They were at Bakersfield, Oroville, Redding, and Paso Robles. All of the meetings are getting a very high percentage of attendance from the Stewards.

This is a portion of the group which assembled at Oroville.

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

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.

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 experienced stewards.

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.

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Your Business Manager's Column

(Continued from Page 1)

Support the Stewards!

Every time the subject of Union Stewards is discussed one seems eventually to 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 he 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 Afternoon Conferences might be a good time to discuss the member's responsibility to the Steward. The Steward is constantly reminding his membership that the Union is here to help him 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 his Steward's time with personality problems instead of grievance statements. Talk to the Steward when the Agreement is broken—I urge all of you to do your best to help him sign up the non-members in their work group.

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 false or misleading information. A summary is of no use to the Steward when he is talking to the supervisor. A summary 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 grievances and to complain about Union stewards. The member can only hope to win if he can prove that his Steward is not doing him justice. Complaining and crying on the job will only make the job of the Steward that much harder. Instead we should suggest that the member ask the Steward if he can make it 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 the 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?
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:

- New owners of companies
- Employers
- Unions affiliated with the AFL-CIO and a number of independent representative organizations consisting of Professional workers such as engineers who have recognized the necessity of forming a labor organization.

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.

The following people have been welcomed into Local 1245 for the first time since September, 1961.

- BA APPLICATIONS
  - SAN JOAQUIN
    - Engman, Allen E.
    - Frank, Franklin M.
    - Giampietro, Louis J.
    - Nicholls, William V.
    - Serrner, Stanley A.

- EAST BAY
  - Billson, Mike
  - McQuillen, Tim P.
  - Spurrier, Donald S., Jr.
  - Thomas, John P.
  - Viner, Vern E.

- SAN FRANCISCO
  - Sheehan, Daniel K.
  - Wash, John P.
  - Stockton
  - Metrovich, John E.

- CITY OF ALAMEDA
  - Lowell, George W.

- HUMBOLDT
  - McDonald, Charles R.

- SIERRA PACIFIC
  - Cross, Robert D.
  - Mehlind, Daniel R.
  - Orl, Olofson

- NEW STEWARDS
  - The following Shop Stewards were appointed in September:
    - Robert W. Buch, General Construction Department.
    - Thomas E. Carroll, General Construction Department.
    - Clifford E. Dufresne, General Construction Department.
    - Robert H. Hegar, North Bay Division.
    - Robert L. Craig, Department of Pipe Line Operations.

Unions affiliated with the AFL-CIO and a number of independent representative organizations consisting of Professional workers such as engineers who have recognized the necessity of forming a labor organization.

- CITIZENS UTILITIES
  - Davis, Ruth
  - Mee, Burnadine E.
  - Nelson, Katie F.
  - Williams, Barbara L.

- GENERAL CONSTRUCTION (Continued from Page 1)
  - Boreen, Daniel
  - Elliott, B. R.
  - Gooding, Vercoe
  - Koon, Vernon L.
  - Pulver, Michael G.
  - Ross, Gerald A.
  - Smith, Franklin D.
  - Stinson, John R.
  - Terrill, Bennie E.
  - Winkler, Horst O.

- LITE TREE SERVICE
  - Henderson, Larry E.
  - Horndal, Harold J.
  - Jamen, Charles F.
  - Lee, Brian O.

- UTILITY CAUCUS
  - 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 involved the relationship of the steward to the grievance procedure, as a symbol of the Union's pension and as an organizer and salesman, as a Contract arbitrator and problem-solver and finally as a key to two-way communication.

- MR NON-UNION

**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 by Congress- man Fred Schwengel (Rep., Iowa). He told the House that in "recent months, newspapers and magazines have been filled with cartoons and articles on labor union officials. I am happy to have this opportunity to call your attention to the very interesting and enviable record."

The cartoonist in the American Surety Association, which comprises all the unions in the bonding field, has just completed a survey of its bonding rates with respect to honesty fidel- ity bonds. "It concluded that while the trade union movement has the best honesty experience in America—and that includes all banks, brokers, and fraternal organizations,"

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 central 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.
**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 in a 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.

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.
Peaceful Uses of Atom Outnumber War Uses

BY SAM L. CASALINA, Radiation Safety Consultant

In these days of nuclear neutrons and atomic anxieties, one’s faith in the human society is sustained far more by the peaceful uses of this atomic power. The importance of equalizing this field of research and production cannot be overestimated.

But despite the advantages of atomic power for heat, health, and production, there is still a great deal of opposition to the use of atomic energy for peaceful purposes. This opposition is not based on any scientific evidence, but rather on fear and ignorance. The fear is that atomic energy will be used for military purposes, and the ignorance is that the peaceful uses of atomic energy are not well-known.

The truth is that atomic power is not only safe, but it is also very effective. It can be used to generate electricity, to produce heat, to sterilize food, and to cure cancer. It can also be used to sterilize water, to produce chemicals, and to cure cancer.

In conclusion, atomic power is a powerful tool that can be used for peaceful purposes. It is important that we understand and accept the potential of atomic energy.

