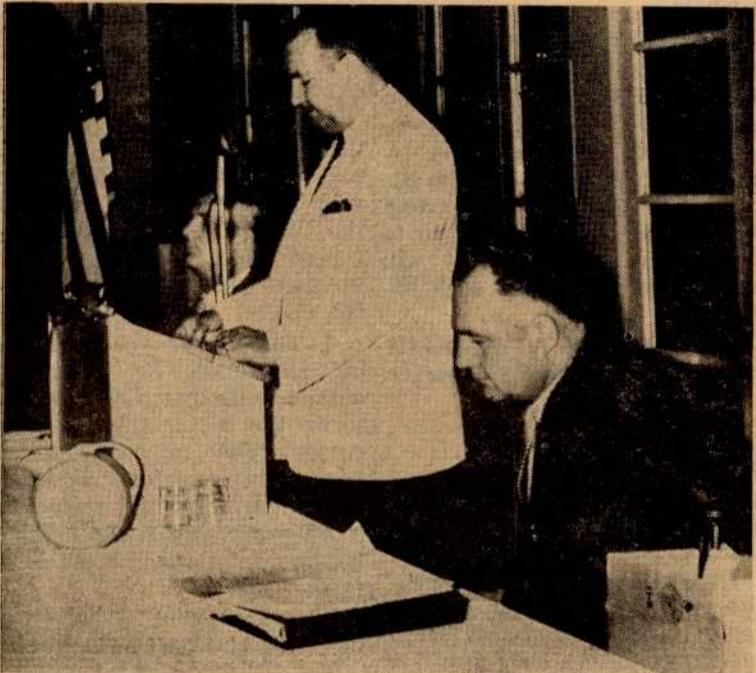




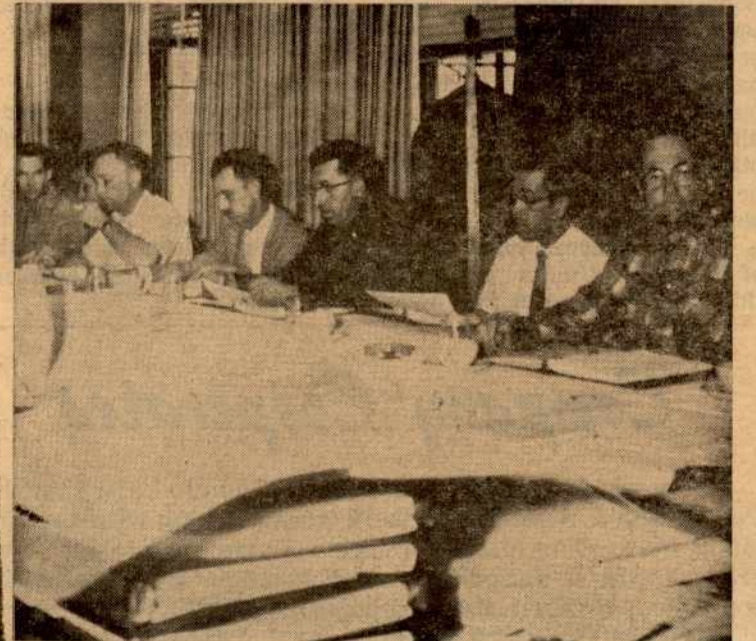
Pictured above is the office staff of Local 1245 as they assembled the materials for the new Steward's Handbooks which are being introduced at the Area Steward's Conferences now being held in fourteen cities of the Local Union's jurisdiction. L. to R. are Florence Hall, Lorraine Holway, Martha Kerr, Alice Skinner, Patricia Oliver, and Sibyl Chandler.



First of the Conferences was in Vallejo on October 7. Ronald T. Weakley, Business Manager, greeted the Stewards present at the first session and commended them for their efforts on behalf of the members of Local 1245.



The first arrivals at Vallejo are shown registering and being issued their Handbooks. Stewards present represented members working in Steam plants, Gas Department, Electric Department, and General Construction.



The following Saturday, October 14, there were four meetings. They were at Bakersfield, Oroville, Redding, and Paso Robles. This is a portion of the group which assembled at Oroville. All of the meetings are getting a very high percentage of attendance from the Stewards.



Utility Reporter

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1918 Grove Street, Oakland 12, Calif.

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OAKLAND, CALIFORNIA

OCTOBER, 1961

Spotlight on Stewards As Training Meets Start

The Casa De Vallejo Hotel in Vallejo was the setting for the first of fourteen sessions to be held in Local 1245's current Area Steward's Education Conferences, which will see groups meeting from Bakersfield on the south to Redding in the north and from San Francisco to Reno.

The Vallejo meeting held on Saturday, October 7, was attended by Stewards from East Bay, North Bay, and Sacramento Divisions, and General Construction Department, the Local Union Staff

and Exec. Board Members John Michael and Gerald Watson. Final meeting of the current series will be the Bay Area Clerical session in San Francisco on December 2. The same agenda will be used for all of the meetings.

THE VALLEJO MEETING was chaired by Bus. Rep. Frank Quadros, who discussed the importance of the Steward to the Union and the need for developing an educational program which will meet his everyday needs on the job. Of necessity the first sessions had to be devoted to basic information because of the varying experience levels of the various stewards according to Quadros. In the future all new stewards will be given the same indoctrination and orientation meetings and there will be a program for enlarging the knowledge of the ex-

perienced stewards.

Business Manager Ron Weakley greeted the delegates and explained that the progress and continuance of any Union is dependent upon two fundamentals —organizing the unorganized and educating the organized. "After some twenty years of experience in Unions, I believe that these two factors are best accomplished under the structural democracy enjoyed by our Union."

"**EDUCATION** is the most effective means of protecting our democratic structure and providing honest and competent leadership." Weakley then pointed out that the Steward is the main link in the two way communication process between the member on the job and the leaders of the Union. He asked

(Continued on Page 3)

YOUR Business Manager's COLUMN

Now that we are about half through our series of Shop Stewards' Conferences, it is timely that some comment be carried in this column.

Having attended three conferences, I can say that I believe we are involved in a highly successful venture.



R. Weakley

In spite of a few minor "boo boos," the program has been well conducted and well received. The participants have at the end of each Saturday session,

offered praise to those who worked so hard to put on the conferences.

It is very encouraging to me when I see so many Stewards seriously following the discussion, making personal notes, checking their handbooks, and speaking up when their views are requested during the program.

We have already received many good suggestions for future educational ventures as a result of group discussions. Another contribution coming from the Stewards involves suggested techniques in selling the value of our Union to the prospective member.

Thus, we are engaged in a two-way communication process which is designed to benefit the

(Continued on page 2)

1245 Job Protection Committee Is Named

President James E. Gibbs, Jr., has appointed the following members to the Job Protection Committee:

John Zapian, Field Clerk, San Francisco Division.

Vern Franklin, Gas Service-man, Colgate Division.

Joe Kreins, Senior Service Operator, East Bay Division.

Marvin Brooks (Vice President), Light Crew Foreman, Stockton Division.

John Michael, Executive Board Member, General Construction Department.

Leland Thomas, Troubleman, San Jose Division.

Nick Garcia, Lineman, East Bay Division.

Bobby G. Robinson, Electrician, San Joaquin Division.

Gerald Watson (Executive Board Member), Troubleman, Shasta Division.

Robert Staab (Executive Board Member), Troubleman, Coast Valleys Division.

James E. Gibbs, Jr. (President), Light Crew Foreman, De Sabla Division.

Ronald T. Weakley, Business Manager.

L. L. Mitchell, Assistant Business Manager.

(Continued on Page 8)



Above right a "buzz" session at the Redding meet as the Stewards give their ideas on what the Local's Educational program should contain if it is to properly meet the needs of the stewards. Meetings will continue through December 2, when an analysis of the Conference will be made in order to plan future programs for the Stewards. At left, Ass't. Bus. Mgr. A. M. Hansen at the Bakersfield meeting.



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
NORMAN AMUNDSON Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

Executive Board: J. E. Gibbs, Jr., Marvin C. Brooks, M. Scott Shaw, Allan C. Terk, Robert E. Staab, William Yochem, Gerald F. Watson, John W. Michael.

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Support the Stewards!

Every time the subject of Union Stewards is discussed one seems to eventually hear the words, "it's a thankless job." There will be illustrations of how a Steward puts out time and money, undergoes nervous strain and tension, disrupts his home life to attend Union functions and for all of this receives only criticism from his fellow workers for the things he has failed to accomplish.

