

Be not angry that you cannot make others as you wish them to be,

Since you cannot make yourself as you wish to be.—Thomas á Kempis

ANNUAL CONFERENCE IS SET FOR MARCH 31

The Union's Annual Conference, to be held at the Leamington Hotel in Oakland on March 31 and April 1, will be concerned with developing policies for 1962 negotiations.

Two delegates from each Unit plus five delegates from General Construction Department and one clerical-at-large delegate from each of those Divisions where there is no separate clerical unit, will be elected at Unit meetings in February. In addition the same number of alternates as delegates will be elected.

Instructions for the conduct of the elections were sent to the Units with the Executive Board Report for December. In order to be a delegate, an individual must be a member in good standing and present at the meeting in which he is nominated.

YOUR Business Manager's COLUMN

This column is devoted generally to the problems which face the members of this Union and their wives and families. In discussing the problems of those who work in our industry, attention is given to many matters of interest to the budget manager who handles family income. This is usually the wife, according to the expressions I hear from many members.

Lately, I have had an opportunity to hear some personal comments concerning this column from a number of wives of our members. It is surprising to me to note that so many wives read my offerings and that they are interested in the subjects I try to discuss in this column.



R. Weakley

Knowing full well the power of the woman in the household and her suspicious and critical regard for those who try to "snow" her, I am humbly grateful for the fact that most wives with whom I have discussed the contents of this column offer complimentary words of encouragement.

This spurs me to offer some special words to the wives who read this column and who are so important to what we do or do not do as a Union.

Many of you may not relish the idea of your husband spending an evening at a Union meeting. Unfortunately, our attendance is pathetically low. Should you support the idea of your husband attending Union meetings, our attendance would improve. I sincerely believe this.

MEETINGS ARE IMPORTANT
Our meetings occur once a month. The reason for these meetings is to discuss problems and to formulate organized actions for the benefit of your husband and you and your family. There is no other reason for these monthly meetings.

Low meeting attendance is noted by the employers of your husbands. The employers are very sensitive to the attitudes and desires of their employees. Should they find an obvious lack of interest through low meeting attendance, they are inclined to discount proposals for personal and family improvements offered by the Union in negotiations, as a figment of the imagination of those who sit

(Continued on Page 8)



Utility Reporter

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JANUARY, 1962

Local 1245 Tree Agreements Ratified

MEMBERS OK DAVEY PACT

In a series of fifteen meetings held between January 9 and 11, 1962, inclusive, the Local Union membership employed by the Davey Tree Surgery Company, Ltd., by a vote of 106 to accept and 52 to reject, ratified the results of negotiations between Company and Union.

The new Agreement, which is to be effective January 15, 1962 and will expire December 31, 1962, provides for wage increases of from 5c to 15c an hour, averaging out to 12½c per hour for the somewhat in excess of 200 employees involved.

In addition to wages, improvements were gained in holidays, vacations, inclement weather, travel time and subsistence, together with establishing regular hours of work and shop-to-shop conditions.

Union security was also obtained in the form of maintenance of membership and payroll deduction of Union dues. In connection with Union security, on the effective date of the Agreement, an excess of 90 per cent of the employees of the Company were dues-paying members of Local Union 1245.

The successful conclusion to negotiations was obtained following the membership's rejection of the Company's first offer of December 13, 1961, and involved the intervention of the California State Conciliation Service.

Representing the Union in these negotiations were members Richard Friend, Jack Mahoney and Neil Smith, assisted by Business Manager M. A. Walters, while the Company was represented by Keith L. Davey, President; William O'Callahan, Office Manager; Edward Price, Personnel Manager; and Consultant R. J. Tilson.

end, a meeting has been called for January 25, 1962, at which time a negotiating program will be set and an employee member selected to serve on the Union's Negotiating Committee.

Utility Tree Pact is Ratified

Voting by a substantial majority, members of Local Union 1245 employed by the Utility Tree Service Company on Saturday, January 13, 1962, ratified the results of this year's negotiations between Union and Company.

Terms of the amended Agreement, which will run from January 1, 1962 to December 31, 1962, provided for improvements in holiday, vacation and subsistence provisions of the Agreement, together with a general wage increase in the amount of 5 per cent, which averages approximately 11c per hour.

In addition, the parties agreed to revise the provisions of the Agreement wherein the

Company replaces employees' tools and equipment at Company expense.

Representing the Union in these negotiations were Business Representative Frank A. Quadros and employee members James Proft and John Long. The Company was represented by Mrs. Luella Wright, owner of the Company; Mr. Robert Wright, Manager; and Attorney Edward H. Moore.



Many hours of hard work were performed by the Union's Committee in preparing for negotiations with the Davey Tree Surgery Company. Members of the Committee were l. to r., Assistant Business Manager M. A. Walters, Neil Smith, Richard L. Friend and Jack Mahoney.



Bud Cowan casts the first vote as members employed by Davey Tree Surgery begin the balloting on results of the negotiating sessions between Union and Company.

N. Y. TEACHERS WIN BARGAINING RIGHTS FOR UNIT OF 43,000

NEW YORK—The United Federation of Teachers won the right to represent 43,000 teachers in the public school system here by getting 60.5 per cent of all votes cast in an election supervised by the Honest Ballot Association. The vote was 20,045 for UFT; 9,770 for the Teachers Bargaining Organization, 2,575 for the Teachers Union of New York, unaffiliated, and 662 for no union. With 67 ballots blank or void, 33,119 votes were cast in one of the nation's biggest bargaining elections in many years.

