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1245 MEMBERS RATIFY PG&E WAGE BOOST

Local Union 1245 membership employed by Pacific Gas & Electric Company has voted by secret ballot to accept the results of the 1961 wage negotiations. The settlement was the result of bargaining sessions by and between Local 1245 and Pacific Gas & Electric which began May 11 and concluded June 2.

Ratification was accomplished throughout the 47 Northern Counties of California by a series of some 84 unit meetings in the two week period from June 12th to June 23rd. The issues in the bargaining sessions were limited by mid-term wage reopening clauses in the separate physical and clerical agreements.

Prior to secret balloting meetings, notices were posted on all bulletin boards throughout the giant PG&E system and Business Manager Ronald T. Weakley dispatched the following message to some 700 Shop Stewards: 1961 wage negotiations have resulted in an excellent agreement which will be ratified or rejected by secret ballot meeting at a series of meetings scheduled for review of this offer. The responsibilities of the System Negotiating Committee and the Business Manager require for and conduct the Union's negotiations have been properly exercised and competed.

"RESPONSIBLE ATTENDANCE" The acceptance and exercise of individual membership responsibility in reviewing and indubitably voting on the company's wage offer. It requires attendance at these meetings for the 84 Local 1245 members employed by PG&E who are in attendance will participate in making the final decision. This creates a problem of great concern.

"The lack of responsible participation in the making of decisions which, due to the other's apathy and carelessness has destroyed other organizations. It can, if not changed, lead to the decline and fall of this Union despite its having long been a model for democratic structure in Labor and its long and fine record of accomplishments for its members and their families. We have been fortunate in the past, for a comparatively few active people have maintained the majority stake in this Union by faithful and conscientious attendance at Unit meetings. Remember, however, that this balance is always in danger. Self-seekers with personal 'axes to grind' have created endless trouble before and the inactive majority could lose control to those who foster disruption and dissension under the guise of 'representing those who stayed at home.'

DECIDE SERIOUS ISSUES "Serious issues affecting the membership are necessarily decided at membership meetings. It is time that everyone makes its voice loud and clear. No better time exists for such an expression for no decision can be much more important than one to be made on a wage settlement which affects both the member (Continued on Page 8)

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Stan.-Pac. Members To Vote on Offer

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Assistant Bus. Mgr. L. R. Mitchell and Bus. Rep. E. A. James were assigned by Bus. Manager Ron T. Weakley to act as the Negotiating Committee which was composed of Stan. Pac. employees. Andrew Clayton, Lineman Mechanic; Richard Hollister, Electrician and Robert Dobbins, Mechanic Welder.

On May 31, 1961, this Committee met with the P.G&E. Negotiating Committee to review the status of that negotiations and to prepare data and proposals on a Company offer made in P.G&E. negotiations.

On June 12 in answer to a request that Standard Pacific Gas Lines Inc submit a written proposal on a wage adjustment for 1961 the Company made the following offer:

I. $135.85 per week and above $6.00 per week.
II. From $125.30 per week to $135.00 per week incl. $5.00 per week.
III. From $114.25 per week to $125.25 per week incl. $.00 per week.
IV. From $106.40 per week to $114.15 per week incl. $4.50 per week.
V. From $100.00 per week to $105.00 per week.

Appearences by Assistant Business Manager M. A. Walters, and other individuals representing various groups of employees, the Personnel Board acted to recommend a general increase of 5% with an additional 2 1/2% to a large group of employees, including all of those in the Electric Department represented by Local Union 1245.

A further recommendation was that the present five-step wage reopening clause be reduced to three steps. This recommendation is currently under consideration by the City Council, which is expected to make its decision June 27, Walters, in appearing before the City Council, pointed out that the previous City Council had failed to grant any increase in 1960 and that 7 1/2% was, in view of this and other factors, was in effect "too little--too late." He also requested the City Council to give further consideration to the Union's request that vacations and/or health and welfare programs be improved.

PUBLIC AGENCY WAGE TALKS ARE UNDERWAY

As is normal this time of the year, Local Union 1245 is busily engaged in activities designed to improve wages and related benefits for its membership employed by various public agencies. Discussion with the City of Berkeley were the first to be undertaken this year. Following the negotiations with Berkeley, negotiations were scheduled with the City of Oakland.