Unfortunately there is a very large kernel of truth in these words. However there needn't be and now that Local 1245's Stewards are once again proving their devotion to duty at the Saturday Area Conferences might be a good time to discuss the member's responsibility to the Steward. The Steward is constantly being reminded of his responsibility to the members and to the Union and to the Company and just about everyone.

The member has a definite responsibility to his Steward. He must support him. Too often when the Steward is being criticized we all join the fun instead of taking a logical look at the Steward's argument. The member should not waste a Steward's time with personality problems instead of grievances. Talk to the Steward when the Agreement is broken—not when the boss gives you a nasty look or word or Sally opens the window when you want it closed.

When you go to the Steward with a grievance have the facts ready for him—preferably in writing—because it is only on the basis of the factual situation that a grievance can be settled. It is also a source of irritation to many Stewards when members give him false or misleading information. A rumor is of no use to the Steward when he is talking to the supervisor. A statement based on false information given him by a member will only serve to worsen the relationship of mutual respect which the steward must build with the supervisor if he is to accomplish anything.

The member should support his Steward by going to the Union meeting to air his gripes and to complain about Union matters. The meeting is after all the only place it will do any good. Complaining and crying on the job will only make the organizing job of the Steward that much harder. Instead we would suggest that the member ask the Steward if he can try to help him sign up the non-members in their work group. In this way we will all be better off—the Steward, the members and our Union.

Finally—and this is a novel idea—the next time the Steward goes out of his way to help out some member how about telling him he's doing a good job and how much we appreciate it?

Statement required by the Act of August 24, 1912, as amended by the Acts of March 3, 1933, July 2, 1946 and June 11, 1950 (74 Stat. 208) showing the Ownership, Management, and Circulation of Utility Reporter, published monthly at Oakland, California for October 1, 1961.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Intl. Brotherhood of Elect. Wkrs. Local 1245, 1918 Grove Street, Oakland, Calif.; Editor, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.; Business manager, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.

2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder, the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.)
 International Brotherhood of Electrical Workers, Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland, California.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state).
 None

4. Paragraphs 2 and 3 include, in cases where the stockholders or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.

5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required by the act of June 11, 1950 to be included in all statements regardless of frequency of issue), 9,710.

RONALD T. WEAKLEY, Business Manager

Sworn to and subscribed before me this 25th day of September, 1961.

(SEAL) Alice H. Skinner (My commission expires Nov. 11, 1962)

YOUR Business Manager's COLUMN

(Continued from Page 1)

entire membership.

SOME STEWARDS have, so far, been unable to attend, but some re-scheduling is being devised in some instances and the Representatives will make special arrangements for those who may miss the entire series.

While "all hands" in the Business Office have been involved in this initial mass undertaking, the program will be necessarily de-centralized at the conclusion of the present series of regional conferences. We must, at the office level, move into preparations for 1962 when we will have to depend on the then current level of education and understanding in order to carry out the work we must do for the entire membership next year.

IT IS HOPED that we shall move into 1962 with a corps of hundreds of key members and Stewards who are better equipped to carry on the regular day-to-day Labor-Management processes while at the same time, giving guidance and support to the leadership which must handle the negotiating processes.

Although the current educational series is beamed primarily to our Stewards, it is designed to be another service to our entire membership in that the results will benefit the man or woman on the job who has a right to expect the Union to operate efficiently in his or her behalf.

AFTER ALL, the activities of Officers, Councilmen, Committeemen, Representatives and Stewards of Local 1245 are primarily for the benefit of the individual member who pays the dues and has a right to expect value received. No Union activities are of real value if the prime purpose of membership service is ever lost sight of by those engaged in such activities.

One of the best ways I know to illustrate the point of what Union leadership at all levels is charged with as they carry on Union activities, is found in the handbook published for Stewards by our sister Local 1049 of Long Island, New York. It follows:

"THE MEMBER YOU SERVE"

"The Local Union Member is a special kind of person. He does not exist to serve the Local Union. It exists to serve him. He is not dependent on the Local Union. It is dependent on him. Our job is to protect his rights. New or old, he is our member and has the right to the best service we can supply.

"He is human—with likes and dislikes very much like ourselves. Let's treat him as we would have him treat us if he were the Steward.

"Service should be our byword. Our member is entitled to that service—regardless of his job or pay. **He is the most important person in this Local Union.** We should treat him that way. He is as intelligent and as understanding as we are. Tell him if you think he is wrong and we will appreciate it more than if you try to kid him. Do your best for him and he will do his best for the Local Union."

Come in Handy

Festive One—Whatcha looking for?

Policeman—We're looking for a drowned man.

Festive One—Watcha want one for?

The Mail Bag

Two letters reached my desk lately which bear on the internal and external image of our Local Union. The first letter is from a Shop Steward who comments on our Steward Education Program. The second letter is from a brother utility union leader from the Far East.

The first letter is an expression of sincere support for our efforts to improve our internal operations in the interests of the members we are privileged to serve.

The second letter is an expression of sincere gratitude for our efforts to improve our international relations in the interest of our members and the members of the Labor Movement as a whole.

I am grateful to both writers and I believe that their words are worthy of the time it takes to read them.

While the first letter is reprinted verbatim, I took the liberty of rewriting the second slightly and my apologies go to the writer whom I know will understand my taking such liberties.

RONALD T. WEAKLEY
Business Manager.

Ronald T. Weakley
Business Manager
Local 1245 IBEW
Oakland, California

Dear Sir:
I wish to compliment you and the staff for the fine job you are doing in the Steward Training Program. We have long had a need for a program such as this and I'm sure we will all benefit greatly! Not just those of us who are Stewards, but, the members and Staff included.

I attended the first of these meetings at Vallejo on Saturday, October 7th, and I strongly urge all Stewards to drop everything and attend those meetings to follow.

I feel it is our duty to learn all that is made available to us so that we might better serve those who look to us for leadership.

Sincerely,
(s) **Chauncey A. Hemstock.**

Aug. 29, 1961

Dear Mr. Weakley:

I acknowledge with many thanks receipts of "Utility Reporter" from Jan. 1961 to July 1961, which you are kindly sending me. I would like to take this opportunity to thank you and also Local 1245 members for the help and guidance given us during our study tour at your Local 1245 in April 1959.

We, Ken and Okie, came home in June 1959—the 2nd Japanese Long-Term Trainees Team sponsored by ICA & J.P.C. (The Japan Productivity Center). We have been very active in Union business, though our unions are different and away from each other. I may sound strange but we haven't seen each other since we came home.

We have learned many things of American Unions, which we think very important and bene-

ficial to our Japanese Union activities. We have tried to adopt some of these good points, but we haven't accomplished any as yet. Many reasons are considered. Some of the items which we learned that I think would be very beneficial are as follows:

1. The union conference pointing to big problems before the union and in it the open group discussion. Automation & atomic energy were the topics at the meeting we attended.

2. The way in which your union accepts the company's proposal on wage negotiations through the voting of all members on it. We don't have this system. Our Advisory Council, though the compositions & functions aren't the same exactly as yours, has the authority to accept the proposal and later the general meeting will approve.

3. The two year contract with the reopening clause. Japanese management has offered two year agreements, but almost all the Unions in Japan haven't accepted them. The Unions, it seems to me, forget the reopening clause.

4. The longer years of your officers' terms. The recent discussion tells that the longer the term, the better the union becomes. The internal factions here, right and left wings, within the union want the term kept to one year so that the opposite faction won't stay longer in office.

There are many other items, but time and space are limited.

The Utility Reporter is useful for me to know the latest activities of Local 1245 and of the U.S.A. in general. The Federation of Electric Power Workers Union of Japan (Denroren), (like IBEW, Utility Division) exchanges information relative to working conditions and so forth with your Local 1245. But so far our Denroren doesn't make the most of the given material because partly the lack of staffs who are able to read and translate English.

The international cooperation and understanding between the leaders of unions which represent working men and women in Electrical Industry is important and needed. We'd like to have the future cooperations with members of Local 1245 as well as the officers.

Remember me to your staffs and members.

Remember me to your wife and son.

Yours very truly,
(Note: The above letter was sent to Business Manager Weakley by:

Ken-ichi, Koshimura
A4-19, 18 Okui
Toyama City, Toyama Pref.
Japan.)

Go, Go, Go!

"Yes," said the personnel manager, to the job applicant, "what we're after is a man of vision; a man with drive, determination, fire; a man who can inspire others; a man who can pull our bowling team out of last place!"

Company Cooperates

We would like the members of the Union to know that the Pacific Gas & Electric Company is cooperating with the Union in an excellent manner in terms of arranging to get Stewards off work to attend the Area Education Conferences. The company is charged with a responsibility to the Public to provide continuous service which means that the people who are being given time off must be replaced by another worker and this means juggling of shifts and a certain amount of effort. We are grateful for this cooperation.