In a message thanking all who helped win the crucial contest, UFT Pres. Charles Cogen said the result was "a smashing victory for the labor movement."

The next step will be to request immediate negotiations for a contract.

"We aim to get a contract," said Cogen, "that will set a standard for teachers throughout the country and which will show what can be accomplished through affiliation with organized labor."

UFT is a local of the Teachers, affiliated with the AFL-CIO.

Ballots were mailed to all teachers by the Honest Ballot Association and returns began coming in Dec. 6. The Dec. 15 deadline was extended one day to Dec. 16, and a crew of 80 workers tallied the results and

announced them to news agencies the next day.

Behind the announcement of union victory was more than a year of struggle by the UFT, including a "quickie" strike, the intervention of the New York central labor movement, a study by a panel of experts and a final recommendation by Prof. Nathan P. Feinsinger, University of Wisconsin, which set up rules for the election.

In compliance with the rules, the UFT filed petitions with the City Labor Dept. bearing 15,000 signatures, including 5,500 on dues checkoff authorization cards.

The Teachers Bargaining Organization was a hastily put-together combination of associations, including a group sponsored by the National Education Association, which was branded a "company union" by the 1957 AFL-CIO convention. The Teachers Union was expelled from the AFL-CIO American Federation of Teachers in 1941, and was barred in 1950 from official dealings with the Board of Education following charges it was dominated by Communists.

Nolan Employees Vote for Local 1245

At a National Labor Relations Board conducted election held on January 5, 1962, the employees of the Frank L. Nolan Tree Surgery Company selected Local Union 1245 as their Collective Bargaining representative by a vote of 21 to 3.

Assistant Business Manager M. A. Walters and Business Representative Mark R. Cook were assigned by Business Manager Ronald T. Weakley to conduct this campaign. They are now actively engaged in preparing for negotiations to cover wages, hours and other conditions of employment for these new members of Local 1245. To this

The UTILITY REPORTER

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Illegal to Use Automation to Break Union—NLRB

WASHINGTON (PAI)—Unilateral introduction of automation as a subterfuge to bust union workers has been sharply rebuked. A 3-man panel of the National Labor Relations Board ruled that the Northern Virginia Sun, Arlington, Va., was guilty of an unfair labor practice in laying off 14 union printers to make way for new mechanical processes which could be operated by fewer and less skilled workers.

The paper secretly bought new, labor-saving equipment, hired new workers to operate it and then laid off its regular International Typographical Union staff at the expiration of the current contract. It also fired 10 other union workers for a sympathy strike.

The panel upheld a trial examiner who ruled that a publisher could not unilaterally introduce new equipment and lay off help without making an effort to make an accommodation with the union involved. It held that the "discriminatory" layoffs were illegal interference with the right to join a union.

If wisdom was to cease throughout the world, no one would suspect himself of ignorance. —Saadi

Remedy Urgent for Drug Price Abuses

The American prescription drug industry clearly stands in need of a remedy for abuses that have made U.S. drugs the highest priced in the world, according to an article in the AFL-CIO American Federationist.

The article, prepared as a Labor's Economic Review feature by the AFL-CIO Dept. of Research, presented an analysis of industry abuses titled "The Wayward Drug Industry: A Study in Profiteering."

Saying that few "consumer" issues have so aroused the public as the Kefauver committee's exposure of the drug manufacturing industry, the magazine made these conclusions:

- The abuses revealed by Sen. Estes Kefauver's investigating Senate subcommittee, are economic, medical and moral.
- The structure of high prices rests on a system of patent monopolies and restrictive licensing agreements, plus brand name specialization and "huge advertising outlays."
- On the medical side, basic advances in drug research have been subordinated to the development of minor drug derivatives and new combinations of existing substances, frequently valueless, which can be sold at a "rewarding profit."
- The proliferation of often useless drugs accompanied by unsubstantiated claims poses a danger to the public health, as does the "concealment of hazards associated with powerful

drug agents."

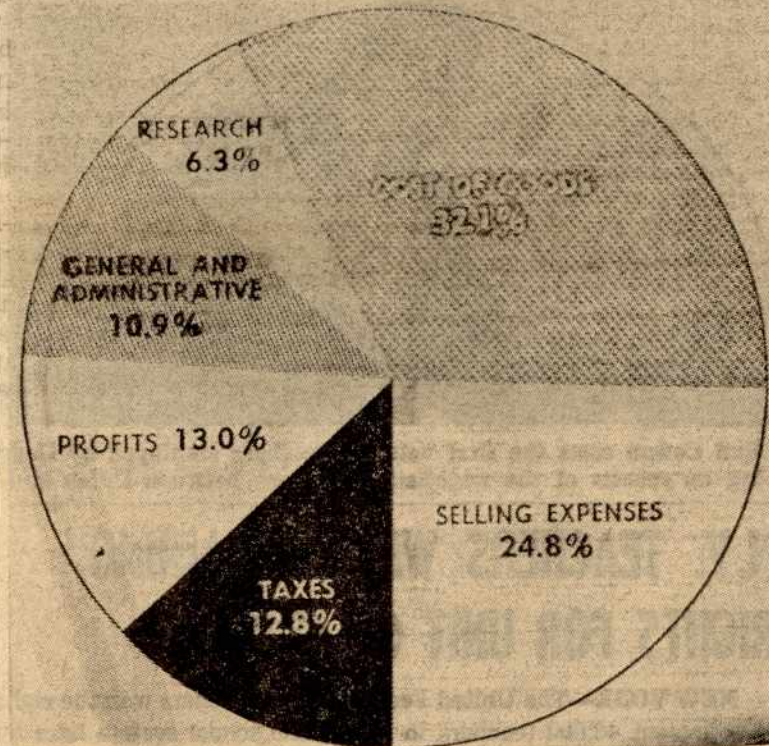
"In the light of all the facts developed during the hearings," the federation researchers said, "Sen. Kefauver's proposed remedies, set forth in his bill S. 1522, represent minimum reforms."

