YOUR Department of Industrial Relations—
A Special Feature on Pages 5 and 6

YOUR
Business Manager's COLUMN

In order to broaden the outlook of those who read this column, let us travel to Chicago and see what the leaders of the I.B.E.W. System Council on the properties of the big Commonwealth Edison Company have to say about some of the items I have raised concerning the labor-management scene in utilities.


WHERE DO WE GO FROM HERE?

"It has been said that labor unions remain in a healthier condition when they are somewhat lean and hungry. Material success can become self-defeating, even harmful. In many manufacturing and plants labor organizations, operating under strained and difficult conditions, exhibit more real unionism than is apparent in our local unions.

"Are the workers in the electric utility industry in danger of becoming ‘fat cats,’ without sufficient energy or ambition to protect their hard-won gains of earlier years and past generations? Our union leaders must guard against complacency and find time to consider the origins and current status of the organized labor movement.

"Your union has obtained benefits for you which you could not have hoped to gain as a member of a union that has not been strong enough to fight and win. The present strength of the union lies in your hands. The test of the strength of the union is how well we can fight and win.

"The future of the union is in the hands of the members. Your union must be strong enough to fight and win. The test of the strength of the union is how well we can fight and win.

"In conclusion, I ask you to consider the question of the future of the union. The future of the union is in the hands of the members. The test of the strength of the union is how well we can fight and win.

(Continued on Page 2)
The Center Pages of this issue of the paper are devoted to a special report on the Department of Industrial Relations of the State of California. This Department and its various Divisions are of vital importance to every worker in the State. His safety, his working conditions, his protection on the job, his security in case of illness, his legal wage protection, are all embodied in statutes which are enforced by this Department.

The Department, which corresponds to labor departments in other states, is one of the best in the entire United States. In other words, it is one of the best in the entire United States. The relationships which the department maintains with the unions in this State are good. The Department has a reputation for being fair and just in its treatment of workers. The Department handles a large number of cases each year, with a high percentage of them being resolved in a timely manner. The number of cases handled each year has increased over the years, reflecting the increasing demand for labor law services.

The Department's budget is a critical issue, as it is responsible for funding the services it provides. The budget is less than $12 million dollars, which is a significant amount for the work that the Department does. In other words, we must handle ever increasing workloads due to the constant stream of cases that come in. The Department is a necessary service that is essential to the well-being of workers in the State. The budget of the Department remains the same for several years, which makes it difficult to keep up with the increasing demands. The Department's budget is a key factor in its ability to provide quality services to workers.

The Department's budget is also important because it affects the cost of services provided. The Department must charge a fee of $10 per case for each case handled. This fee is necessary to cover the cost of providing services, but it is a significant amount for workers who may not have the means to pay. The Department must find a way to balance the budget with the cost of services, while also ensuring that workers are able to access the services they need.

The Department is dedicated to providing quality services to workers, and it is committed to ensuring that all workers are treated fairly and justly. The Department's budget is a critical factor in its ability to provide the services it does, and it is important that the budget is sufficient to meet the needs of workers. The Department must continue to work towards a budget that is sufficient to meet the needs of workers, while also ensuring that the cost of services is affordable for all workers.

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Important Compensation Award by High Cal. Court

A recent California Supreme Court decision involving a deceased member of Local 2454 who suffered an industrial injury has added a legal precedent which will be of great value to all injured workmen and their dependents in this State. The case concerned the payment of death benefits totalling $14,000 to the dependents, of P.G. & E. founder, Eugene Meyer, publisher of the San Francisco Examiner.

The case arose out of the death of Meyer, at the age of 83, in 1959. The death was attributed to cancer, and the Supreme Court stated that death benefits under the workmen's compensation law are not lost if death occurs more than a year after injury, when the injury is shown by medical testimony to have been the cause of death. The case is the first in which the California Supreme Court has interpreted the word "injury" to include only the disease for which the death occurred itself, and has held that the workmen's compensation law applies to the injury itself, and not merely to the disease resulting from the injury.

