Praise, like gold and diamonds, owes its value to its scarcity.—Samuel Johnson

Cal. Consumer Meet Asks Federal Action

Asks for Bay Area Clerical Stewards. and is scheduled for December 2 at the Townhouse in San Francisco. Above is a group at the Conference held in San Mateo on Nov. 4. L. to R. are Percy Perry, Anthony M. Zammit, Max Hoberg, John Galafy, John Crawford, Fred Barney, John Hinek, John Lacott and Bus. Rep. Frank Quadros.

Union Submits Davey Proposals

On Friday, November 17, 1961 Local Union 1245 submitted a proposed agreement to the Davey Tree Surgery Company, Ltd., covering wages, hours and other conditions of employment as a basis for negotiations between the parties. In its submission, the Union named as negotiators for the Company, and Mr. John Michael, L. L. Mitchell, Bobby Robinson, Robert Staab, Lee Thomas, Gerald Wat- chman and Ed. T. Wray, Jr., the Union's Negotiating Committee.

Union-Mgt. Meet


Job Security And Efficiency Eyed At Union-Mgt. Meet

By RONALD WEAKLEY

We celebrate Thanksgiving this month and I believe it worthwhile to give thanks to those who have kept this organization together under conditions which might have caused weaker people to give up the ghost long ago.


Subject matter of the all-day session was developed from meetings of Gas and Electric Advisory Committees held during the year, and was put together by the Union's Job Protection Committee the day before the meeting with the Company.

Under the chairmanship of President James E. Gibbons, Jr., the Union's Committee raised problems which are disturbing the membership in the field. Each member of the Union's Committee took a portion of the subject matter and presented it to the Company's Committee.

Open discussion then followed in which all in attendance had ample opportunity to offer their views.

Company officials also had some problems which they raised on the general subject matter plus some specific points that are of concern to the people who must manage the Gas and Electric Operations of PG&Es.

The meeting was not a negotiating session nor a formal contract session as our Contracts provide for such machinery at other meetings. Perhaps the exchange of views will be of considerable value in future negotiations and grievance discussions as questions of Company policy naturally became involved in this top level joint discussion.

Reports on this meeting will be made at Unit Meetings and the Protection Committee will meet prior to the 1962 Local Union Conference scheduled for April, wherein the bargaining policy for 1962 negotiations will be adopted. The experience gained by the Job Protection Committee should be of value to the delegates as they consider what steps should be taken to improve the job security of the membership.

Business Manager R. T. Weakley stated, "While each side had its say at this meeting, no personal or group animosities developed during the long session. Our people want and need more job security. The Company wants and needs more efficiency. Both parties will be called upon in 1962 to meet these needs on a common ground and to bargain out a mutually acceptable solution."

This meeting was a milestone in our relationship and I hope that the spirit of frankness and mutual respect displayed will continue as we move into 1962—a year of great importance to all concerned."
"9 Times? Equals... I Don't Know, Dad"

The writer of this editorial and his wife have just decided to take a great risk. The decision was made after many hours of discussion and a couple of years of frustration.

The risk we have decided to take is this—we are going to teach our son the multiplication table in its entirety; that is, to teach him the "multiplication" facts, in his fourth grade class, he is learning the "three's.

Our decision to proceed in this matter was not an easy one. As with all parents, we want to do what is best for our children. However, times seven is sixty-three, and the program and listen to the experts talk about "maturation," "motivation," "mental age," "adjustment," etc. We know this as parents, we are ignorant of proper teaching techniques and should not interfere with what the schools are doing.

We know that our decision may mean that as an adult, our boy may end up on the psychiatrist's couch. We know that we will probably not teach him multiplication in terms of "object relationships." Our boy will learn by rote memory day after day and a very serious order that shows improvements year after year and a very serious order to consider the message of the article following this one is to proceed.

The other reason—last year, during baseball season, my wife and I talked to our children about how they would lose friends and what percentages meant. I think I understand me, I am convinced that he is now ready to make a farmer's home lay six eggs every day for three years—how many eggs will the farmer have?

ALL IT TAKES TO BE A LINEMAN

(From the National Safety Council Newsletter)

It doesn't make much of a good hand, does it?

Just takes speed and sure movements to land and attach many a "short cut" that were made in our community, and explained to him how they were figured and what percentages meant. I think I understand me, I am convinced that he is now ready to make a farmer's home lay six eggs every day for three years—how many eggs will the farmer have?

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First Steps to Sierra Pac Apprentice Plan

Preliminary meetings between Sierra Pacific Power Company officials and Local 1245 representatives have been conducted and presentations of a formal proposal on administrative procedures for joint apprenticeship training is being prepared by Company members of the Apprenticeship Committee. The proposal will be submitted to Local Business Manager Ronald T. Weakley and the President of Sierra Pacific, Fred L. Fletcher, for final approval.

(Continued from Page 1)

YOUR Business Manager’s Column

SERVING INDIVIDUALS

Our Local Union is merely an organization of individuals who recognize the needs and benefits of self-determination through collective action. This is true in every country. How an instrument of joint determination serves individual needs is found in our history to date. How well it will serve individuals in today’s world is the major question of how much all of us put into it in terms of participatory responsibility.