The committee itself, after lengthy hearings and testimony from scores of witnesses, expressed the belief that no one should "make a monopoly profit" or have the right to withhold from the public products which "may spell the difference between life and death."

"New drug products are put on the market with bewildering rapidity each year as each company strives to get ahead of its competitors by coming out with the latest," the magazine said.

"The medical authorities have sharply questioned the need for such a torrent of products. Too many of the new drugs are designed strictly for sales appeal and contribute little or nothing to the art of medicine."

The Kefauver committee report found that leading prescription drugs generally sell at much lower prices abroad than in the U.S. In Senate Report 448, it said that manufacturing costs for 22 companies in 1958 were 32.1 per cent of the sales dollar while selling expenses were 24.8 per cent, profits 13 per cent and research—the factor heavily stressed by U.S. companies in explanation of their prices—6.3 per cent of the sales dollar.



*Figures do not total 100 because of rounding. Source: Senate Report No. 448, 87th Congress, 1st Session, p. 31

'Equal Justice Under Law'

The United States Commission on Civil Rights has just issued an important Report on "Equal Justice Under Law" which charges that this basic American right, guaranteed by the Constitution, is being violated in certain sections of the country. The report points out that police brutality is still a very real problem and that exclusion of Negroes from juries in Southern communities with large Negro populations still exists.

According to the Report, the main victims of police brutality are racial minorities and the poor; most of the cases investigated by the Commission involved Negroes and occurred in the North as well as the South.

Special concern at the present time is the related problem of police connivance in acts of violence by private individuals against members of minority groups. Hoodlums have attacked and beaten Negro and White Freedom Riders in Montgomery, Birmingham and Anniston, Alabama, and most recently in McComb, Miss. and the local police did nothing to prevent the assaults! When a citizen is deprived of protection by the police, that, too, is a violation of "Equal Justice Under Law."

Aside from the moral issues involved, violence and police brutality are of direct concern to trade unionists. Union organizers, especially in the South, have often been assaulted by police and by mobs hired by anti-union companies. In fact, such assaults are not even considered violations of federal law at the present time. Labor is therefore further handicapped in its efforts to organize in the hostile atmosphere of many Right-to-Work states.

Fortunately, changes can be made to eliminate these injustices. The U.S. Commission on Civil Rights has recommended legislation which we feel is important to fight for:

—An amendment to the Federal Criminal Statute that now prohibits unconstitutional acts by local officers. This amendment would provide specific bans on—police brutality, inaction in the face of violence and obtaining confessions through coercive methods.

—An amendment to the Federal Civil Rights Act to allow citizens who have been injured by official misconduct to obtain recovery directly from local governments. Although victims may now sue policemen or other officials, there is practically no chance of collecting from them.

—A program of aid grants to state and local governments for the improvement of their police forces by better recruitment and training.

—A new statute to let the Justice Department bring civil suits to end racial discrimination in the selection of juries.

It should be pointed out that the Civil Rights Commission Report concentrated on the violations and found that in general there was much to commend in the way that police handle arrests. But it is our responsibility to focus on discriminatory treatment in the hope that it is eliminated and that we, in the near future achieve "Equal Justice Under Law."

N.Y. Electricians Win 5-Hour Day, Pay Raise

Union electricians in New York City won a five-hour day and a pay raise on Jan. 18 from 125 of the 600 contractors they had struck the week before.

Members of IBEW Local 3 will work the basic five hours at \$4.96 an hour, and a sixth hour of overtime at time and a half, which amounts to \$7.44.

The expired contract provided for a six-hour day at \$4.40 an hour and a guaranteed seventh hour at time and a half.

Driving at a steady pace will save you gas as well as accidents.

Curiosity is one of the forms of feminine bravery.—Hugo.



"No One Has 'Authority' to Give State Medical Care"

(Following is a letter from J. M. Wedemeyer, director of the California Department of Social Welfare. We are printing it in order to assist the department in publicizing their program to curb abuses in this area.—Editor.)

The State Social Welfare Board recently adopted several new regulations aimed at curbing abuses in the state's public welfare medical care program.

One of these regulations, which will become effective January 1, 1962, deals with misleading advertising, and is as follows:

"No practitioner or other vendor participating in the Public Assistance Medical Care Program shall, through any advertising medium willfully make any misleading statements, nor any statements which, directly

or by inference, hold the advertiser forth as one specifically authorized or certified to render services provided by the Public Assistance Medical Care Program.