The court declared that the death award should be paid to Meyer's dependents, and that the death of a member of a local union does not destroy the rights of the local union under the workmen's compensation law.

The court held that the workmen's compensation law applies to the injury itself, and not merely to the disease resulting from the injury. The court also held that the death award should be paid to Meyer's dependents, and that the death of a member of a local union does not destroy the rights of the local union under the workmen's compensation law.

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SAFETY
This Vital Department Saves Uncounted Lives

Prevention of work injuries is the objective of the Division of Industrial Safety, California has what is undoubtedly the best state industrial safety program in the nation. It is constantly being revised and upgraded. Present chief is Thomas N. Saunders.

Under his direction and personnel (170 safety engineers) the Division aims to inspect places of employment and take high risk activity often enough to make certain that all California's labor codes and safety orders are being carried out. The success of the program has been demonstratively illustrated in the past decade alone during which time the annual rate of disabling work injuries has dropped from 42 per thousand workers down to 33 per thousand.

When workers are injured or killed in the workplace, Division engineers are called in to investigate the cause and to make certain that any work conditions which might have contributed to the accident are corrected.

BEFORE, NOT AFTER
More important than correction of the accident is correction before it happens. Adequate spacing of trenches, proper laying of hazardous substances, equipment guard, and all other safe equipment—such as safety glasses, scaffoldings, proper ventilation—all are continuous concerns of this important Division.

Although not so dramatic an attention-getting as on-the-job surveillance, is the engineering and equipment of all new industrial building, new tools, processes and equipment. Management has long known that by consulting with the Division staff it can save money, time and trouble by building in the first place to meet the Division's safety standards.

BUSINESS AGENTS HELP
The major emphasis is placed on education—getting employers and employees alike to be aware of safety through its publications and through the regional Governor's Industrial Safety Conferences which cover all types of employment. Recently the Division established a special program for union business agents. However the Division does not and cannot go to court to enforce its safety orders.

If a contractor refuses to shore trenches properly and ignores the Division's warnings, the Division can and does shut the job down and take the employer to court where he can be fined if he is guilty of a crime. On the other hand, if a crane operator fails to comply with the regulations on striking high voltage lines he too can be fined up to $1,000.

The Division, always conscious of the needs of organized labor, also maintains a special liaison representative on the staff to handle worker complaints and disputes. It includes on its board of directors attorneys and labor personnel.

SAFETY
The Division of Industrial Welfare is concerned with all aspects of working conditions applied to women and minors in California.

The accomplishments of this relatively small division on behalf of women and children are unexcelled by any other similar department in the nation.

Regulations enforced by the Division are established by the Industrial Welfare Commission, quasi-legislative power, and are administered by the Division's officers and personnel under the present direction of Chief Florence Clifton.

The most far-reaching act of the Division was the establishment of a minimum wage for women and children over 15 in agriculture. The minimum was the result of a advisory question before the Commission after several years of intensive study on the subject. With the establishment of the order all women and children work in California received government employees and domestic service employees are covered by a minimum wage regulation. To date, it is only the women and children who have such state protection.

As of December 31, 1960, employees covered by the Division's wage orders numbered 1,410,000. It is interesting to compare this Division's work with New York State, New York's wage orders cover 1,391,000 women and miners. New York managers to service these workers with a budget of $1,610,000. California does it for $564,569, or at an individual cost of 387 cents per worker compared to 790 cents in New York. Seventy-one staff members average 19,972 workers covered by each of New York's 287 staff members.

The Division of Industrial Welfare is one of the California employees' greatest bargains.
ENFORCING LAWS

Goal: End Exploitation of California Workers

When an employee, having put in his time and skill on a job with the expectation of wages in return, finds his employer is either unwilling or unable to pay him, that employer may find himself appealing to the Labor Commissioner. The fact that the man who heads the Division of Labor Law Enforcement, during 1959 and 1960, the Division recovered $4,945,000 in unpaid wages from such employers. Recovering unpaid wages is only one function of the Division's life. 1,068 cases were closed and discrimination was found to exist in 233 cases. Millions of dollars were collected in unpaid wages, and 5,960 employers were found to be unfair to their employees and brought into compliance.

