with the same radiation source. More studies are needed in following up incidents such as these to determine safe working conditions for those who must earn their livelihood around these sources of energy.

STATE VS. FEDERAL RADIATION CONTROL

The question of State versus Federal responsibilities in the field of public health and safety has long posed a problem. The "states righter" loudly proclaims his sovereign State's right to regulate everything that affects the health and welfare of its citizens. On the other hand we have the person who believes that all good things must come from the District of Columbia. Obviously neither view is correct 100 per cent of the time.

Since 1955 the U.S. Atomic Energy Commission, an agency of the Federal government, has been responsible for the licensing and inspection of radiation users in California, with the exception of x-rays, and certain radioactive materials.

Since the AEC control leaves much to be desired in the opinion of most industrial and medical users in this state, steps are being taken for California to assume this responsibility. An amendment to the Atomic Energy Act of 1954, allows a Governor of a state to enter into an agreement with the Federal Government should that state feel that the health and safety interests of the people would be better served by state or local control.

TEDDY ROOSEVELT HAD A NAME FOR IT

Deciding whether State or Federal control best serves the people was one of the problems facing Theodore Roosevelt. During the late 1800s and early 1900s, the giant American industries were exacting their toll by producing virtual monopolies of great segments of our economy with the sweat shop as a by-product.

The grey area between whether the situation should be controlled by a given State or the Federal government was referred to by TR as the "twilight zone." It is interesting to note that Old TR used this expression long before it became the name of a popular TV show. Roosevelt's concern at the time was also public health and safety. Specifically it was the 1911 amendment to the Pure Food and Drug Act, which prohibited the use of misleading labels on patent medicines. The principal ingredients in most of the "snake oils," as they were called, were alcohol and opium.

TODAY'S PROBLEM

The control of hazardous substances whether they are opiates or radioactive materials is still very much a problem. In attempting to give California's workers and the public the best possible radiation protection, your Business Manager serves on Governor Brown's Advisory Council on Atomic Energy Development and Radiation Protection. This Council will contribute materially by controlling, insofar as is humanly possible, the exposures of all persons whether it is in terms of micro-micro curies on a head of lettuce, or a possible kilo-curie reactor explosion.

NEW NUCLEAR POWER SOURCE FORESEEN

Recent research in the field of nuclear power production is beginning to pay off. The quest to obtain electrical current directly from nuclear reactions has now reached the point of economical and technical feasibility.

Since electricity is basically

the flow of electrons through metal wire or other media, the trick is to get a cheap, dependable source of energy which will cause this to happen. Even with present day reactors the chain of events in getting electrical power is long and expensive. Nuclear fission in the fuel rods of the reactor core produces tremendous heat. The heat is used to boil water, and the captured steam is made to turn a turbine generator. This "atomic teakettle" technique may be replaced by an application which derives the "juice" directly from the reactor core heat.

PLASMA DIODE

The application in question involves the use of a set-up called a plasma diode. The phenomena of obtaining an electrical current from two dissimilar metals under bombardment of sub-atomic particles was discussed in the September 1960 issue of the Utility Reporter under the heading of "Nuclear Batteries."

A similar principle is being employed at the General Electric Vallecitos reactor. The tests being conducted with the GE gadget promises a greater power potential than could be obtained from strontium 90 batteries.

The reactor core heat of around 4500 degrees F. activates electrons from a quantity of encapsulated uranium. The electrons flow through a hot gas called the plasma. Plasma is a scientific term which denotes any substance which acts as a vehicle or transportation medium. Blood plasma is the liquid portion of the blood which transports the blood cells.

Two dissimilar metals (the diode) one heated and one cooled then serve to gather the electrons which travel from the hot metal to the cold. The flow of electrons then becomes an available current. Research at Los Alamos, N.M. and Vallecitos indicates that the present plasma diode technique could be refined to step up power output from today's 25 watts to 100 kilowatts by 1965.