A STRONG UNION MEANS A BETTER UNION CONTRACT
SIGN UP THAT!
NON-MEMBER

New Clerical-Technical Federation Is Seen Likely

The strong possibility of a new Federation developing in the future to include organizations representing Clerical, Professional and Technical employees apart from the AFL-CIO was suggested by many of the speakers and participants at the Industrial Union Department's "White Collar Meeting" in Santa Barbara on October 13-15, 1961.

Present at the session were about sixty persons representing

Unions affiliated with the AFL-CIO and a number of independent organizations representing Professional workers such as the Engineers and Architects Association and the California Nurses Association. Business Rep. Norman Amundson represented Local 1245.

THIS NEW FEDERATION would be new only to this country. Professor Seymour Lipset from the University of California pointed out. In most European countries the White Collar groups have separate federations and are highly organized.

There was general agreement among the participants that if a new Federation were formed, the reason would be the failure of most of the Unions in the AFL-CIO to understand or properly concern themselves with the problems of the White Collar group. Not only is understanding needed but the basic program must be changed to be acceptable to this group and traditional Union principles abandoned or changed, when working with this group. For example it was pointed out that Engineers as a group do not want promotions to be based upon seniority, they do not believe that people should receive the same pay for doing the same job, do not want job definitions, and feel that they are qualified to run the Company if only asked to do so.

Most of the delegates present believed that the Engineers and other technical and professional groups were going to get organized during the next few years into collective bargaining organizations. These groups are growing in number and with this growth is coming a loss of identity and status—rewards which have substituted for financial gains in the past. This group is also losing its "professional" orientation today because they are beginning to realize that to be truly professional one cannot be employed but must like the majority of lawyers and doctors be self employed.

THE TREND among Technical and Professional workers as they become organized is on a craft basis. This was pointed out by Ida Klauss, Deputy Under Secretary of Labor, who discussed the "Little Wagner Act" which is in effect in New York City and allows city employees to organize themselves into collective bargaining groups, petition for representation elections and receive certifications. Each of the groups—dentists, psychiatrists, engineers, nurses, school crossing guards, social workers, wanted to establish its own organization or have a separate Local composed only of people in one line of endeavor.

The tendency among non-affiliated delegates present was to blame the leadership for the failure of the AFL-CIO to organize in the White Collar fields. They are more concerned with internal problems of jurisdiction over a shrinking work force, than they are in getting out and organizing an expanding work force, in the opinion of these delegates. While such opinions were mostly confined to non-affiliated delegates, the fact that such opinions were expressed is or should be a matter of concern to the AFL-CIO.

WELCOME!

The following people have been welcomed into Local 1245 for the month of Sept., 1961.



- BA APPLICATIONS**
SAN JOAQUIN
Engman, Allen E.
Fisk, Franklin M.
Giampietro, Louis J.
Nicholls, William V.
Serivner, Stanley A.
- SAN JOSE**
Hungler, Francis M.
Poppin, James J.
Price, Audra
Williams, Henry H.
- EAST BAY**
Billalon, Mike
McQuillan, Tim P.
Spurgeon, James L.
Thomas, John P.
Vigars, Wesley
- SAN FRANCISCO**
Sheehan, Daniel K.
Walsh, John P.
- STOCKTON**
Metrovich, John E.
- CITY OF ALAMEDA**
Lowell, George W.
- HUMBOLDT**
McDonald, Charles A.
- SIERRA PACIFIC**
Cross, Robert D.
Hedlund, Daniel R.
Orsi, Ogoilino

- Weaver, Patricia O.
Wood, John G.
- DE SABLA**
Hubbard, George E.
- S.M.U.D.**
Bodine, Marvin L.
Robison, Garry D.
- CITIZENS UTILITIES**
Davis, Ruth
Mead, Burnadine E.
Nelson, Katie F.
Williams, Barbara L.
- GENERAL CONSTRUCTION**
Borero, Daniel
Elliott, B. B.
Korpilahti, Veikko
Olson, Vernon L.
Pulver, Michael G.
Rowe, Gerald A.
Smith, Franklin D.
Stinson, John R.
Terrill, Bennie E.
Winkel, Horst O.
- UTIL. TREE SERVICE**
Henderson, Larry E.
Hornaday, Harold J.
Inman, Charles F.
Lee, Brian O.

NEW STEWARDS

- The following Shop Stewards were appointed in September:
- Robert W. Bosch**, General Construction Department.
 - Thomas E. Carroll**, General Construction Department.
 - Clifford E. Dufresne**, General Construction Department.
 - Robert H. Hogue**, North Bay Division.
 - Robert L. Craig**, Department of Pipe Line Operations.
 - James E. Letterman**, Department of Pipe Line Operations.
 - David H. Reese**, Sacramento Division.
 - Allan Ashley**, San Francisco Division.
 - Henry Nichols**, San Joaquin Division.
 - Theresa Ricchiuti**, San Joaquin Division.
 - Carl E. Shiflet**, San Joaquin Division.

Labor Has the Best Honesty Record in U. S.!

Hard-boiled "bonding" companies consider labor union officials to be the safest risk for policies paying losses caused by dishonesty. That was pointed out by Congressman Fred Schwengel (Rep., Iowa). He told the House this: "In recent months, newspapers and magazines have been filled with criticism and condemnation of labor unions. I am happy to have this opportunity to call to your attention a very favorable and enviable record. "The American Surety Association, which comprises all the companies in the bonding field, has just completed a survey of its bonding rates with respect to honesty fidelity bonds. "It concluded that the trade union movement has the best bonding experience in America—and that includes all business, banks, and fraternal organizations."

9th DISTRICT MEET FOCUS on POLITICS and AUTOMATION

Business Managers and Representatives of all the I.B.E.W. local unions in California, Oregon, Washington, Alaska and Hawaii met in San Diego September 28 through September 30 for the annual Progress Meeting of the I.B.E.W. Ninth District.

Vice President Charles J. Foehn chaired the meeting and reported on his activities as Ninth District Vice President. International Secretary Joseph D. Keenan reported to the delegates on the financial affairs of the Brotherhood and reported on the general problems facing the I.B.E.W. and the Union Movement. He brought the greetings of International President Freeman to the assembled delegates.

Brother Keenan stressed the ever-increasing need for political activity on the part of local unions and called attention to the various problems with which our local unions across the country are involved.

On the first day of the meeting, all of the delegates present met in separate caucuses according to the various branches of the industry which they represented.

The utility caucus was led by International Representative Henry M. Conover. International Secretary Keenan, International Executive Councilman Ralph Leigon and Ninth District Vice President Foehn visited the caucus as delegates discussed utility problems.

Local 1245's delegates — Vice President Marvin Brooks, Treasurer Alan Terk, Board Members John Michael, Gerald Watson and Robert Staab — participated in the caucus along with Business Manager Ronald Weakley.

The delegates spent a lively day discussing wage issues, fringes, safety, research, organization, etc.

Detailed reports on the 1961 Progress Meeting were made to the Executive Board by the delegates on October 2, 1961.

BIG 1245 STEWARD PROGRAM OPENS

(Continued from Page 1)

for honest and constructive criticism of the Union's educational efforts and pointed to our responsibility to justify the moral and financial support given by the general membership.

Assistant Bus. Manager L. L. Mitchell in discussing the role of the Steward outlined the five areas in which a Steward operated and then briefly discussed each one. These areas involve the relationship of the Steward to the grievance process, as a symbol of the Union, as an organizer and salesman, as a Contract administrator and trouble-shooter and finally as the key to two-way communications.

HE POINTED TO the tendency of all of us to talk of "the Union" and "they" as a remote entity when actually it is "our union" and "we." Actually there was no Union until we banded together to bargain collectively when we realized that as individuals we were powerless to improve our conditions. And one of the decisions we made at the beginning of our Union was to initiate a "Steward System" in order that we would be participants in the vital task of protecting our Agreements.

Following Mitchell's talk the meeting was broken into small groups where the Stewards

could discuss the Educational program of the Union in terms of its function of meeting their needs. The break for lunch came just in time to catch the last two outs of the World Series baseball game on the television in the lobby.

After lunch Bus. Representatives Larry Foss and John Wilder led a discussion of the specifics involved with grievance processing. They used charts and slides to illustrate the various points which are of particular importance in settling grievances. A workshop session on organizing techniques under the direction of Bus. Rep. Norman Amundson finished the afternoon session. The following day the staff of the Local met for a review and discussion of the Conference in preparation for the thirteen which were to follow in the various areas. From this critique a Teachers Manual was prepared in order that each of the sessions will cover similar material.