Because the responsibilities of the Division are so broad a listing of the major classes of complaints received is not possible. 1960 gives a good, over-all view of the Division's work.

DAILY, VITAL NEEDS

Contributions to health and welfare funds, the Workers' Compensation Insurance law, the Social Security law, 900; private employment law, 508; farm labor compensation law, 227; day of rest law, 139; misrepresentation of employment law, 114; cash, bonds, or investments of employees, 61; public works, 97. Keep in mind that these are complaints only and all have to be checked out.

A job in the Division of Labor Law Enforcement, filled by Chief Commissioner Sigmund Arywitz, which bears the responsibility for interpretation and enforcement of a major portion of our laws covering the employer-employee relationship.

The staff to deal with the problems facing 5,960 employers consists of 54 dependable and capable employees. For California workers represented by employers who fail to pay wages collected in the entire nation during the last two years.

IND. INCIDENTS

Job Injury No Longer A Financial Disaster

Few people in organized labor include the day when an on-the-job accident could mean financial disaster for a worker and his family. Forty years ago a work injury meant very little to a worker and his family when an employee needed the help and left his family to their own resources. The Department's life 1,068 cases were closed and discrimination was found to exist in 233 cases. Millions of dollars were collected in unpaid wages, and 5,960 employers were found to be unfair to their employees and brought into compliance.

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Your Department of INDUST. RELATIONS

Continued from preceding page
despite the fact that in the majority of the cases, the Division maintains a Medical Bureau which screens all applicants free of charge. The Medical Bureau also assists in reviewing and evaluating medical evidence.

CONCLUSION

Conciliation Peace Makers In Labor-Mgt Conflict

An agency of utmost importance to organized labor in California is the State Conciliation Service. Although small in size, this agency's activities are at least in part, responsible for the continued development of a labor-management relationship in California. This does not mean that the labor-management relationship is a carefree and untroubled one. It is very much as described by the State Labor Code.

There is no guarantee that even when asked to do so by either the union or employer, the Conciliation Service can provide mediation service if there is a total lack of work stoppage or monetary dispute when matters have been brought to the point where a third party is asked for mediation. In these instances, the most intervention could be the result of a refusal to bargain.

Principal activity of the Conciliation Service is the settlement of labor-management disputes. Labor disputes involve wages, hours, or working conditions during the negotiation, mediation or renewal of agreements.

Union recognition issues are one of the major problems. The Conciliation Service does not permit its staff members to act as arbitrators, the service has established a State Arbitrator's Panel. The panel consists of qualified individuals who have a greed that their names may be submitted to parties desiring to arbitrate. Arbitrators are usually called in on disputes over employee dismissal, broad labor policy and interpretation of agreements.

Since labor law in California has no Labor Board, the Conciliation Service is often requested by unions to assist in election campaigns and, since the advent of the Landrum-Griffin law, for technical assistance in internal elections and other analogous situations.

The Conciliation Service, which strives at all times in its service role, considers a labor dispute a situation confronting unions or management, which, if allowed to deteriorate, may later become a labor dispute. Therefore, one of the signatures required in the Services is, when requested, to help set up solutions to problems on a voluntary basis before they become bona fide disputes.

Victor Custer and present Service Director Thomas J. Nicolopoulos and 10 other consultants are charged with this major responsibility for the prevention of labor disputes.

(Editor's Note: Tom Nicolopoulos' efforts to assist our union recognition movements may be remembered by some of our members. Respected and liked by union and management alike, Tom has successfully handled many difficult situations.)