"Advertising media shall mean all forms of public advertising including but not limited to radio, television, newspapers, magazines, telephone directories, posters, handbills and direct mailings.

"This Section shall be applicable only to advertising placed AFTER its effective date."

A basic principle in our public welfare medical care program is that the person in need of aid is entitled to choose the physician or other practitioner of medical care he thinks can best serve him. Unfortunately, we have found that some of these practitioners give the impression, through advertising, that they have exclusive authorization or a special certification to serve welfare recipients.

The regulation supplements existing law which for one reason or another, is not always entirely effective in dealing with these problems. The 58 county welfare departments will now have authority to take necessary steps in suspending anyone

from participating in the medical care program who persists in false or misleading advertising.

In the past, California's press, radio and television have done an excellent job in sifting out advertising copy which was found to be misleading or a distortion of the facts. I am certain you will wish to extend the same vigilance into this area. We respectfully request your cooperation in helping us deal with the matter.

If you have questions, please contact me directly or ask your local county welfare director.

Very truly yours,
J. M. Wedemeyer
 Director

HERE IS CALIFORNIA'S 1962 ELECTION CALENDAR—POLITICS IS YOUR BUSINESS!

CONGRESS: Elect 1 Senator, 38 Congressmen	STATE: Elect Governor and 20 Senators for 4 years	80 Assemblymen for 2 years	Final Filing: March 30	Registration Deadlines: Primary, April 12. General, Sept. 13	Date of Primary: June 5
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Responsible Unionism

By HAROLD F. SYLVESTER, Professor of Labor Relations, University of Maryland

In a society in which the price of almost every commodity and service is based upon what the traffic will bear, unions and their members are asked to act responsibly in pricing their services. In a society in which the typical investor expects not a reasonable return, but an unreasonable return in lightly-taxed capital gains, in which the top manager expects more salary and more bonus each year, the sales manager more sales, the production manager more production, the plea of workers for more income is deemed anti-social and irresponsible.

The typical economic textbook warns unions not to make unreasonable demands and not to price the services of their members out of the market; it explains all the reasons why unions should not ask for wage increases and all the times not to ask for increases, but it never explains the right time to ask for wage increases. The reason is simple, most economists do not think there is any such time. The labor leader who studies economics may well find himself in this position.

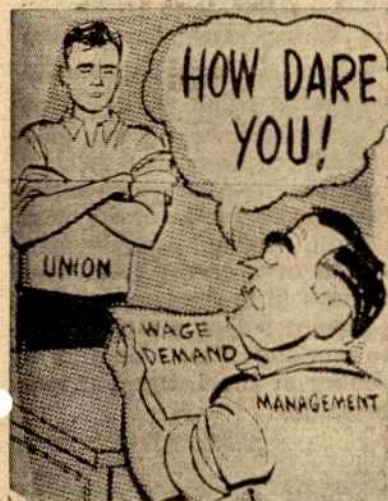
Business is good, production is rising, prices are rising, so he goes to the employer of his constituents and says, "Mr. Boss, please, how about a raise?"

The Boss replies, "Haven't you studied economics? Haven't you heard of the wage-price spiral? Do you want to promote inflation? This is no time to ask for a wage increase."

So the union leader waits until the business cycle starts the downward spiral and approaches the Boss again.

"Haven't you studied economics? Recovery depends upon cutting wages. This is no time for a wage increase."

The union leader is now puzzled, so he waits for a period of stable economic activity and goes back to the Boss with his plea. What's the answer?



"What the hell's the matter with you, do you want to rock the boat?"

So, up, down, or in the middle, there just ain't no time to ask for a raise.

The moral is that unions must either go out of business or hire their own economists.

FAIR WAGE

Of course, every one is agreed that wages should be fair. The argument arises when an attempt is made to define the word "fair." The sweatshop employer and his exploited workers define the word differently. The consumer feels that any wage is fair that permits him to enjoy goods and services at the prices to which he has become accustomed.

However, when prices to the consumer rise, he is usually told that union wage demands are the cause. In most cases this is erroneous, since generally in a highly technologized mass-production economy real prices should be falling and real wages increasing. Only in a few instances where the principal cost of the item is personal service and its production cannot be mechanized for one reason or another, then wage increases may necessitate price increases

and the costs should be borne by the consumer. If the producers of certain goods and services are working for substandard wages—be they pecan pickers, laundry workers, or school teachers—have their wages increased by legislation or collective bargaining, the cost to the consumer goes up and rightly so. No consumer has the right to low prices made possible by inadequate wages. Even in our so-called affluent society many consumer comforts are subsidized by low wages.

The business executive moans when minimum wage laws raise the price of laundering his shirts. And to be fair about it, quite often the union leader who endorsed the legislation in principle, feels the same way as the business executive in practice, and in some cases, both also complain when better salaries for school teachers cause a rise in taxes.

While within a given pay scale or in terms of individuals within an organization, the question of wage equity may be relevant, it is irrelevant so far as the national economy is concerned. Here the vital question is "What is a functional wage?" It no longer makes sense in a technologically-dominated system of production to pay the individual solely in terms of the contribution which he makes to the job or upon how hard he works or upon what he "earns" in the traditional sense.