Vacation Time is Here. The members of Local 1245, through plans negotiated with our employers, are enjoying vacations with pay.

Not many will recall that these plans, which provide for as much as four weeks' paid time off, are the result of a long period of negotiations which have provided increasing amounts of vacation for more people over the years. Now, a majority of our members receive at least three weeks of paid time per year.

These vacation programs are not a product of chance. They came about as a result of real effort and long-range planning. The leaders of this Union have prudently applied a portion of the nominal dues toward the hours of work in a year would be reduced. This can be realized in terms of total productive effort and long-range planning.

The factors involved in this objective were economic as well as social. Economic considerations on total labor costs which result from increased vacations have to be weighed against balanced in terms of total productive work time.

Three weeks of vacation simply reduces the total annual hours of work and increases the cost of each hour applied to productive work. This can be related by suggesting that the normal hours of work in a year would be 2,000 hours, multiplied by the normal 40 hours of work per week, or 200 hours per year. Three weeks of paid vacation reduces this to 1960 hours per year.

If an equivalent amount of time was to be used to reduce the workweek, it would result in 376.9 hours of work per week instead of 40. Here, it can be seen that reducing the hours of work with no reduction in
There's Much More To It Than Just "Schooling!"

EDUCATION has long been cherished by the working people of this Nation as the foremost means of fulfilling the United States' greatest hope for mankind. This is the reason why the labor movement fought for and supported a system of both free and compulsory schooling for all.

Under this system of more free time and compulsory schooling, both the individual and the Nation have prospered. We have not, however, attained the ultimate goals of education; for too often we rely on only one facet — school education for the simple art of casting a ballot. We turn a knob and receive diplomas from the several levels of schooling available in our society.

We have, however, a more important consideration to make. Whatever other reasons we might suggest, none can be more important than the need for education which will allow us to retain the democracy we cherish. Education for industrials is not an end in itself. Jobs for which specific education is supplied become obsolete. Facts once thought absolute have been disproved.

The complexities of life today require more and more education for the simple art of casting a ballot. We turn a knob and receive diplomas from the several levels of schooling available in our society.

In the month of June millions of our Nation's youth will receive diplomas from the several levels of schooling available under our educational system. Many will receive diplomas and take their place in society as full-time workers and citizens. To all who are receiving diplomas, we offer our heartfelt congratulations and our best wishes for success, regardless of future fields of endeavor.

We are proud of the men and women who must drop out of formal schooling are better prepared academically than most of those in other nations of the world. In this we can take satisfaction, but we must not rest on our laurels.

If we could personally talk to each one, we would issue this warning. Graduation from an institute of formal learning is but a portion of the education process and certainly does not mean that one has attained all possible knowledge. There is still much to be learned. Through mass media, self-interest groups and individuals, you will be subjected to trends which you may not be aware of. When you graduate, you will have acquired the ability to do critical thinking. This critical thinking must be applied to the "facts." If you are going to be a useful citizen you must be able to think critically, carefully and critically between all of these. There is much to see, hear and read that is desirable and undesirable. In the future we hope you will learn to see the "truth" by discarding the mediocre from our mass media and our books and that you will nurture your precious possession — ability to think for yourself.

It is our belief that if you do this, you have truly understood the meaning of the Greek philosopher who said: "Only the educated are free," for we are sure he was not referring to formal schooling.

California Legislative Notes

Labor Short Changed as 1961 Session Winds Up

By M. A. WALTERS

California's eighty Assemblymen and thirty-nine State Senators (Senator James McBride from Ventura County, the 46th member of the Senate, passed away during the 1961 session) have concluded their legislative duties for the year. Three of these members, which they usually are, as the State's Legislators attempted to resolve a large number of issues at the last moment. Adjournment came with conflicting claims of a "pioneering and progressive" session.