HOUSING

Housing Concessions All Calif Workers

One of the dramatic problems of California's recession is the housing of farm workers. Crowded, unsanitary conditions in labor camps have been a familiar feature. In many cases, the camps were rubber-tires ground for disease, discomfort and, in some instances, actual death. Under the guidance of Chief Lowell Nelson, the Division of Housing successfully made great strides toward discovering and regulating the camps and correcting or substantiating conditions where they are uncovered.

As a result of new legislation, the Division is concerned with every single-family dwelling in California and has direct responsibility for enforcing the standards of the State Housing Act in all localities where there is no local enforcement agency. This new legislation is a significant step forward in improving California's housing. In addition, the Division is studying agricultural labor family housing. In the latter, the Division is faced with the problem of setting standards for housing for the aged. The Division has great concern and Division personnel frequently serve in an advisory capacity in this field.

The permanent Disability Rating Board, also a part of the Division, helps to formulate ratings in compliance with the State Labor Code. These take into consideration the permanent disabling effect the age and occupation of the handicapped person.

The Housing Concerns Bureau, also a part of the Division, annually examines thousands of housing camps and makes great strides toward discovering and regulating them. For example, more than 300,000 Californians live in trailers. The Division sets the standards for Mobile Home Parks, rest areas, resort areas, trailer parks, and mobile homes. It has become second home to many thousands of people and is especially free of safety hazards.

PHOTOGRAPHY

Radiation Round-Up

More on Protecting Your Family Against Fallout

By SAM L. CASALINA, Radiation Safety Consultant

In last month's column, I brought up the subject of "Atomic First Aid." I called it first-aid because most of the aid given during and after a nuclear attack is first-aid help. Otherwise it is usually too late to do anything about it. In this column, I would like to discuss some of the measures which might be pressed into service after a widespread nuclear attack.

The greatest problem facing us radiologically after a nuclear attack, assuming physical survival, is protecting ourselves from the effects of widespread contamination. This contamination will be the radioactive fallout produced during the fissioning of the uranium or plutonium, or both, in the warhead. The fallout contains many radioactive materials called "fission products." As this material settles, it subjects persons to penetrating radiation from outside their bodies, and if the stuff is taken into the body by breathing or in the foods we eat and drink, the radioactivity will bond with the body tissues from within. The former problem could be solved by intensive evacuation campaigns and setting up radioactive cache dumps if studies so indicated. The second problem, that of keeping food and water relatively contamination-free, has been under study by our National Laboratories.

HANFORD STUDIES

Studies conducted at the Hanford Laboratory, and other installations, give good indications concerning the radioactive contamination of the environment and the body tissues....

(continued on next page)

WELCOME!

The following people have been welcomed into Local 1245-

- BA APPLICATIONS

- SAN PABLIN

- McCloed, Thomas J.

- WORTHINGTON, Wadie

- COAST VALLEYS

- BAZOR

- HOLL, Eldon F.

- TERRY, Charles E.

- SAN JOSE

- JOHNSON, Raymond H.

- GLENN, D.

- THOMAS, Clair A.

- EAST BAY

- HOOD, Joseph B. Jr.

- HUBBARD, Thomas W.

- MURPHY, Martin E.

- ROSS, Norman G.

- ROSS, Joseph A.

- SAN FRANCISCO

- BOWEN, Florence I.

- CHARIOLLE, Anthony R.

- TURNER, Robert F.

- HENSEN, Pacific

- BIBB, John S.

- MITCHELL, Charles B.

- WALLING, Mixer

- RASER, Arthur L.

- COUGHLIN

- ANS, Dan

- NORTH BAY

- Grant, John H. Jr.

- Strong, Rod

- WOOD, Stephen

CITIZENS UTILITIES

- BOSTON, Allan L.

- WENNER, Charles E.

- NUTTER, Nancy Sue

- SWANSON, Carl A.

- WHITE, Patricia A.

Why An Atomic Reactor Blew Up

WASHINGTON — The first fatal explosion of a nuclear reactor reactor, on January 1, "could and should have been prevented," a Congressional committee has been informed.