The history of our great country teaches us that the first duty of every member of this union is to do the best job possible. We can within the reasonable limits of man’s capacity and the application of his personal abilities.

When the complexities of modern society make it impossible for a man or woman to meet self and family needs through a single action, only then, should individual “get up and go” and augment through joining with others to achieve necessary objectives.

Philosophy is the study and formation of ideas that is aimed in creating a situation where a “patriot” can meet his own or his family’s needs. The problems are simply too many and diverse to hope to cope with. Therefore, he joins our Local Union in order to gain the things that he cannot gain except in concert with his fellow human beings.

The benefits of banding together formed the self-sufficient Pilgrims did, are many-fold. How can any individual honestly look to the record of our Local Union over the years and the results that have been herein a good measure of truth?

Thanksgiving is symbolic and it is two-fold in that it is regnum or the total of the unit and self-reliance on the part of individuals and organized groups in general.

All citizens who celebrate this holiday day know that our forefathers included so far as personal and group responsibilities are concerned the ideal of the self-sufficient individual which is the material symbol of the Pilgrims. That this was secondary to the simple holiday recognition of what built this country for him, to the development of worship, freedom of assembly, freedom from tyranny from any source, foreign or domestic, and to the go-getting personality of this column, we should give thanks to those who kept the

NEW STEWARDS

The following Shop Stewards were appointed in October:

Citizens Utilities Company of California Frank S. Franken

Sacramento Pacific Gas & Electric Company

Charles Anderson, East Bay Division

Paul Johnson, East Bay Division

Paul W. Lomosnour, East Bay Division

Engram Baker, General Construction Department

Jesse R. Dunlap, Humboldt Division

Thomas R. Fleming, North Bay Division

Louis Gomes, North Bay Division

William P. Chirimian, Sacramento Division

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At the bottom of the page, the following text is continued:

INDIVIDUAL RESPONSIBILITY

We face serious domestic and international problems as we celebrate Thanksgiving this year. In the hope that as individuals, union members, and citizens, will not take for granted that the individual responsibility is the paramount virtue which has kept our respect as members of our Union and U.S. citizens of our Country.

We give thanks that we have not abandoned our individual responsibilities which make it possible for us to retain our individual rights. Let us also be thankful that our Local Union still bas its strength on setting thousands of thousands of responsible members who seek progress in a responsible manner and let us be thankful that we can still celebrate this country in a world where laws in many places, the rights of man are being denied, as his personal abilities have been assumed by the masters of the state.

Mourn Bro. Wm. Reno

A real loss was suffered by Local Union 1245 with the unexpected death of William J. Reno, in San Francisco, on Friday, November 17.

Brother Reno passed away while preparing to depart for his job as a Clerk “B” in the San Francisco Commercial Office. He was thirty-nine years of age.

The Union activities of Brother Reno covered more than ten years during which time he served as a Unit Chairman, Steward, Grievance Committee Member, Union Representative, and Clerical Lines of Progressing Negotiating Committee Member.

Brother Reno had a thorough knowledge and understanding of both the Physical and Clerical Agreements. He had an excellent memory and in his position on the Grievance Committee, would often be able to refer to a similar case or to a grievance settlement made in past years, which would bear on a present case.

A man who was hard to convince, Brother Reno often took a position, and he would argue both sides of the issue, not being discouraged by the large burden which he carried.

To his wife and three children, we express our sincerest sympathy.

It’s the Law

NEW YORK — There’s nothing like having the law on the union side.

From page publication of the New York Newspaper Guild, reports that over 100 members of the Guild’s labor committee submitted 200 grievances to a police officer for a minor traffic violation. The law man asked who was driving. Jakubek showed his Guild card to prove he was working. Jakubek — your’e two months behind in your Guild dues, Why don’t you pay your Guild dues and get on good standing with your union? — P. S. Jakubek.

(Continued from Page 1)
San Jose Unit 1511 staged its Fourth Annual Dinner Dance Friday, November 3, 1961, in the Terrace Room of the Hawaiian Gardens in the City of San Jose. This was by far the largest and most successful affair ever held in the Division.

All of the other Units in the Division—Santa Cruz 1513, Belmont 1512 and Gilroy 1513—were well represented. Members and their wives drove a good number of miles in order to participate. To name a few: Mr. and Mrs. Vernon Kennedy from Half Moon Bay, the James Alters from Gilroy, Mr. and Mrs. Chet Bridges, Jr. and Mr. and Mrs. Eugene Smith from Watsonville, the Roy J. Talberts and Arthur Barsons from Santa Cruz plus many others from Mt. View, Sunnyvale, San Mateo and Redwood City.

The Division was appreciative of the interest shown by the Executive Board of the Union and the Business Manager and his Assistants. Those attending the dance were President J. W. E. Gibbs, Jr., Vice President Marvin Brooks and Mrs. Brooks, Treasurer Alan Tork and Mrs. Tork, John Michael General Construction, Gerald Watson of Northern Area, Robert Shae of Southern Area, and William Yochem (Central Area) and Mrs. T. Yochem. Business Manager Ron Weakley and Mrs. Weakley drove down from Oakland, as did Assistant Business Manager A. E. L. Mitchell and M. A. Walters with their wives.