1960 Financial Report

(Continued from preceding page)

Negotiating Committees:	Salary	Expense
Citizens Utilities Co. of California	322.83	575.48
City of Alameda		5.96
City of Berkeley		12.68
City of Oakland		5.20
PG&E Benefit	186.90	280.64
PG&E Benefit Advisory	23.37	216.59
PG&E Departmental:		
Clerical Lines of Progression	500.97	614.09
Electric Department Operations	21.04	4.10
Electric Underground		25.77
Steam Maintenance		145.86
General Office - Clerical	42.80	7.15
Underground Job Definition		18.45
Pipe Line Operations	47.12	68.12
Warehouse	539.17	428.42
PG&E Wage and Contract Sacramento Municipal Utility District	9,532.22	6,502.29
Sierra Pacific Power Co.	362.98	406.45
Standard Pacific Gas Line Inc.	531.92	1,018.43
Transit Authority of the City of Sacramento	567.40	235.69
	117.04	61.17
	\$25,144.75	\$44,391.56

Donations and Benefits:		
Sick Fund	\$ 15.20	
Flowers	366.21	

Donations:		
City of Hope	100.00	
Mt. Zion Hospital	10.00	
American Labor Education Service	10.00	
Janitor and Mailman Christmas Gifts	20.00	
Jewish Labor Committee	10.00	
Memorial Bibles	213.84	
C. J. Haggerty, Testimonial Dinner	200.00	
Lodge 508, I.A.M.	10.00	
I. L. P. A. Strike Activities	10.00	
San Francisco Labor Council	100.00	
Alameda County C.O.P.E.	100.00	
San Francisco County C.O.P.E.	100.00	
Sacramento Labor Council	100.00	
American Cancer Society	10.00	
San Leandro Memorial Hospital	10.00	
Firemen's Protective Fund	10.00	
Veterans Hospital Christmas Fund	10.00	
National Council of Churches	10.00	
Monterey County Youth Foundation	20.00	
Hanna Boys Center	10.00	
	1,445.25	

Other Expenditures:		
Legal and Audit Fees	\$ 5,085.00	
Hall Rentals	9,498.56	
Refunds	219.34	
Advanced Dues	246.10	
Welfare Plans - Staff and Clerical	4,672.79	
Insurance and Fidelity Bonds	617.07	
Group Life Insurance - Staff	426.12	
State Compensation Insurance	1,759.27	
City and County Taxes	329.46	
	22,853.71	

Payroll Taxes - Net:		
Income Taxes Withheld	(\$35,642.75)	
Social Security Taxes Withheld	(5,924.27)	
Income Taxes Forwarded	33,833.08	
Social Security Taxes Forwarded	12,381.18	
	4,647.24	

Total Disbursements \$590,824.71

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 BALANCE SHEET-DECEMBER 31, 1960

ASSETS		
Cash Accounts:		
Cash in Commercial Accounts and Deposits After Close of Bank Statements	\$ 39,172.07	
Contingency Fund	1,500.00	
Returned Checks for Collection	165.40	
Cash Funds	200.00	
Air Transportation Deposit	425.00	
Savings Fund Account	71,616.72	\$113,079.19
Furniture and Equipment:		
Automobiles (17) at cost	\$ 40,688.33	
Less Reserve for Depreciation (1)	25,636.80	15,051.53
Furniture and Office Equipment	\$ 29,396.39	
Less Reserve for Depreciation (1)	14,132.04	15,264.35
Total Assets		\$143,395.07
LIABILITIES AND NET WORTH		
Liabilities:		
I. B. E. W. Per Capita		13,030.70
Net Worth December 31, 1960		\$130,364.37

- (1) Depreciation provision per annum is approximately 30% on automobiles and 5% on furniture and equipment.
- (2) The above statement does not include accrual of all assets and liabilities. The following are exceptions to standard accrual accounting:
 1. Delinquent and prepaid dues are not set up.
 2. Other current liabilities not set up are monthly recurring expenses.

If you have any questions relative to the Audit, attend your next Unit meeting in order to get the answers.

Unite! Against the Common Enemies



STUDENT VISITORS SHOW KNOWLEDGE OF UNION AFFAIRS

Seven High School students from Tamalpais Union High School in Marin County visited the offices of Local 1245 on Friday, January 27th, and pretty well ruined the program which had been prepared for them.