The People, Yes

NEW YORK (PAI) — The American Medical Association's propaganda against medical care for the aged through social security may be convincing to the majority of doctors but apparently not to their patients.

A poll taken by the Medical Tribune, a newspaper for doctors, shows that physicians believe a majority of the people in their communities favor President Kennedy's proposals and feel the view of the medical profession is based on self-interest.

Our Troubled World

One of Will Rogers' famous quips, as current now as when he said it a generation ago: "Every government in the world today has more discontented people than usual, but I think there is less complaining by the subjects in Russia than anywhere else. That is, they don't complain as long."



"I appreciate the promotion, sir... It's the cut in salary that has me upset..."

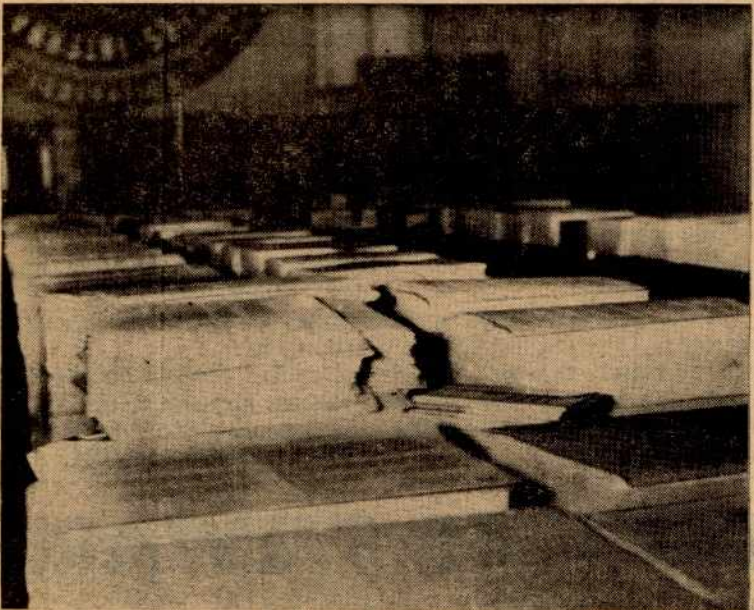
1245's Big Steward Training



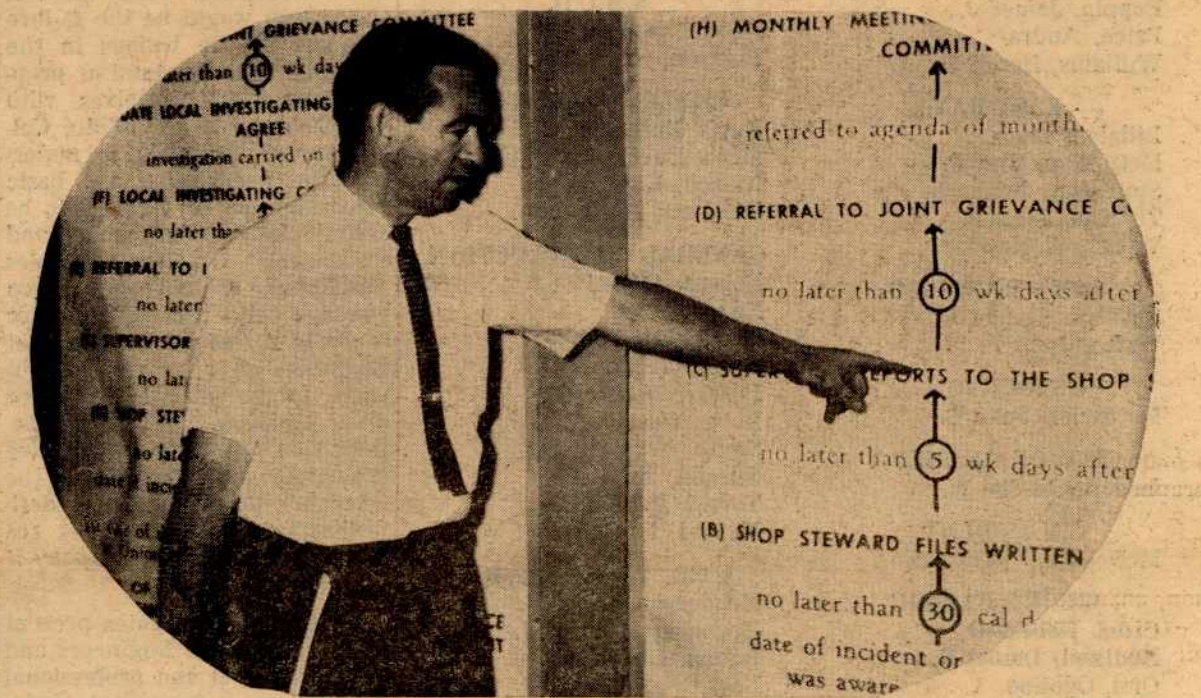
A planning session where the program for the Conferences was developed is pictured above. L. to R. are Ass. Bus. Man. L. L. Mitchell, Bus. Rep. John Wilder, Bus. Mgr. Ron T. Weakley, and Bus. Reps. Frank Quadros and Larry Foss.



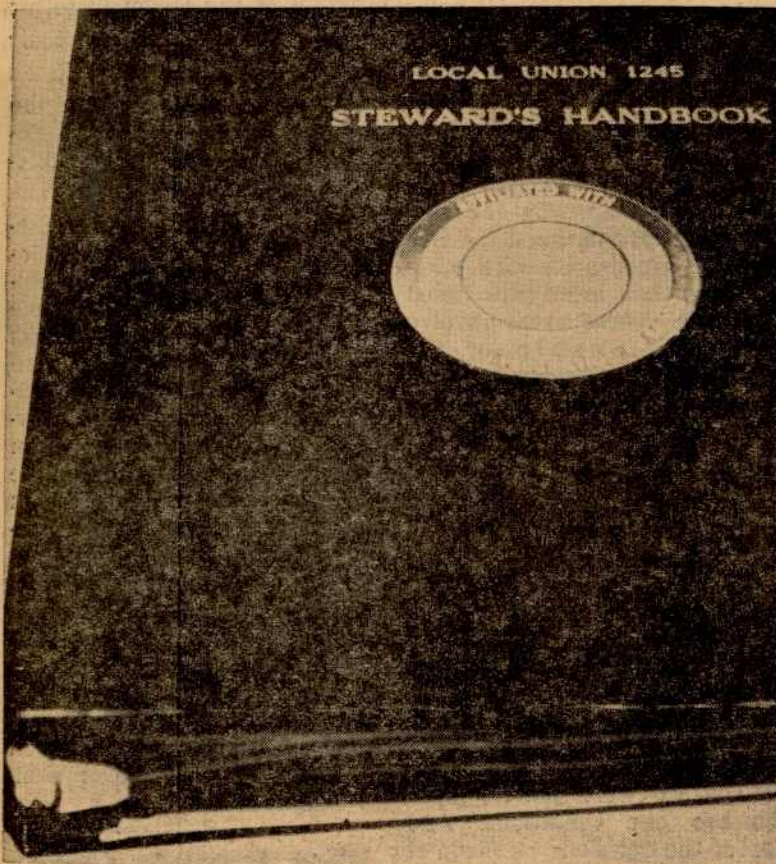
In this picture taken at the Vallejo meeting are Stewards from East Bay, North Bay and Sacramento Divisions and from General Construction. By holding the Conferences in centralized locations all of the Local's Stewards (around 600) could attend with a minimum of travel time.



In the new Handbook the Steward will have ready access to all the materials needed for his job. Above the materials are laid out ready to be assembled.



Bus. Rep. John Wilder utilizes one of the Charts which were prepared for the meetings to explain his talk on the Grievance procedure.



The New Stewards Handbook is contained in a three ring binder so that it can be kept up-to-date through the insertion of new materials whenever needed.



A desire for more meetings on a regular basis was expressed by the Stewards present at Vallejo during the discussion on the Educational Program of the Local.



Sybil Chandler of the Office staff is shown as she worked on the assembling of the Steward's Handbook.



Business Representatives John Wilder and Larry Foss presented a program on Grievance Handling using the techniques developed for television by the Huntley-Brinkley team.

Program Swings Into Action



Moderator for the Vallejo meeting was Frank Quadros shown at left above as the session began. At right is L. L. Mitchell who spoke to the group on the Role of the Steward and discussed his responsibilities and his importance in the Union.



A feature of the Steward's Conferences is small sessions where everyone can participate in the discussions. This is one of the discussions at the Vallejo meeting.