Today's worker using the tools of modern technology turns out much more product with much less work. Traditional wage thinking would say that since he does not work so hard, he ought to get paid less. This is nonsense. What is required is a wage which will maximize the worker's purchasing power as part of an effective system for exchanging goods and services, that is, a functional wage. The worker must be paid more not because he deserves it in any archaic sense, but because the public interest in full employment and economic growth requires it.

CONCEPTS ATTACKED

This statement will shock many people. It attacks long held and cherished sentiments and outworn but nevertheless dearly beloved ideas.

- One, that money is a reality and not merely a device with which to promote the exchange of goods and services. Most of us have had this explained to us somewhere along the line, but most of us do not really believe it. While gold is no longer the principal means of exchange most of us look upon its successors as did the old time mercantilists upon gold.

- The second is related to this. In our behavior, if not in our words, we cling to another medieval notion, that of the "bargain." The parties to an individual transaction do not really regard it as an exchange of values for mutual benefit, but as a situation in which someone is going to get the worst of it, and each tries to see to it that it is the other guy. Everyone believes in mutuality generally,

but wants a little edge in every transaction for himself. In this war of all against all, every one is seeking an economic fox-hole of his own.

Somehow we expect that out of the multiplicity of these individual "bargains" which generate the national economy, will develop a system of distributive justice which will promote the well-being and growth of our economic system. I suggest that it will be difficult to achieve fully the Four Freedoms so long as so many of us cling so tenaciously to the fifth freedom, the freedom to chisel.

So long as this is the prevailing wind in the economic weather system, no single person or group can act responsibly in an ideal sense. So long as we believe that the unrestrained competition of individuals or groups best serves the public interest, so long must economic behavior be a catch-as-catch-can kind of activity. There is yet another angle to the question of union wage responsibility. Many of those who take a critical attitude of union wage policies, believe in two logically inconsistent dogmas.

- That without unions, wages, hours and working conditions, would be substantially the same as they now are in the United States.

- That irresponsible union wage demands cause inflation and of course that all wage demands are irresponsible.

There is an adage that you cannot eat your cake and have it too. While the economic questions involved here are too complex to analyze in detail, this much may be said: The economic and political activities of unions have benefited most workers in the United States, unorganized and organized.

SOMETHING TO PONDER

Technology and market forces undoubtedly have played some part and while it cannot be proved that collective bargaining has gained for labor a greater share of the national income, it has brought about a more effective distribution of labor's share and been a spur to the productive distribution of labor's share and been a spur to the production of a larger pie, if not a bigger cut. Further, there is some evidence that without collective bargaining, the cut might well have become smaller.

And one of the market forces is collective bargaining.

If collective bargaining does



have the effect of spurring managerial and technological efficiency so as to create a larger pie, and many economists recognize this possibility, then the union leader is acting most responsibly in a social sense, not when he asks for a reasonable wage increase (since by one definition there are none, or by another, reasonable wage in-

(Editor's note: The opinions expressed herein are those of Prof. Sylvester and not necessarily those of the editors of Utility Reporter. We reprint this article as food for thought.)



creases are those which employers cannot comfortably give, and therefore really feels the spur. Something to think about, isn't it?

It is also frequently charged that unions are irresponsible in other areas than wage policy. Many a management says that it would be able to get along with a union, if only unions were more responsible, if only union leaders acted more responsibly. But the typical management standard of responsibility for union leadership is that the union leader should acquiesce in every desire of management. The old time employer thought that it was the function of employees to make him happy. Today, many managers feel that it is the duty of the union to make management happy. To be sure, we have some union-management relationships today which meet this standard, the notorious "sweetheart" relationships. These represent, from any decent point of view, the most irresponsible kind of unionism.

This is not to say that it is the function of unions to harass management unreasonably nor that union leaders should not be aware of the management function, but legitimate unions are organized to raise wages, improve conditions, and protect workers from arbitrary management decisions. This is their primary responsibility. They best discharge this responsibility by:

- Bargaining in good faith with management and carrying out their contractual obligations.
- Acting with due regard for the public interest and at the same time pursuing with unflagging zeal their legitimate goals, both by economic and political activity.

- Recognizing their responsibilities to the labor movement by avoiding fratricidal interunion competition and by fighting corruption and unethical practices.

- Safeguarding the right of their members by sound constitutional provisions and procedures.

- Developing dynamic and effective leaders who can command respect of management and the public and at the same time promote the interest of the membership.

On this last point, I should like to make this observation. Management for the past twenty-five years at least has been engaged in trying to enroll in its ranks the best brains coming out of our educational institutions, to indoctrinate them with management philosophy, and to further train and develop them in managerial skills, including skill in collective bargaining. One union leader was recently quoted as saying that he would much prefer to bargain with the old time business tycoon than with one of the slick graduates of the Harvard Business School.

NEW LEADERSHIP
Unions must constantly make a deliberate effort to develop leaders and managers. They need not duplicate the actions of management, but they must draw and develop from within their ranks, for the most part, new leaders, men of brains and integrity, who understand the philosophy of unions and comprehend the nature of workers' problems because they have been workers. They must be men who can sell the union point of view to the public and who have the moral and intellectual equipment to stand up to the trained minions of man-

agement. It is not that there is not this type of individual in positions of union leadership today, but the development of their successors and more men of the same stamp can no longer be left to chance.