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Radiation Round-Up

Safe Usage of Atom Outnumber War Uses

By Thomas N. Saunders, Chief of the Division of Industrial Safety

A real breakthrough on the shocking high rate of accident in the transportation 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 to 190 in 1960. Fatalities were cut in half— from 10 in 1959 to only 5 in 1960.

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

In 1960, the Legislature passed a new law which took away certain privileges from the vehicles that were used to transport farm workers. The Safety Division adopted new safety rules and regulations, and the minimum standards for transportation of all workers.

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

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Health & Welfare

BY EDOWIN M. BURR

Consultant on Insurance and Pension Plans

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

EDITOR’S NOTE: Edwin M. Burr, who has been retained as a consultant on insurance and pension matters for Local 124, AFL-CIO. He became a member of the bargainer team in this issue of the Utility Reporter, 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 taught 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 1949. In 1959 he left CPS to form his own Benefit Plan Consulting Company—Burr, Stitt & Associates. They have offices in chief cities in the Northern California area and Mr. Burr is an active member of the California State Medical Association.

The end of 1950 to the end of 1960, the number of individuals covered by Blue Cross-Blue Shield Medical plans increased from approximately 5 million to 12 million. This increase was made possible by the high rate of enrollment in health insurance plans, which was increased in the coming year by the addition of new plans. The insurance protection is sold almost equally between the Blue Cross-Blue Shield Medical plans and the other plans. Each one paid out approximately 2.5 billion dollars last year. The balance was made up of independent plans as the Kaiser Foundation.

As you can see from the tremendous sums of money being spent, health insurance is a very important item. It is extremely important to understand the various types of plans that are covered. Most plans include all the benefits, dental plans, major medical, life insurance, and medical expenses in the year 1960. This is an increase of 4.8 billion dollars over what was paid in 1959 and it is expected to continue to rise, not only in quantity but also in quality as well.

Those insured persons received 4.8 billion dollars paid by the insurance companies last year. The balance was made up of independent plans as the Kaiser Foundation.

The first type of plan is the Blue Cross-Blue Shield Medical plan. The second type is the Blue Cross-Blue Shield Plan, with the insurance company covering the independent plans such as the Kaiser Foundation.

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**Beneficial Changes Are Made in Calif. Income Tax Law**

The most far-reaching and liberal income tax legislation to date was enacted in California this session, according to State Controller Alan Cranston.

Cranston is chairman of the Franchise Tax Board, which administers the state's income tax laws.

As a result of the changes passed by the legislature and signed into law by Governor Edmund G. Brown, Cranston said, Californians still have to wait a year or two to find it easier to complete their income tax returns next year; and some will find their tax burden reduced.

"Almost 20 of the bills enacted were designed primarily to make the state income tax law conform with the federal law," Cranston said. "This will simplify many of the tax deductions of state taxpayers. In addition, it will result in tax breaks for some persons."

As an example, Cranston pointed out that one of the major changes in the new law is the \( \text{a tax credit for retired employees and others who are over age 65, so they have additional retirement income} \). Cranston also called attention to these new provisions:

- The law as it is the deduction allowed for medical and dental expenses. The law permits these expenses to be deducted up to 3% of the taxpayer's adjusted gross income.
- Businesses that were allowed to deduct business losses were not necessarily the same businesses that are protected against worthless debts.

After becoming disabled, any earnings for the past year when they were employed, bring a copy of your earnings for the past year when you file for social security payments. If you have not given the income you earned during the past year, or if you are self-employed, bring a copy of your income tax return.

- All states have some proof of social security payments. The state social security number and some record of her earnings in the past year.

A. As a woman filing for social security on your own earning history after the marriage of her marriage or marriage.

Q. What is the earliest trade union in Canada?"
1245 Wins NLRB Vote for 4-State Tree-Trim Firm

By a vote of better than twice to one, the employees of the Davey Tree Surgery Company, Ltd., were presented to the officers of Local Union 1245, I.B.E.W. for purposes of collective bargaining. The collective bargaining unit includes all employees of the company's facilities in California, Arizona, Nevada and Oregon in which a substantial majority of the employees have signed application cards for the union.

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 totem pole will be the management team of General Electric and General Electric.

The forecasts made by Business Week magazine on the nation's space program and its implications for the future are staggering. The report states that while the nation has benefited from the most of the "billions the government puts into research," it has not benefited from "visibly, individually and collectively" will do more to pay the research off. 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 will have immediate bright prospects in the space industry. The article foresees "all sorts of communication satellites" orbiting the earth in high and low-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 technical and managerial. 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 hobbed.

Tom Green, an In

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. Forch, will convene at Local 1245's headquarters in Oakland. The Committee is to solve problems and to 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 the University of Chicago Educational Research Center. About 1.5 out of every 10 persons over age 65 voted in the 1960 election, compared to about 0.5 in 1920. This fact is being brought to the attention of those congressmen opposed to health care for the aged tied to the social security system. About 60 per cent of the senior citizens oppose the legislation. Eleven states that will receive 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

ATTEND YOUR MEETING