NEW TECHNIQUES ARE USED IN 1245'S STEWARDS' HANDBOOK

Each Steward attending the Area Stewards' Conferences now being held by Local 1245, receives the new Stewards' Handbook. A new and different idea in handbooks is being utilized by the Local Union.

The Handbook is an attractive three-ring plastic binder and all the material is printed or mimeographed on binder paper. In this way, supplemental materials can be issued as required for inclusion in the Handbook. In addition, changes or modifications of existing materials can be made by distributing replacement sheets for material already in the book. Thus, the Handbook can be kept up-to-date always.

The Handbook is divided into sections containing such items as Contract Supplements including Grievance Settlements, Memos of Understanding, Joint Interpretations and Job Definitions and Lines of Progression; Functions such as Contract Enforcement and Organizing; Union Structure and Administration; and Steward Operation.

The Handbooks are numbered and assigned to the Steward. If he leaves his position as a Steward, the Handbook is returned to the Union to be given to his replacement.

Responsibility for preparation of the Handbook was assigned by Business Manager Ronald T. Weakley to Assistant Business Managers L. L. Mitchell and M. A. Walters. They were assisted by Business Representatives

John Wilder, Frank Quadros, Norman Amundson and Larry Foss; Office Manager Howard Sevey; and Research Analyst Bruce Lockey.

The Handbook should prove to be of great value to the Steward for it places at his fingertips most of the information he needs to accomplish his job. It is intended to be an integral part of the Union's Steward Education Program.

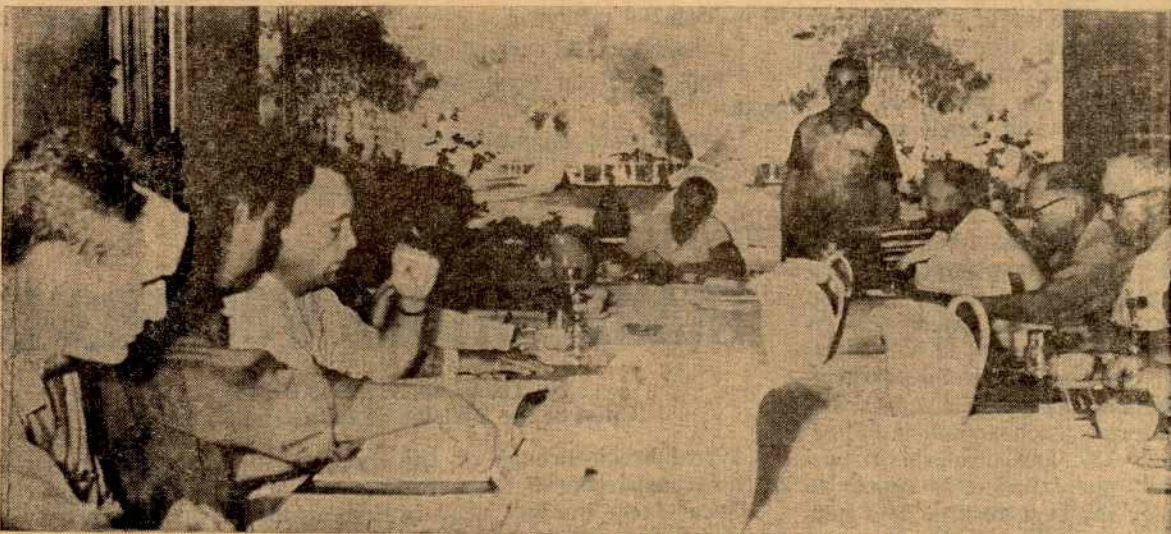
Found Victims Of Automation

CHICAGO — In a study of relief recipients here, the Cook County Department of Public Aid found that many on the rolls were made idle by technological developments, such as automation also, by such factors as "geographical shift of industries from one area to another."

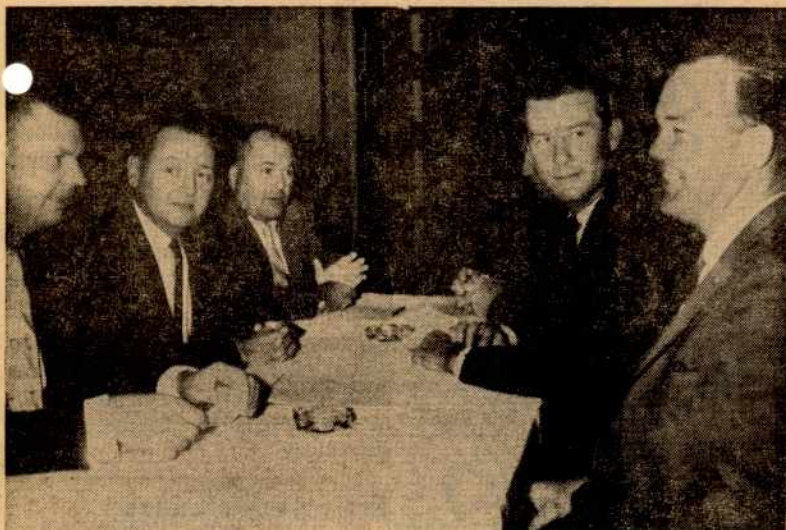
The study showed that many were victims of permanent layoffs, and that much of current unemployment results "from fewer job opportunities now available to workers of low skill and education." Most of those in the study group were out of work six months or more.



Stewards at the Oroville Conference are shown studying the new Handbooks in preparation for a discussion of its contents.



In the picture above Bus. Rep. Roy Murray is listening to an opinion from one of the Stewards during a discussion of the techniques which a Steward can use in his organizing work.



The entire staff of Local 1245 was at the Vallejo meeting. Pictured above are Bus. Reps. Spike Ensley, Ed James, Jack Wilson, Mark Cook, Scott Wadsworth and Dan McPeak.



Above, the participants in the Redding Conference are having an informal discussion just prior to the beginning of the Afternoon session.

Radiation Round-Up



Peaceful Uses of Atom Outnumber War Uses

By SAM L. CASALINA, Radiation Safety Consultant

In these days of nuclear neuroses and atomic anxieties, one's faith in the human society is sustained by the progress made in the peaceful use of the atom.

Far more individuals and businesses are concerned with better health, products, and services through peaceful nuclear applications than those who devote their efforts to atomic weapons. These, however, seldom make the headlines. The engineers striving for safe, economical power generation, the tumors arrested by cobalt 60 rays, and the progress made toward food preservation, all take a back seat to articles describing "Ten Easy Ways to Live Near Ground Zero."

FOOD PRESERVATION

Since the mid-1950's, research utilizing radiation to preserve food without cooking or refrigeration has produced encouraging results. If perishables such as meat, eggs, fruits and vegetables can be protected from the spoilage bacteria normally found in all foods, the items could be processed without the expensive preservation and packaging techniques that boost the cost to the housewife.

The Army has been especially interested in whether rations stripped of spoilage bacteria can be kept under field conditions without ponderous refrigeration units and constant supply lines.

ENZYME TROUBLE

Bacteria, however, are not the only cause of food spoilage. Enzymes (organic chemicals found in animal and plant tissues which speed up reactions such as digestion) must be inactivated in order to actually sterilize the food item. This has presented quite a problem because by the time food has received enough radiation to inactivate all the enzymes, it's not fit to eat. This means that optimum doses to cuts of beef, for example, should kill a large portion of the spoilage bacteria, inactivate the major enzymes, and yet preserve the vitamins and other nutrients. Palatability must also be preserved. The food must taste, smell and look appetizing.

RADIATION SOURCES

A number of ionizing radiation sources have been researched. Radiation-producing machines such as X-ray, electron generators and linear accelerators have been used with varying success. The deep penetrating gamma rays from radioactive materials such as cobalt 60, cesium 137, and uranium in partially spent fuel rods appear to offer the best results. The neutrons from the fuel rods must be screened out in order to prevent the possibility of inducing radioactivity in the food.

THREE DOSE LEVELS

There are three general terms which apply to the total doses given food, and reflect the increase in shelf life.

SANITIZED: Food subjected to very low doses of radiation or even non-penetrating ultraviolet light. This treatment kills the surface bacteria normally found on food, and increased by human handling. Food already commercially treated with ultraviolet radiation includes dried fruits, some packaged meats, and whole tanks of fruit juices and milk. Incidentally, the ultraviolet light induces additional Vitamin D in the milk.

PASTURIZED: Food treated with between a thousand and one hundred thousand rep of radiation seems to offer the most

promise in this field. The shelf life of food is increased several times (strawberries remain fresh and wholesome five to seven times longer). Cost of irradiating food in this dose range: from a fraction of a cent per pound to about five cents per pound. This is less than present preservation costs.