According to the latest reports, California's present needs and future plans for education are being filled by the State Legislature. The California bedside manner of the Governor Edmund G. Brown to statements by the Republican minority that a "do nothing session" was a "do nothing session" and "one of the State's worst." In all, in less than 5,000 additional measures were considered, by the end of the 1961 session, which commenced on January 2 and lasted until June 14 — 4,700 Senate and Assembly bills covering all aspects of the economy, including 130 proposed constitutional amendments and 1,015 resolutions on innumerable subjects. While many of these resolutions were of considerable debate, by far the greatest number of measures were introduced. The $2.6 billion State budget for 1961-62 and the reapportionment of the State's 80 Assembly and 38 Congressional districts.

Laws Still to Be Handed

With the exception of some improvements in Unemployment Insurance, a few additions to the Disability Insurance and Workmen's Compensation Law, and other measures of significance were adopted by the Legislature. A major measure was the passage of an act making it the duty of the State to support of agricultural workers; (6) required employee organizations consisting of labor members to provide indemnity Insurance and Workmen's Compensation, only two labor bills which were passed call for increased employment and increased control over the trans- portation of radioactive materials and "one of the State's worst." In all, in less than 5,000 additional measures were considered, by the end of the 1961 session, which commenced on January 2 and lasted until June 14 — 4,700 Senate and Assembly bills covering all aspects of the economy, including 130 proposed constitutional amendments and 1,015 resolutions on innumerable subjects. While many of these resolutions were of considerable debate, by far the greatest number of measures were introduced. The $2.6 billion State budget for 1961-62 and the reapportionment of the State's 80 Assembly and 38 Congressional districts.

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The King-Anderson Bill is the successor to the Forand Bill and provides Medical Care for the Aged. It is an admirable way of providing adequate care for the aged, according to Dr. Phillip R. Lee who spoke at a open meeting in Palo Alto on Friday, June 16.

Dr. Lee's talk was sponsored by the Palo Alto Medical Clinic, and Dr. Lee is one of the spokesman for a group of doctors in the Peninsula area who have come out in opposition to the plan of the American Medical Association; which is bitterly opposed to the King-Anderson Bill. He is a graduate of the Stanford Medical school and has worked and studied at Mayo Clinic, Boston University and in New York with Dr. Rusk.

In a speech which moved carefully through a description of the problem which exists today, Dr. Lee pointed out various solutions which have been proposed, Dr. Lee pointed to the medical statistics and factual material from various studies done by the Government with the patient's choice of physician or hospital, except that the patient must agree to subscribe to the program. All the patient's choice of qualified services covered.

INSTEAD:
All beneficiaries of social security will be automatically eligible for the program. The cost of the program will be met by a 1/4 of 1% increase in the social security contribution of both employers and employees at maximum, this is $1.05 per month per wage earner with no drain on any tax funds.

The King-Anderson Bill provides:
- Full payment of the first $2,000, rather than private physicians, for up to 90 days, after a deductible amount of $100 a day for up to 180 days, with a minimum of $20.
- Costs of nursing home services, including X-ray and laboratory services, after a deductible amount of $20.

IT WILL NOT INTERFERE:
- With the patient-physician relationship in any way.
- With the kind of care the physician prescribes.

WHY AMA STAND:
In answer to another question, Dr. Liston stated that he would rather have one of the AMA spokesmen present an answer. He asked Dr. Liston who was in the audience if he would care to answer. Liston took the microphone at this time and stated that he knew that he had the highest respect for anyone asking for his help, but limited it to issues.

After a careful review of many studies which have been made in the field, the Safety Committee of Local 1245 has recommended that drivers and passengers without seat belts are thrown forward if an accident does happen. The job of the driver is to see that all persons who would not have been hurt by an accident if they had been using seat belts.

When an automobile is involved in an accident, the driver and passengers without seat belts are thrown forward if an accident does happen. In that accident which had estate medical care and social security contributions. (Bureau of Census).

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Sierra Pacific Stewards
Eye Union Aims, Program

Handling of employee grievances, enforcement of the Labor Agreement, protection of the Local Union jurisdiction, organizing the work forces and improving intra-union communications were the subject matter of a June 10, 1961 day-long conference of I.B.E.W. Local 1245 Shop Stewards and Officers of the Reno, Nevada, Unit of members employed by the Sierra Pacific Power Company.