Three servicemen were killed in the accident at an isolated testing station in the Idaho desert. Their bodies were radioactively contaminated and buried in lead-lined caskets.

Now, after an investigation, the Energy Commission reported that, prior to the accident, parts of the reactor had been modified in an extent that a prudent operator would have realized that the change was not sound, but went ahead and continued . . . without corrective action.

A special investigating board praised the design of the reactor, plus inadequate safety precautions.

"The endurance of the findings of the Energy Commission report . . . would be a marvel of human society." — James Anthony Proude

"Your new safety idea is great, Boss!" —A nuclear operator

Reference:

"How to Survive a Nuclear Attack" by Ralph Waldo Emerson.
HOW CONSUMER IS ‘TAKEN IN’ BY LABELING, PACKAGING

By HARRY CONN

WASHINGTON—The late showman Phineas T. Barnum once said that “a sucker is born every minute” but if he had followed the Senate subcommittee probe he may have been too conservative.

Sen. Philip Hart (D., Mich.), who conducted the hearing, turned up some pretty signal indications that the entire consuming public in this country is being played for a sucker.

Hart said that “the old-fashioned turner was often accused of weighing his thumb” but now millions of Americans are being taken in by fancy packaging and labels which don’t say what they should say. They are designed to confuse.

This is a big and important field that Hart and his subcommittee have ventured into. Packaging of household items is now considered a multi-billion industry.

A high-priced supermarket carries some 6,000 items in stock; it’s Big Business all around.

If the consumer is being played for a sucker he really has little choice in the matter these days when package operators label their items as “jumbo-sized quiets” or the “king-sized half quart” or the “king sized half quart.”

Colston E. Warne, president of Consumers Union, said that quants can be made,” observed to provide every shopper with a

den price increases” by reduc- edge of

ing the amount of product they

usual weights, such as 8 3/1 ounces-

umer found it impossible to fig-

the subcommittee packages of


AUGUST, 1961

The trunk of his car is the office for most of Local 1245’s mo-

venting. — Raymond

The audience participation

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how much interest they are pay-

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Supreme Court

36

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neither manufacturers were charging consumers “hidden price increases” by reduc-

What do you speak so loud

that I cannot hear what you say.

According to Dichter, most manufacturers were charging consumers “hidden price increases” by reducing the amount of product they

sell to the consumer, while keeping the price and package size the same as before.

To some extent we are being tricked like Pavlov’s dogs,” the Consumer League officer told the Senate. “As you may recall Pavlov found that he could get certain responses from the dogs by showing them certain things. We get conditioned in the market in the same way.”

Dr. Campbell stressed the point that today a five cent can be offered as a considerably smaller version of the old five cent can-

day bar. In other words, she said instead of the price being in-

crushed, cheap packaging and labels which don’t say what they should say. They are designed to confuse.

This is a big and important field

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You Eligible for Military Service? Know Your Rights

Robert L. Shelby, western director of the U. S. Labor Department’s Bureau of Veterans’ Reemployment Rights, said this week in San Francisco that requests for information on veterans’ rights and the Universal Military Training and Service Act have multiplied since the recent military build-up.

The Universal Military Training and Service Act provides a reemployment rights program for men and women who lose their jobs to perform training or service in the Armed Forces.

Shelby pointed out that ex-servicemen covered under the Act fall into several different categories. The rights extended under the law also vary according to the specific category under which the particular ex-serviceman qualifies.

The following outline is offered by Shelby as a general breakdown of the types of ex-servicemen covered under the Act and described under which the particular ex-servicemen come.

INDUCTEES, ENLISTEES, RECRUITERS AND GUARDSMEN CALLED TO ACTIVE SERVICE. (As covered under Section 9b) of the Act.

Ex-servicemen in this category are subject to all provisions of the law, except limited ex-service extended service by law or Presidential order. They have 90 days to report for work after release from service or from hospitalization continuing after discharge from service for a period of more than one year. They have full reemployment rights, statutory protection for six months after reemployment and disability protections.