STERILIZED: Sterilized food, as the term implies, is completely devoid of spoilage bacteria

and active enzymes, or as nearly so as possible. In this high dose range, protein and vitamins can break down. Off tastes and odors develop. Food can be kept at room temperatures for extended periods with minimal packaging. Research to retain the nutrients and palatability, without losing preservation will probably find answers which might revolutionize the food processing industry.

TABLE OF COMPARATIVE DOSES

DOSAGE	APPLICATION	COMMENT
100 millirem/week	Man	Whole body, lifetime, allowable dose.
500-800 rem***	Man	Whole body lethal dose.
10,000 r* and less	Plants	Induction of mutations.
5,000-30,000 r	Plants, Insects	Inhibition of sprouting in legumes, destruction of insect eggs and larva, sterility in insects.
15,000 rep**	Pork	Sterilization of trichinae (trichinosis).
15,000-30,000 r	Potatoes, Onions	Sprouting prevented.
50,000 rep	Meat	Pasturizes packaged meat, increases shelf life 5-fold.
40,000-70,000 r	Milk	Increases storage life 2-fold.
105,000 rep	Cereals	Complete insect extermination.
50,000-500,000 r	Foods	Vegetable bacteria killed.
125,000-300,000 rep	Eggs	Salmonella bacteria killed.
750,000 rep	Milk	Sterilized, off flavor developed.
1 million-4 million rep	Foods (general)	Most bacterial spores killed.
1,500,000 rep	Fish	Bacteria destroyed, enzymes not inactivated.
1 million-5 million r		Sterilization of Pharmaceuticals, industrial raw materials, and food.
5 million-10 million r		Vulcanization of rubber, polythene, and other materials.
10 million-100 million r		Chemical synthesis.

* r (roentgen, 83 ergs of energy per gram)
 **rep (roentgen equivalent physical, 93 ergs of energy per gram)
 ***rem (roentgen equivalent man, 100 ergs of energy per gram of tissue)

Safety is Your Business

TRANSPORTING WORKERS IS MADE SAFER IN CALIF.

By THOMAS N. SAUNDERS
Chief of the Division of Industrial Safety

A real breakthrough on the shocking high rate of accidents in the transporting of farm workers was achieved in 1960.

Fewer farm workers were injured while being transported to and from work during 1960 than in any previous year of record. The number of workers disabled dropped from 329 in 1959 by more than half, to 130 in 1960. Fatalities were cut in half—from eight to four.

Under Governor Brown's administration two things have happened to improve the situation: first, a change in the law, and second, rigid inspections.

During 1959 the Legislature added an entire new section to the vehicle code which is applicable to farm workers who are transported by their employers. The Safety Division adopted safety orders which set minimum standards for transportation of all workers.

A concerted effort has been made by the Division, in cooperation with other interested agencies such as the U. S. Department of Labor, the State Highway Patrol, and Mexican Consulate, to make certain that the new requirements are met.

NO STATISTICS are available on transportation of workers, other than farm workers. However, there is no question that the existence of minimum enforceable standards and constant policing is having a good effect.

On the other hand, it is obvious that there are many who still violate the code and the safety orders. We are ferreting them out one by one. When necessary we are taking them to court.

Recently, in the Fresno area two Division safety engineers on an inspection tour found these unsafe conditions on a bus loaded with farm workers: the right front door was wired shut; the gasoline filling spout was inside with gasoline spilling into the bus and running out into the gutter as well; no emergency ex-

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

This is the first article of a series that will appear monthly in this paper. I sincerely hope it will provide you with information that will enable you to get the maximum use and protection for yourself and your family from your present Benefit Plan, whether it is health insurance or pension coverage.

In order to be certain this column is answering your specific problem, it would be appreciated if you would write to me concerning your health and welfare and pension problems. These questions should be directed to my attention, care of I.B.E.W. Local 1245, 1918 Grove Street, Oakland, California. Those questions that are of general interest, I will answer in my column. Other questions will be answered directly to the person concerned.

This column will cover the various types of Health and Welfare Plans available to the many members of this Local Union and will discuss basic medical benefits, dental plans, major medical coverage, and service type plans. All these various types of plans have definite advantages and disadvantages and it is hoped that, through this analysis and your questions, you will be in a better position to make your choice of benefits for you and your family.

One of the largest expenditures that the average family makes is that for hospital and medical care. We know that, at the end of 1960, 132 million Americans were protected by some form of volunteer policy of health insurance against the cost of hospital and medical expenses.

It is quite obvious to all of us from this that the increase in the number of people covered has been tremendous and we can only expect it to continue to rise, not only in quantity but in quality as well.

Those insured persons received 4.8 billion dollars paid toward hospital, surgical and medical expenses in the year 1960. This is an increase of over 500 million dollars more than was paid in 1959 and it is expected, again, that this will rise in 1961. The majority of this 4.8 billion dollars went to cover hospital expense, a total of 3.3 billion dollars. The balance was spread over surgical and medical expenses. From

(EDITOR'S NOTE: Edwin M. Burr, who has been retained as a consultant on insurance and pension matters for Local 1245, and who starts a regular column in this issue of the Utility Reporter, is a man well qualified in his field. A native of Alameda, Mr. Burr attended public school in Oakland and graduated from the University of California majoring in Economics.

(He studied at the Hastings Law School for one year prior to entering the U.S. Army Air Force in World War II.

(In 1947 he was employed in the sales force of California Physicians' Service and became Assistant Sales Manager in 1956. In 1959 he left CPS to form his own Benefit Plan Consulting Service. The name of his Company is Burr-Stitt and Associates. They represent many accounts in the Northern California area and Mr. Burr is insurance consultant to the Nevada State Medical Association.)

the end of 1940 to the end of 1960, the number of individuals covered for hospital, surgical and medical care rose from approximately 5 million to 132 million and again it is anticipated this number will materially increase in the coming years.

This insurance protection is split almost equally between the insurance companies and the Blue Cross-Blue Shield Medical Society plans. Each one paid out approximately 2½ billion dollars last year. The balance of the families are covered by independent plans such as the Kaiser Foundation.

As you can see from the tremendous sums of money being paid in your behalf, it is extremely important to understand the particular plan or plans available to you and your family. The first type of plan I will review will be the Major Medical type. Summary of the plan will begin in next month's issue.

its; seats not secured; inadequate aisle space; and the only means of entry to a wooden passenger compartment blocked by a locked gate.

One cigaret in that bus thrown in the wrong place could have burned 70 men alive.

YOU CAN'T WALK ON YOUR HANDS



PROTECT YOUR TOES WITH SAFETY SHOES

WE HOPE the horrors of workers trapped in flaming buses, of scores killed and maimed because of a brake failure, are a thing of the past. Because of our better law and improved enforcement we can already see a change in the nature of accidents. During 1959 nine accidents resulted in 10 injuries each. In 1960 only one accident injured more than 10 workers.

Last year's injuries and fatalities stemmed mainly from collisions with other vehicles, blow-outs and apparently, from some careless driving.

We still have a long way to go in this field. One thing we do know: good laws properly enforced prevent accidents and save lives.

Followed Orders

First Brig Mate: "What're you in for?"

Second Brig Mate: "The captain told me to stand at the door and call the officers names as they arrived!"

Beneficial Changes Are Made in Calif. Income Tax Law

The most far-reaching and liberalizing changes in State income taxes in a number of years came out of the 1961 session of the State Legislature, according to State Controller Alan Cranston.

Cranston is chairman of the Franchise Tax Board, which administers the State income tax.

As a result of the changes passed by the legislature and signed into law by Governor Edmund G. Brown, Cranston said, California taxpayers should find it easier to complete their income tax returns next year, and some will find their tax burden reduced.

"Most of the 20 bills enacted were designed primarily to make the State income tax law conform with the federal law," Cranston said. "This will simplify the completion of state returns. In addition, it will result in a tax break for some persons."

As an example, Cranston pointed out that one of the measures allows working mothers or widowers to deduct up to \$600 a year for care of children under the age of 12. This deduction was allowable under Federal law but not under state regulations.

Another change allows a maximum \$12 tax credit to qualified retired public employees and to other qualified retired persons over the age of 65 who are receiving retirement income.

Cranston also called attention to these new provisions:

An increase in the deduction allowed for medical and dental expenses. The law permits these expenses to be deducted if they amount to more than 3 per cent of the taxpayer's adjusted gross income. Formerly they had to exceed five per cent.