A part of the long-range program of the Local Union’s Business Manager, Ron Weakley, for training and education of Shop Stewards and Unit Officers, the attendance and participation of the group in the day-long Saturday session at Reno was an outstanding example of the benefits to be derived from member participation in discussions and planning of Union activities.

Discussions ranged over a wide area of Union problems and methods and a study of recently negotiated changes in the Labor Agreement with Sierra Pacific Company. Placing emphasis on the need for complete and tight organization in a so-called “right-to-work” state, where Union Shop and Union Security agreements are forbidden by law, as is the case in Nevada, the group spent a considerable amount of time in studying member lists and developing methods and strategies for accomplishing a 100 percent sign-up of all eligible bargaining unit employees.

Among those attending the conference were Unit Officers, Shop Stewards and Alternates from the following departments and districts of the Sierra Company:
- Gas Department, Reno — Ken Brucker, Helper, Overhead Line Dept.; Safety Committee Chairman, Joe Santos, Line Working Foreman; Garage and Transportation Dept., Henry DeRicco, Chief Welder; Warehouse and Stores Dept., Paul Jesch, Senior Warehouseman; Clerical and Office Forces, Arleen Walker, Billing and Revenue Analysis Clerk; Water Street Crews, John Jones, Fighter; Flumes Electric Crews, Manuel Garcia, Flume Repairman; Electric Underground, James Eds, Helper, Carson City District—Sylvester Kelley, Troubleman; Dale Murphy, Laborer, Warehouse & Stores, Reno — Unit Vice Chairman, Ralph Walker, Warehouseman; Service Center, Reno — Advisory Council Member, Orville Owen, Gas Serviceman; Tahoe City District—Bob Easton, Lineman; Truckee District — Don Sites, Electric Operations Clerk, Portola District—Jack Riehm, Lineman; and representing the Local Union Business Manager, staff members Hansen and Murray.

Pronounced to be a successful and productive conference by all who attended, plans are being made for holding additional conferences of this kind in the future. Arrangements and dates will be announced when future plans are completed.

Conference leaders (shown above seated at the center table) were: Grievance Committee Chairman, and Sierra Pacific Advisory Counsel Business Manager of Local 1245; Roy Murray, Local 1245 Business Manager of the Sierra Pacific jurisdiction; and Sylvester Kelley, Reno Unit Chairman and Shop Steward.
Over 100 people attended the Idyll picnic and Asti Winery. The North American Indians enjoyed their idyllic picnic setting.

Americans in regions less

Walters and Watson Are Enrolled at UC Labor Institute

M. A. Walters, Assistant Bus. Manager, and Gerald Watson, Executive Board Member, from Local 1245 are now attending a ten week institute sponsored by the National Institute of Labor Education and the University of California, Institute of Industrial Relations at the Univ. of Calif. Campus in Berkeley.

The resident program will consist of four basic courses in economics, political science, sociology and psychology, and trade union history and philosophy.

The program started on June 25 and will continue through September 1. It has been made possible by a grant from the Fund for Adult Education.

Instructors will be Walter Galenson, professor of industrial relations; John Schaar, assistant professor of political science; Richard Lazarus, professor of psychology and Seymour Lipset, professor of sociology.

Noted visiting scholars will take part in weekly seminars. Two evening meetings each week will be devoted to discussion on topics ranging from business and industry to international affairs. Discussion leaders will be trade union education and research directors, university staff members and specialists from throughout the Bay area.

In Memoriam

WILLIAM J. BROOK, San Jose Division, died on June 16, 1961. Brother Brook had been a member of the I.B.E.W. since December 1, 1953.

LEVON ROY BOYD, a Lineman in General Construction Department, and a member of the I.B.E.W. since October 1, 1953, died on June 1, 1961.
Public Agency Talks

Rounding Round-Up—

By SAM L. CASALINA, Radiation Safety Consultant

The Pacific Gas & Electric Company’s confidence in the future of nuclear generated power was illustrated recently in a talk given by C. C. Wheelier, Chief Mechanical Engineer.

In his presentation, Mr. Wheelier said: “We believe atomic power is a must in California in the future.” He noted that the present system of generating electric power will be installed in the late 1960’s. In this context, the company is expected to produce power at a lower cost per kilowatt hour than conven tional steam. In an average year, operations will require less fuel and gas for other purposes.