President Gibbs stated that he was very happy to be back. Jim used to be a Light Crew Foreman in San Jose. In his remarks to the members, the President stressed the high degree of participation in the dance as an example of the desire to do something as a group, which is one of the bases of unionism.

Business Manager Weakley complimented everyone who attended the Fourth Annual Dinner Dance held at the Hawaiian Gardens in San Jose on November 3. Over 300 hands and friends of Local 1515 attended the extremely successful dance.
Rocco Fera, Steam Dept. Steward, San Francisco, was an active participant at the San Mateo Steward's Conference.

Henry Laeas helped serve the coffee at the Garberville Steward's meet.

Anthony M. Zammit, San Francisco Steam Dept. Steward, discusses the points developed during a Workshop on the Needs of the Steward at the San Mateo Conference.

Shirley MacPherson reports for her workshop during the Stewards conference in San Mateo on November 4. At her right is Betty Bennet and on her left is Vera LaBelle.

Assistant Bus. Manager L. L. Mitchell listens attentively as the group discussions proceed at San Mateo.

Four Clerical Stewards were at the Conference in San Mateo. L. to R. are Betty Bennett, Shirley McPherson, Vera LaBelle and Bill Harrigan.

Coffee time at San Mateo. L. to R., Anthony Zammit, John Hinch, Frank Quadros, Dan McPeak (back to camera) and Mark Cook.

Executive Board Member John Michael, left, chatting with a steward during a break at the Garberville Steward's training session.

Business Representative Frank Quadros discusses the Grievance Procedure during the Garberville Steward's Conference held on October 28.

Executive Board Member John Michael, left, chatting with a steward during a break at the Garberville Steward's training session.

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By Business Representative James McMullan

Some time ago the Local Union Safety Committee requested that any member of the Staff who had had experiences prepare an article for the UTILITY REPORTER on the use of the safety belt. I agreed to assume this responsibility.

At the time this request was made, no member of the Staff had had any involvement in an automobile accident where the use of the safety belt could or should have been used.

Friday the 13th of October, I did get some experience in the use of the safety belt. On the 13th of October I was involved in a collision with another vehicle. The result of the collision was that both doors on the driver's side of the car were ripped and I have no doubt that, without the safety seat belt, I could have been thrown from the car and undoubtedly would have received serious injuries.

The interesting part of this accident was that while the vehicle I was driving was considered a total loss, I was not injured and the injuries to the other passenger (Henry Lucas) appeared to be of no consequence. This is the result of a very weak beta particle—a cut on the nose and one on the scalp. The other passenger sustained other minor damage, but the driver, who was not wearing a safety belt, was thrown from the vehicle on impact and received a broken shoulder and several broken ribs.

I will never again, willingly, drive a vehicle without using safety seat belts.

Safety belts meant that James McMullan, Local 1345 Bus. Rep., was unharmed even though both doors were torn off the car he was driving as shown here.

Central Insurance Company, Fire and Casualty

This picture shows the scene of the accident where Bus. Rep. James McMullan and Advisory Council member Henry Lucas were involved. Both were wearing seat belts, and while the Safety belts saved the driver's life, they did not save the passenger from severe injuries. The passenger was thrown from the vehicle on impact and received a broken shoulder and several broken ribs.

The safety belt is credited with saving the driver's life and reducing the extent of the passenger's injuries. It is estimated that, without the use of safety belts, the accident would have been much more severe. The importance of using safety belts cannot be overstated, as they have proven to be an effective means of reducing the severity of injuries in automobile accidents.
LADIES, LET'S MAKE IT A UNION-LABEL CHRISTMAS

This year let's make it a Union Christmas by looking for the Union Label on the clothing we buy for Dad and the boys. If you can't find the label, ask the clerk if there is one on the item you are purchasing.

In addition, the Amalgamated Clothing Workers of America, AFL-CIO, whose members are engaged in the manufacture of men's and boys' apparel, has given us this list of NON-UNION manufacturers to use as a guide for brands which union members are asked not to purchase.

NON-UNION SHIRTS AND COATS


NON-UNION SHIRTS AND PANTS


NON-UNION DRESSES


NON-UNION SUITS AND COATS


NON-UNION TIES


NON-UNION GLOVES


NON-UNION DRESSES


NON-UNION SUITS AND COATS


NON-UNION TIES


NON-UNION GLOVES


NON-UNION TIES


NON-UNION GLOVES

SPECIAL NOTICE

Vote Dates--Bylaw Amendments

The second reading and vote on a proposed amendment to Article VII, Section 11.1 of the Local Union Bylaws will occur during Unit meetings in December. Below is a list of Unit meetings and dates. Consult your bulletin board for time and place.

The proposed amendment reads as follows:

"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 provide his dues for the month of February in any election year shall have been tendered."

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."