An increase in the maximum medical deduction from \$1,250 to \$15,000 for taxpayers who are 65 years old and over and disabled, and from \$2,500 to \$30,000 if both a taxpayer and spouse are 65 or over and disabled.

The elimination of the three per cent limitation for medical expenses incurred for the care of a dependent parent of the taxpayer or his spouse, provided that the dependent is 65 or over.

Designation of the State cigarette tax as a consumer tax to enable California residents to deduct it for Federal income tax purposes. The law expressly provides that it shall not be allowed as a State income tax deduction, however.

Awful Truth

Sam Levenson says the teachers at his son's school had their eighth grade students take aptitude tests to find out what the students were best suited for.

Results proved they were best suited for the seventh grade.



"I'm sorry I forgot your birthday, Dear, but I'm sure we can work out a satisfactory adjustment."

A PAGE FROM HISTORY

ROBERT LOUIS STEVENSON SAID IT: "THE SADDEST OBJECT IN CIVILIZATION AND TO MY MIND THE GREATEST CONFESSION OF ITS FAILURE, IS THE MAN WHO CAN WORK, AND WANTS TO WORK, AND IS NOT ALLOWED TO WORK."



LONGEST STRIKE IN TEXTILE HISTORY TOOK PLACE AT INDIAN HEAD MILLS IN CORDOVA, ALA. FROM OCT. 25, 1937 TO NOV. 26, 1939. WORKERS WON AND ESTABLISHED STRONG, STABLE LOCAL UNION.



KNIGHTS OF ST. CRISPIN, ORGANIZED IN 1867 PRIMARILY IN THE SHOE-MAKING INDUSTRY, WAS ONE OF EARLIEST TRADE UNIONS IN CANADA.

Ask the Ladies

By BERNICE LATHEN

Ladies, this may be of interest to you. It seems there is increasing evidence that merchants are becoming highly skilled in manipulating families into buying unnecessarily expensive goods, especially in foods.

One recent study, by the Indiana Experiment Station, found that today's food shopper waits to get to the store to do much of her meal planning. Many merchants today aim at this "impulse" buying. Shoppers decide in the store what to buy among a wide variety of items, new products, new packages and specials. Such "impulse" buying has largely replaced the pre-planned menus and written shopping lists once considered the foundation of good household management.

There is little doubt that many families are being successfully enticed by glamorous packaging and shrewdly-planned displays, and are failing to study what they buy. An Agriculture Department survey discovered most women never look to see how many ounces a can contains, or even look past the name on a frozen-food package.

About the only items modern housewives do seem to really study nowadays are the fancy foods in the new "gourmet" and "hospitality" departments you now see in so many markets. Store managers report women are fascinated by these fancy foods.

The goods that are easiest to reach aren't necessarily the best to buy. Often they are the goods the store wants you to choose. Stores have found you are more likely to buy an item if it is positioned on the shelves from your waist to your neck. They also have learned how to stimulate children's demands—by displacing goods in baskets instead of on the shelves—or at the child's hand instead of eye level.

Another effect of impulse buying is the modern tendency to buy smaller packages. Our parents used to save money buying 100 lb. sacks of potatoes, 25 lb. bags of rolled oats, and huge No. 10 size cans of fruit. Nowadays the big seller is the No. 303 can, containing only 16 ounces of food.

One supermarket manager said that: 96% of the younger housewives now live out of cans and frozen-food packages. There is no statistical backing for his contemptuous claim, but there is statistical evidence that

impulse buying is causing us to buy costlier foods.

Of course, not all the increase in food costs is due to the tendency to impulsively buying costlier foods. Some (but not most) of the prepared foods are as cheap if not cheaper than the do-it-yourself.

In fact, the tendency to explain away raising prices by "built-in maid service" is a little misleading. It's only part of the reason. Rising prices account for about half the increase. The other factors are: substitution of more expensive food, slightly more food eaten per person, and more meals eaten out. What the food chains aren't anxious to advertise, is that their own booming profits are one reason for the food-cost jump.

Thus, impulse buying is profitable for somebody, but not for you and me. The good, old-fashioned, real, money-saving way to shop is to plan meals around the leaders and cut-price specials the stores advertise before you go out to shop. The only trouble with this advice is I usually forget to take along the list and go right ahead buying impulsively. How about you?

Sample

It was discovered that a parcel of twenty \$100 bills was missing at the bank. The staff worked all night trying to find them.

Next day, Sally, a girl clerk, walked into the bank to commence her daily duties. An officer asked her: "Sally did you see a parcel of \$100 bills?"

"Oh, that! Why I just took them home to show mother the kind of work I'm doing."



"Most gun shy dog I've ever seen."

People's Health Comes First, And Drug Profits Second

A Kennedy Administration spokesman—Abraham Ribicoff, Secretary of Health, Education and Welfare—has come out strongly for legislation to bring down the high price of prescription drugs and guard the public's health by curbing drug abuses.

Such legislation has been pushed by Senator Estes Kefauver (Dem., Tenn.) and Ribicoff voiced firm support for major parts of the measure. This added to chances that Congress may do something on this subject at its next session in 1962, despite bitter opposition from the powerful drug industry.

Ribicoff stressed that measures proposed by Kefauver are sorely needed. At present, he warned, a few drug companies are promoting expensive new drugs to doctors on the basis of "unsupported claims" about their effectiveness.

Citing examples, Ribicoff declared: "Where a drug is offered for a use for which it is worthless . . . this is medical quackery at its worst, practiced on both patient and physician."

This can occur now, Ribicoff said, because the Food and Drug Administration has no authority (with some exceptions) to rule on a new drug's "efficacy" but only on its safety, before the new drug is marketed.

This "indefensible" and "intolerable" situation should be ended, and Kefauver's bill would do so, Ribicoff declared. It is time, he said, "to give American men, women and children the same protection we have been giving hogs, sheep and cattle since 1913."

For the plain fact is that until we are allowed to require that a drug be proven effective before it is marketed, we must say to the American people: A hog is protected against worthless drugs, but you are not."

Ribicoff also said the FDA needs more authority to "assure quality control" in drug manufacture, including fuller authority for drug factory inspection as Kefauver's bill would provide.

Testifying before Kefauver's Senate anti-trust subcommittee, Ribicoff hailed that group's probe of the drug industry. The probe, he said, "has shown that the price of many important drugs is too high," due largely to "patent, promotional and pricing practices of the pharmaceutical industry."

To bring prices down, Kefauver in his bill would rely on two main lines of attack. First, he would modify the patent system on drugs, which has allowed monopolistic control of many new drugs.

Second, Kefauver's bill would do a number of things aimed at encouraging doctors to prescribe drugs by their common, or medical, names rather than by brand-name. The brand-name drugs are usually far higher in price.

These proposals include the ones for having the FDA certify new drugs' effectiveness and for having full factory inspections by the FDA. Ribicoff not only endorsed these ideas but also, with some modifications, the other proposals in this part of Kefauver's bill.

Also, Assistant Attorney General Leo Loewinger backed those provisions of the Kefauver bill designed to curb restrictive and monopolistic practices in the drug industry.

We feel certain that most Americans agree fully that action is needed. Congress must not delay legislation in this field longer than the next session. It's time that the welfare of all the people be put ahead of the selfish interests of the drug lobby.

SOCIAL SECURITY QUIZ

Q. Do I need to bring in my citizenship papers when I file my application for social security payments?

A. American citizenship is not a requirement for eligibility for social security benefits. The only proofs you ordinarily need when you call to file your application, is proof of your date of birth and your last years' tax return.

Q. I read in the paper that you should bring proof of your earnings for the past year when you file for social security. What kind of proof is needed?

A. The proofs needed are your W-2, a statement given to you by your employer at the end of the year showing your total earnings, or if you are self-employed, bring a copy of your last year's tax return. If you worked for an employer who did not give you a W-2 or if you do not have it, bring in the name and address of your employer and amount of wages earned.

Q. I will be 62 in a short while and I will be filing for social security on my own earnings. I have been married twice, do I have to bring a copy of my marriage certificate to my first husband?

A. No. A woman filing for social security on her own earnings does not have to show proof of her marriage or marriages. All she needs is some proof of her age, her social security number and some record of her earnings in the past year.

Q. Am I eligible for social security payments while I am collecting California Unemployment Compensation Disability benefits? I have been ill and unable to work since January. The California disability is limited to a period of 26 weeks and will not be payable to me after the middle of August.

A. Social security payments for disability cannot start before the end of a six month waiting period after you become disabled. Since State disability insurance payments expire after 6 months, it is not likely you would be receiving State disability and social security disability payments at the same time, but there is no law against receiving both. Although there is a six month waiting period after becoming disabled, you may file as early as four months after disability for social security payments.