Stan-Pac Negotiations

The next meeting of the Pacific Gas & Electric Company’s Nuclear Power Project Committee was held on May 27. The meeting was attended by representatives of the utility company, the Atomic Energy Commission, and the National Nuclear Energy Service.

The committee discussed the progress of the construction of the new nuclear power plant at Diablo Canyon, which is scheduled to be completed in 1965. The plant will have a generating capacity of 600,000 kilowatts.

Union neighbour talks

The Nuclear Power Project Committee of the Pacific Gas & Electric Company has appointed a subcommittee to study the feasibility of constructing a nuclear power plant in the Diablo Canyon area. The subcommittee will investigate the possibility of constructing a plant to generate electric power from nuclear sources.

The committee has also discussed the possibility of constructing a plant to generate electric power from fossil fuel sources. The committee has decided to continue to study the feasibility of constructing a plant to generate electric power from fossil fuel sources.

The Pacific Gas & Electric Company has also decided to construct a new nuclear power plant at Diablo Canyon, which is scheduled to be completed in 1965. The plant will have a generating capacity of 600,000 kilowatts.

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There isn’t a union contract in America worth the paper it is printed on.  
It isn’t a union contract written on—if there is a state without its destruction.

The trade union movement has had ample proof of that fact in the history of state destroying labor and management, and the right to negotiate union-management agreements is one of the most basic rights granted by our Constitution.

The Adams-Jackson Era saw this and other related facts written into the Constitution.  The Supreme Court has interpreted these laws to mean that a union contract is a binding agreement between the parties.

But if a union contract is binding, why isn’t it worth the paper it is printed on?  The answer is that the union contract is binding only if the two parties agree to it.

In America worth the paper it is legion or a Congress that talks of trade unionism.

Sam Eubanks, News Guild Sec'y. On leave to Help Labor Dept. on L-G

SAN FRANCISCO—Sam Eubanks, of 523 Santa Barbara St., Berkeley, Calif., one of the West Coast's oldest and most respected labor leaders, has been on leave from his job as executive secretary of the San Francisco Newspaper Guild to work with the U.S. Labor Department in helping explain the so-called Landrum-Griffin law to labor and management.

The appointment was announced here today by H. D. Huxley, western director of the Religion and Labor Foundation by Local No. 1245.

WALKING TOGETHER  
Religion and Labor  
By Clair M. Cook  

Executive Director, Religion and Labor Foundation

B.J. DAVIES

TALKING TOGETHER

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I.nez


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P&GE TO DOUBLE SIZE OF ANTILOC STATION

Pacific Gas and Electric Company plans to double the size of its Contra Costa Power Plant in eastern Contra Costa County at an investment off $73 million, it was announced recently by P&GE President N. B. Sutherland. The plant is near Antioch on the south shore of the San Joaquin Californian Public Utilities Commission for a certificate to build the addition will be filed soon, Sutherland said.

The project will add 600,000 kilowatts of electric generating capacity to the plant in two new units, raising the total to 1,270,000 kilowatts. Only P&GE's Pittsburg Power Plant, also in Contra Costa County will have more capacity installed in a single steam-electric plant anywhere in the West. Pittsburg is rated at 1,220 kilowatts. The work near Antioch is scheduled to begin in the spring of 1962 and will be completed by mid-1964, the P&GE president reported.

The new units will be outdoor-type on the east side of the existing plant. Each will be designed for fueling with either natural gas or coal.

New switchyard facilities required to handle Contra Costa's anticipated growth will be built beside the units. P&GE's 220,000-volt transmission in the area will be expanded to deliver electricity from the new units into the Company's interconnected system, Mr. Sutherland said.

Sutherland estimated that 400 men would be at work on the Contra Costa Power Plant expansion at the peak of construction activity. P&GE will function as its own engineer and construction manager on the project.

P&GE also is at work on a 600,000-kilowatt expansion of its Morro Bay Power Plant in San Luis Obispo County, a 60,000-kilowatt addition to the Humboldt Bay near Eureka, and...