Failure to recognize this may very well be a crucial factor in the industrial relations struggle that the decade of the sixties promises to be. Unless unions face this problem realistically and do something about it, they may find themselves unable to cope effectively with Boulwarism and McClellanism, unable to cope with problems of job security and automation, or organizing the white collar workers, of revivifying and remodeling the institution of collective bargaining to meet the demands of the future.

Unions are faced with all the problems that confront all who want to maintain a free nation and a free world; a survey of the industrial and commercial



press and the records of the National Labor Relations Board demonstrates that there is powerful management opposition to collective bargaining; there are dangerous internal frictions and weaknesses within the labor movement; there is widespread public misunderstanding about the function of unions and the operation of collective bargaining. It is going to require intelligent, dynamic, informed, trained, if not to say inspired union leadership to meet all these challenges and to be responsible in the best sense of that term.

Hits 'Extravagance'

Senator William Proxmire (Dem., Wis.) recently asked his constituents: "How much would you spend to remodel your house? Maybe \$3,000 or \$4,000 if you're well heeled?"

Then he cited a sharp contrast. "The Defense Department," he said, "has just spent \$150,000 to remodel the home of the Chairman of the Joint Chiefs of Staff. This fantastic expenditure is not to build a new house, but just to remodel one for a general and his family. Three new \$50,000 mansions could be built for that price."

"This example of extravagance by the nation's number one military officer," Proxmire declared, "could not be worse."

The kid who used to want to be a 1st baseman now wants to be the 1st spaceman.

Modesto Members Enjoy a "Buck Feed"



Clint Smith was "chef" for the evening and did a fine job of preparing the dinner for the Unit.

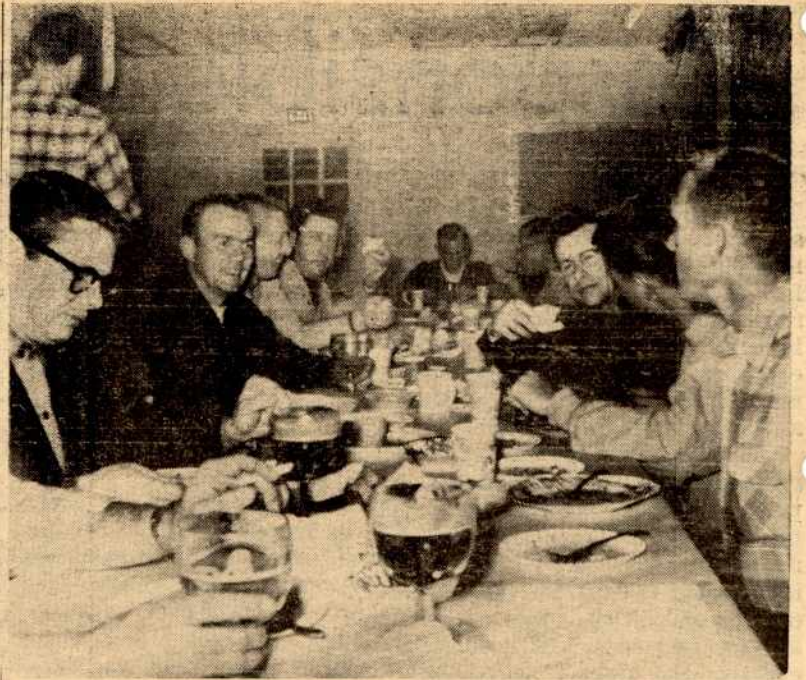
The experience and hunting skill of Shop Steward Robert Black Lt. Crew Gas Foreman, and the culinary skill of Shop Steward Clint Smith, Senior Service Operator, combined with the administrative and organizing abilities of Shop Stewards Jack Simmons and Clarence French, provided Modesto Unit 2515 with a rousing organizing dinner to close out 1961.

Members invited non-members and management people to attend which resulted in a most productive and enjoyable evening.

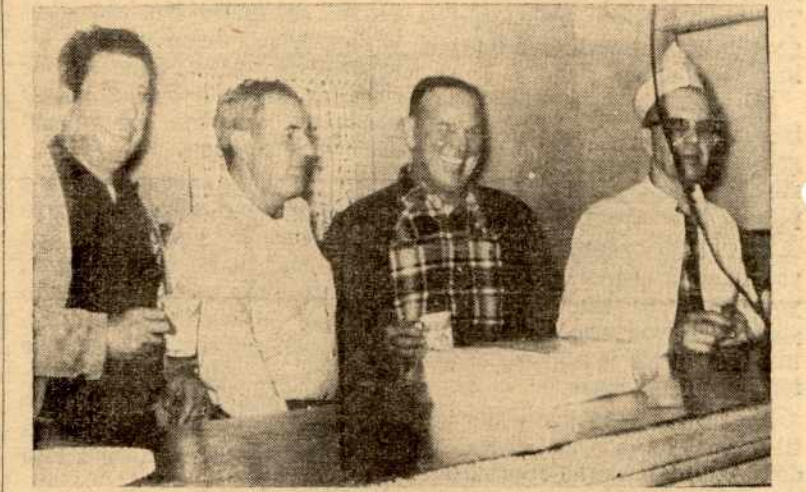
Shop Steward Robert Black, an avid and successful hunter, made his annual hunting tour through Utah and Colorado with the expected results. Bob donated all the venison which was consumed with gusto. The sensitive hand of "Chef Smitty" provided the finishing touch.