The Act requires that men in this category make application for reemployment at the beginning of their next regularly scheduled work period after returning home. They must have applied for leave from their employer either before entering on duty or being turned down for service. Both leave of absence rights under the Act and disability protections.

Shelby and ex-servicemen and those contemplating military service can get more detailed information on reemployment rights as provided under the Reemployment and Service Act by contacting the Bureau of Veterans’ Reemployment Rights, U. S. Department of Labor, 630 Sansome Street, San Francisco.

MEN ATTENDING TRAINING, ENLISTMENT AND MILITARY BY THE LAW.

The Act requires that men in this category make applications for reemployment at the beginning of their next regularly scheduled work period after returning home. They must have applied for leave from their employer, either before entering on duty or being turned down for service.

Both leave of absence rights under the Act and disability protections.

Shelby and ex-servicemen, and those contemplating military service, can get more detailed information on reemployment rights provided under the Reemployment and Service Act by contacting the Bureau of Veterans’ Reemployment Rights, U. S. Department of Labor, 630 Sansome Street, San Francisco.

The next meeting of the Board of Directors will be held Tuesday morning at the offices of the Burns Detective Agency, 301 Mission Street, San Francisco.

The general discussion will be "Military Employment and Service Rights under the Universal Military Training and Service Act." The meeting will be open to all officers, members and prospective members.

By Harry Fieldman

Don't be surprised if you see the Burns Detective Agency pecking the John Birch Society with signs "UNFAIR TO PROFESSIONAL SPIES." This juridical assault on business has strange ramifications.

Collegiate presidents throughout the nation, reports the New Republic, have received a widely circulated letter from the Burns Agency.

"Almost every department," says the letter, "has its (sic) conscientious employees who are members of those departments invariably have come to the Burns Detective Agency in the usual manner, attend class and send only daily, confidential reports to the Agency. These reports are analyzed and all reports are then sent to clients. After the necessary body of fact and information is developed, corrective steps can be made quickly, quietly, and efficiently."

Burns, the John Birch Society recruiting unpaid spies to snoop in the classrooms, the Burns Detective Agency in the usual manner, attend class and send only daily, confidential reports to the Agency. These reports are analyzed and all reports are then sent to clients. After the necessary body of fact and information is developed, corrective steps can be made quickly, quietly, and efficiently.

Joseph Granata, East Bay Division

Joseph S. Kreins, East Bay Division

Utility Tree Service Co.

THE LAWS OF LOCAL 1345.

The Bylaws of Local 1345 have now been printed in booklet form and are available at Unit meetings. Members desiring a copy should ask the Representative for one at their Unit meetings. A copy can also be obtained by writing to the Union office.

Employers Withholding Taxes

Withholding Taxes

269,396 sticky-fingered employers who have failed to turn over withholding taxes they collected in 1960.

Sen. John Williams (R., Del) reported that fact to the U.S. Senate, as his annual custom. The government lost $216,439,000 in withholding taxes in 1959.

According to Senator Williams over a quarter million employers are liable under the law for criminal penalties or jail sentences up to one year or fines up to $5,000 or both. There have been 9 convictions or indictments under the law making failure to turn over to the U.S. Treasury taxes withheld from employees a criminal offense.

I would rather be able to appreciate things I cannot have than to have things I cannot appreciate. — Elbert Hubbard

The Advisory Council heard reports from the Business Representatives which gave them a broad picture of events and members' feelings throughout the jurisdiction of the Local. Above, John Wilder reports on East Bay Division and below Al Kamzinski discussed happenings in Sacramento and Drum Divisions along with SMUD and the Sacramento Transit Authority.

SCHOOLS AND REJECTEES

The largest in attendance.

By law or Presidential order.

At Oakland Hospital continuing after discharge from employers, and have 90 days in which to make application for reemployment after reemployment.

They need not apply for leave from their employment.

The following outline is offered by Shelby as a general breakdown of the types of ex-servicemen covered under the Act and described under which the particular ex-servicemen come.