Too Kind

"We're giving you a raise, Tomkins," boomed the boss. "We want your last week here to be a happy one."



"You should have warned me about your Dad's attitude towards rock and roll."



MITCHELL AT ATOM STUDY

Assistant Bus. Manager L. L. Mitchell left October 21 for Washington, D.C. to spend ten days in attending a special course being put on by the International Offices of the IBEW on the subject of "Industrial Atomic Energy Uses, Hazards and Controls."

This course is designed as a basic education program on which advanced courses can be based. It is hoped by the International that the persons attending this course can be instructors in courses which can be set up in the area from which they come. In this manner we can get the necessary information to protect our members on the job down to the job level where it will be most effective.

Brother Mitchell will return on November 4 in time to take a part in the Area Stewards Conferences planned for that day.

In Memoriam

THOMAS L. GREEN, an Insulation Mechanic from San Francisco Division, passed away on October 5, 1961. Brother Green was initiated into the I.B.E.W. on April 1, 1952.

1245 Wins NLRB Vote for 4-State Tree-Trim Firm

By a vote of better than four to one, the employees of the Davey Tree Surgery Company, Ltd., voted to be represented by Local Union 1245, I.B.E.W. for purposes of collective bargaining. The collective bargaining unit includes all employees employed by the employer's California, Arizona, Nevada and Oregon operations including crew foremen, and excluding office and clerical employees, professional employees, guards, district foremen, the warehouse superintendents, and other supervisors as defined by the Act.

On August 15, 1961, Local Union 1245 submitted a petition to the National Labor Relations Board requesting an election among employees of Davey Tree Surgery Company, Ltd., after a substantial majority of the employees involved had signed application cards for membership in the Union. The employer agreed to a consent election which was conducted by mail between September 25th and October 5th by the National Labor Relations Board with the balloting being counted in the board offices on October 6th with the following results:

Eligible Voters	207
Void Ballots	3
Challenged Ballots	1
Voting for Local Union 1245	146
Voting Against Local Union 1245	36

In a communication to the employees, Business Manager Ronald T. Weakley congratulated the employees as a whole on the high 90 per cent participation and expressed Local Union 1245's gratitude for the majority by which it was selected as the collective bargaining representative.

The Union is now in the process of consolidating organization and preparing for negotiations with the Company concerning wages, hours, and other conditions of employment.

Present for the Gas Department Advisory meeting on Saturday, September 23rd at Local Union Headquarters in Oakland were: Row 1—Anthony Separovich, George Manriquez, John Zapian, Joe J. Sykora, Andrew A. Clayton, Fred Yonce, James Coe, Bus. Rep. Jack Wilson and Assist. Bus. Man. M. A. Walters. Row 2—Bus. Man. R. T. Weakley, Joseph Kreins, Laffayette Wicht, Mark M. Golich, Dwain W. Zahn, Guy L. Taylor, John Chirrick, and H. E. Dickenson. Row 3—Ass't. Bus. Mgr. L. L. Mitchell, Anthony J. Boker, John Scheeringa, Robert J. Azevedo, Walter G. Kreusch and Orville Owen.

PREDICT MILLION JOBS ON U.S. SPACE PROGRAM

America's space program will cost at least \$50 billion in the next 10 years. One million workers will be employed in the space industry by 1975. At the top of the industry there will probably be new companies to match such giants of today as General Motors and General Electric.

Those are some forecasts made by Business Week magazine in a lengthy special report on the nation's space program and its implications for the future.

"By its sheer magnitude in money, men and materials, the space program will exert great leverage on the U.S. economy during the next decade. A new sort of industry will develop, more complex than anything that has gone before," the article predicts.

The report points out that while theoretical science will benefit the most from the "billions the government pours into space research, businessmen collectively and individually will draw almost as many cards."

Such money, it adds, "can

provide a fine subsidy" for many a business whose aims and output to some degree already parallel the space program.

According to Business Week, firms engaged in communications have immediately bright prospects in the space industry. The article foresees "all sorts of communication satellite systems" orbiting the earth in low and high-altitude systems.

Declaring the overall economy will feel "marked effects" from space programs, the magazine adds: "New techniques will bring higher productivity for both labor and capital. Real income of workers will rise; corporate profit margins will rise."

As to the one million workers to be hired in the space industry, Business Week is careful to point out that they will be highly skilled, mostly technicians and engineers. "There will be a lack of unskilled jobs," it adds.

Noting that this "massive demand" for highly skilled people "will put a heavy strain on the entire educational system," the article warns that "if the schools cannot provide the human material, the whole national space effort may be hobbled."

Job Protection Committee Named

(Continued from Page 1)

Advisory Committees from electric and gas groups on PG&E have met separately and have provided information concerning matters which are causing unrest in the field. Information from the two Advisory Committees will be developed into a program of presentation to a committee to be selected by the management of PG&E.

November 9, 1961, is the date set for a meeting of the Job Protection Committee with the Company.

The meeting will not be a negotiating or grievance session inasmuch as the machinery provided for such matters is covered by the collective bargaining agreements.

It is hoped that through a frank and informal discussion between the parties on November 9, both the Union and the Company will come away from the table with a better understanding of the separate and mutual problems involved in our day-to-day relationship.

A report of the meeting will be presented to the officers of Local 1245 at their regular De-

Forbid 'Scare Tactics'

Three furnace firms in the Kansas City area have consented to orders forbidding them from using "scare tactics and other unfair means to sell their furnaces" and other equipment, the Federal Trade Commission announced this week. The firms are Missouri-Kansas Furnace Co., Davis Furnace Co. and Kansas Furnace Co.

Catch Tax Evaders

The internal revenue service has been voted an extra \$23.5 million by Congress to help it catch tax evaders. The increase included in a Treasury-Post Office appropriations bill, will enable the Internal Revenue Service to hire 3,365 new employees, including an unspecified number of tax agents. IRS officials estimated that \$5 more in taxes will be collected for every extra dollar spent on additional personnel. In the past lack of manpower to check every return thoroughly has cost the nation billions in revenue, according to the Treasury.

Cuts My Corners

"I understand you have a very economical wife."
"Oh, yes. We have to go without practically everything I

Special Coast Utility Committee Meet Set

On November 7, 1961, a special committee appointed by I.B.E.W. Ninth District Vice President Charles J. Foehn, will convene at Local 1245's headquarters in Oakland.

The Committee consists of Art Kenny, Local 77, Seattle, Washington; Lloyd Vinson, Local 1245, Portland, Oregon; Ron Weakley, Local 1245, Oakland; Al Coughlin, Local 47, Alhambra; George Smith, Local 18, Los Angeles; and Vern Hughes, Local 465, San Diego.

International Representative Henry M. Conover will head the Committee which will devote a day to discussing problems and programs of utility locals.

A number of matters raised at the utility caucus held during the recent 1961 Ninth District Progress Meeting will be reviewed by the Special Committee.

Business Manager Weakley, commenting at press time, stated, "We are looking forward to the November 7th meeting with great interest inasmuch as many growing individual local union problems are becoming a pattern in our industry along the West Coast. We are gratified that Vice President Foehn has shown an awareness of our

problems and we hope to provide him with an objective and constructive meeting result."

Vote Power of Old Folks Doubled!

VOTING POWER of persons over the age of 65 has doubled in the last 40 years, reports AFL-CIO's Committee on Political Education. About 15 out of every 100 persons old enough to vote are more than 65. This fact is being brought to the attention of those congressmen opposed to health care for the aged tied to the social security system. Almost 65 per cent of the senior citizen voters are in the 11 states that will have the largest bloc of electoral college votes in 1964, three less than those needed to elect a president in that year.

Every Member
An Organizer!

Important Notice

At its regular meeting of October 2 and 3, 1961, the Executive Board of Local 1245 concurred with the following proposed amendment to Article III, Section 11 of the Local Union Bylaws:

"To qualify as a candidate for Local Union office, Advisory Council member or delegate to the International Convention, a member must have at least two (2) years' continuous good standing in the Local Union immediately prior to April 1st in any election year, and provided his dues for the month of February in any election year shall have been tendered."

The Board directed that the action should be implemented in accordance with Article XV, Section 2, Option 1, of the Local Union Bylaws.

The first reading of the Bylaw Amendment shall take place during the month of November at the Unit meetings. Second reading and vote shall take place during the month of December at Unit meetings.

This amendment if approved will delete the following from the present provision of the Bylaws: "must have attended at least six (6) Unit meetings or Executive Board meetings in the twelve (12) months prior to April 1st of any election year."