Steward Robert Black who shot the deer for the Modesto venison feed also delivered the refreshments and sampled them before the party began.



Modesto Unit members are shown as they "dug in" and put away the food and drink at their recent venison dinner.



The committee who arranged the Modesto Unit venison dinner is pictured above. L. to R. are Clarence French, Jack Simmons, Robert Black and Clint Smith.

New Social Security Tax Now in Effect

On January 1, 1962, a new social security tax rate went into effect for nine out of ten working people.

For employed people the 1962 rate is 3 1/2 per cent for employee and employer, a total increase of one-fourth of 1 per cent. For self-employed people, the new rate is 4.7 per cent, an increase of three-sixteenth of 1 per cent. The maximum taxable earnings remain \$4,800 during the tax year in earnings, net income from self-employment, or a combination of both.

In dollars and cents the increase means that an employed person earning \$4,800 or more during 1962 will pay \$150 in so-

cial security tax instead of the \$144 he paid on these earnings in 1961. With 52 weekly checks totalling \$4,800, about 12 cents more will be withheld from each check. His employer's tax will also be about 12 cents more a week.

A self-employed person netting as much as \$4,800 will pay \$225.50 instead of \$216 for the year. Spread over 12 months, this is about 79 cents more a month, or by the quarter, \$2.38 more.

In line with its policy of setting a schedule of social security tax rates sufficient to meet the cost of all present and future insurance benefits, the Congress

provided for the increase to finance four significant program changes effective with the 1961 amendments signed by President Kennedy last June. These changes—

1. Enable men to apply for reduced old-age insurance benefits at 62.
2. Increase by about 10 per cent monthly benefits due 62-year-old or older widows getting benefits on the account of their husbands, dependent widowers, and dependent parents.
3. Raised the minimum old-age benefit payable to a 65-year-old or older retired worker or to a sole survivor of a deceased worker from \$33 to \$40 a month,

with corresponding increases for dependents and other survivors of workers due less than \$40 a month in unreduced benefits under the old law.

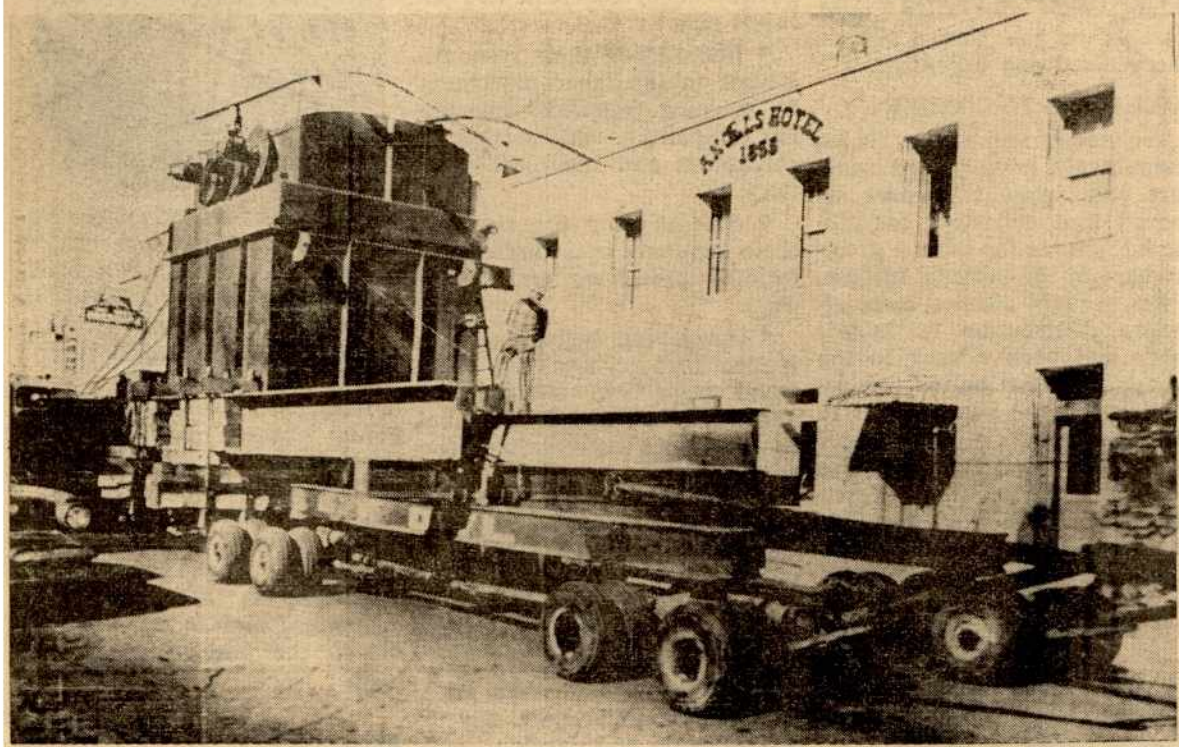
4. Reduce the amount of work needed to qualify for benefits, allowing many workers, dependents, and survivors who were not eligible under previous work requirement provisions to get benefits.