They ruined the prepared program simply by being well-versed in collective bargaining, the organization and structure of unions, and the legal problems of unions.

The program which Business Representatives Frank Quadros and Norman Amundson had prepared was designed to start with the fundamental explanations of what a union is, what a contract is, the definition of a grievance, and other similar elementary subjects.

The students rather quickly brushed these matters aside and began to ask penetrating questions about union finance, automation problems, bargaining strategy, arbitration, political activities of unions and Labor Law. They displayed an unusual ability to view matters objectively and to understand quickly the problems labor and management face today.

R. J. Maher, coordinator of Work Experience Education for the High School, accompanied the students. They participated in a staff meeting for the Union Business Representatives during the morning and devoted the afternoon to a lively discussion with Business Manager Ronald T. Weakley, Assistant Business Manager L. L. Mitchell, and Business Representatives Quadros and Amundson.

The group selected Pamela Higgins to write a letter to the Union expressing their feelings about the visit. The letter is printed below:

"I would like to take this opportunity, on behalf of myself and the other members of my group, to again express our thanks and appreciation for the very pleasant day we spent with you on Friday, January 27. Too

often young people, and adults become so involved in their own problems that they never take the time or make the effort to inform themselves about what is going on in the world today. Such people are inclined to merely sit back and let life pass them by, absorbing only that information which comes to them directly and not making an effort to get out and unearth answers for themselves. This is a sad and unfortunate thing, especially in young people, but the outlook is certainly not all bad. It is through the hard and untiring work of individuals, groups, and organizations such as yours, as well as that of schools and parents to inform and interest the youth of today in order that they may become the responsible and informed adults of tomorrow, ready to take their place in the turbulent world in which we find ourselves, filled with confidence and vigor.

"The day we spent with you was not only interesting but was also very informative. Labor plays such a major role in the world today that it is of the utmost importance that the public be informed on exactly what labor is what they believe in, and what they are doing. My only regret is that every student at Tamalpais High School could not have had this same opportunity, because it was an experience a thousand times more worthwhile than so many of the activities in which young people, here I include myself, engage.

"Again, may I offer our sincere thanks for an informative discussion, lovely lunch, and altogether delightful day.

"Sincerely,
/s/ "PAMELA HIGGINS"



These seven alert and intelligent students from Tamalpais Union High School displayed a considerable knowledge of Unions during their visit to Local 1245's offices on Friday, January 27. L. to R., around the table are Susan Gillette, Virginia Watkins, Lorraine Bush, Joan Lundberg, Pamela Higgins, Jeff McCreary, and Dean Bandes.



In the above picture Students from Tamalpais High School are participating in a meeting of the Staff of Local 1245.

ON-JOB SAFETY IS CALIF. MEET TOPIC

Los Angeles was the scene of the 11th Governor's Industrial Safety Conference, held on February 9th and 10th, 1961.

Delegates from Local 1245 included Business Manager R. T. Weakley, Assistant Business Manager L. L. Mitchell, Vice-President Marvin C. Brooks and System Safety Committee Chairman Vernon L. Franklin.

Hundreds of delegates crowded the Biltmore Hotel where Governor Edmund G. Brown was the principal speaker on the program chaired by John F. Henning, Director of the Department of Industrial Relations of the State of California. The work of putting the Conference together was capably handled by Thomas N. Saunders, Chief of the Division of Industrial Safety and his staff.

The Transportation, Communications and Utilities Section held two sessions co-chaired by Raymond White, Pacific Gas and Electric Company Manager, Claims and Safety Department, Ronald T. Weakley, Business Manager of IBEW Local 1245, Roy E. McCann, Southern California Edison Administrator of Safety and Job Instruction, and George W. Smith, Business Manager of IBEW Local 18, Los Angeles.

A special panel, led by Colonel Alexander Grendon, State Coordinator of Atomic Energy Development and Radiation Protection, brought a great deal of important information to the

T.C.U. Section concerning the safety items filled out the agenda.

THOMAS L. PITTS, Secretary-Treasurer of the California Labor Federation, AFL-CIO, delivered a major address on the subject of employer and worker responsibility in matters of occupational safety to the full Conference on the first day of the program. Owen M. Collett, Executive Vice President of Pacific Intermountain Express Company, also addressed the assembled delegates on the same general subject matter.

Business Manager Weakley made a report on the T.C.U. Section activities of 1960 and stressed the importance of keeping safety considerations at least equal to efficiency considerations as we move into the new technologies affecting the Transportation, Communications and Utilities industries.

The benefits of this Conference will be found in the future activities of the officers and of the membership of Local 1245.

Citizens Util. Talks Set to Open Feb. 21

Negotiations will commence on Feb. 21, 1961, in Redding on Amendments to the Agreement between Local 1245 IBEW and the Citizens Utilities Company of California.

In accordance with the provisions of the Agreement, the Union served notice on Dec. 28, 1960 of its desire to open the agreement for amendment.

The Union requested a general wage increase in an amount which would maintain and improve the wage relationship of the Union's membership employed by CUCC to that of other employees in the telephone industry. With respect to wages Union further requested the correction of certain inequities and improvements in the various differentials.

Improvements are also being sought in the vacation and Holiday provisions of the Agreement as well as the scheduling of hours of work. The Union is also seeking the establishment of a separate agreement covering such items as Life Insurance and Hospital and Medical Insurance.

The Union's Negotiating Committee is composed of Frances Copher, Redding Office, Elvera Isaacs, Susanville, Frank E. Stephens, Alturas, with Assistant Business Manager M. A. Walters and Business Representative James McMullan. General Manager D. H. Stele and Assistant Manager A. W. Powell will represent the company.

SPECIAL NOTICE

Voting Dates on By-laws

The Second Reading and vote on three amendments to the By-Laws of Local 1245 will occur during the Unit meetings in March.

The first amendment would 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 By-Law 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.

Below is a list of Unit Meetings and dates for the Month of March. Consult your bulletin boards for time and place.

- March 1 1512 Belmont; 3011 Sacto Transit Authority; 3911 Sacto Municipal Utility District.
- March 2 3813 Placerville; 2312 Richmond.
- March 7 1117 Wasco; 1211 Salinas; 1513 Santa Cruz; 2311 Oakland; 2413 San Francisco Gas; 2513 Jackson; 3211 Red Bluff; 3414 Willows-Orland; 3811 Sacramento.
- March 8 1114 Taft; 1121 Coalinga; 1214 Watsonville-Moss Landing; 2401 San Francisco Clerical; 2414 San Francisco Steam; 3212 Redding; 3411 Chico; 3711 San Rafael; 2211 Oakland General.
- March 9 1112 Bakersfield; 1124 Los Banos; 1212 Monterey; 1511 San Jose; 2411 San Francisco Electric, Garage and Warehouse; 2511 Stockton; 3216 Trinity (Weaver-ville); 3417 Paradise; 3716 Napa; 3814 Woodland.
- March 10 3815 Davis.
- March 14 1113 Madera; 1277 Paso Robles; 1311 Barstow; 2301 East Bay Area Clerical; 2314 Hayward; 2517 Sonora; 3111 Eureka; 3612 Colusa; 3712 Santa Rosa; 3812 Vacaville.
- March 15 1111 Fresno; 1215 San Luis Obispo; 1312 Needles; 2515 Modesto; 3112 Garberville-Weott; 3513 Grass Valley; 3601 Marysville Clerical; 3611 Marysville; 3714 Ukiah.
- March 16 1123 Merced; 1216 Santa Maria; 1313 Morgan Hill; 2516 Lodi; 3512 Alta; 3613 Oroville.
- March 21 1118 Wishon; 1213 Kings City-Soledad (Greenfield); 1314 Avenal; 3213 Fall River Mills; 3511 Auburn; 2717 Fort Bragg; 2011 Tracy (Standard Pacific Gas Lines).
- March 22 4013 Alturas.
- March 23 2316 Concord; 4012 Susanville; 3311 Sierra Pacific Power Company (Reno).
- March 28 3413 Feather River.