CLEVELAND (PAI) — Almost a continent apart, two union railway workers have been elected mayor. Albert U. Koch, Railway Carmen, is Mayor of Leighton, Pa. George Mitchell, Switchmen, is Mayor of Leadville, Colo.

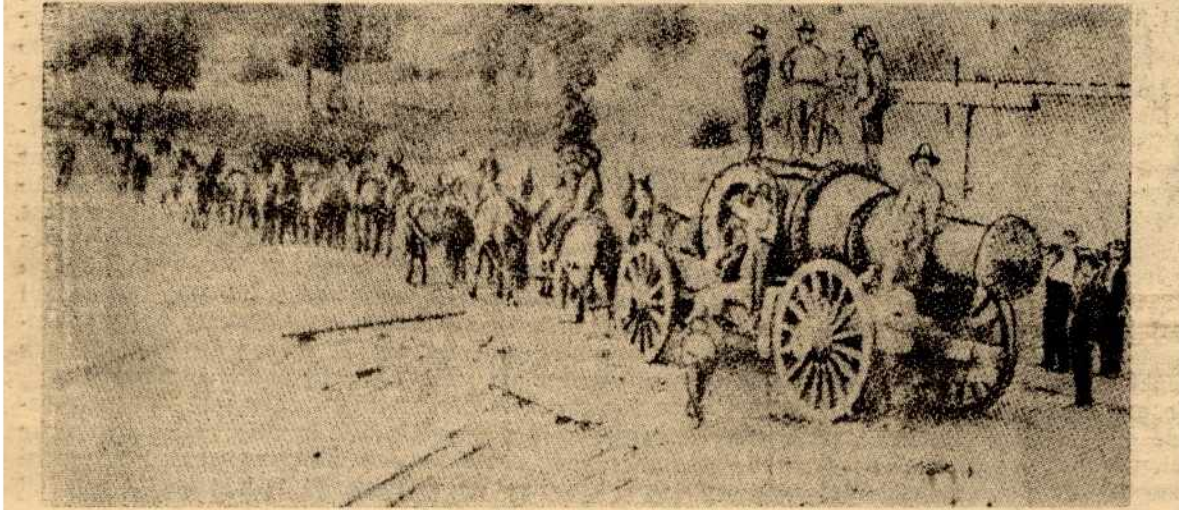
Mourn Passing Of Jimmie Hicks

SACRAMENTO — W. A. Jimmie Hicks, assemblyman who had been Mayor of Sacramento and former editor of the Union Labor Bulletin for 9 years, died suddenly on December 29.

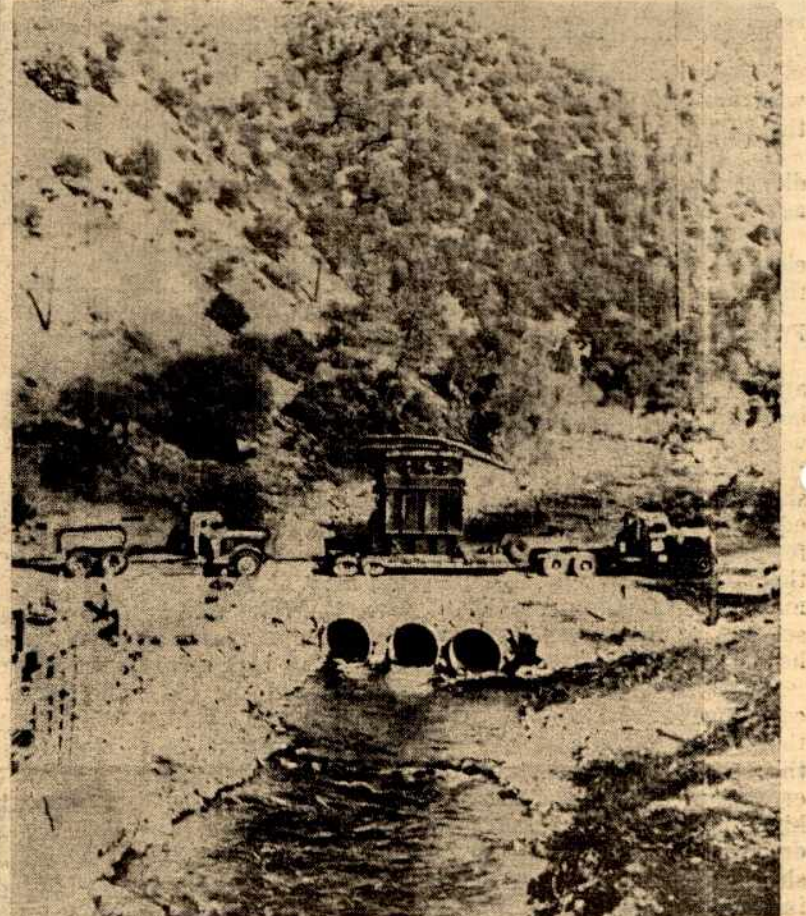
His passing removes from the state legislature one of the most brilliant young assemblymen ever to have served there and one who in a short career had become noted as a fighter for the working man. He was a member of the Letter Carriers Association.



A 91 ton transformer for the new Stanislaus Powerhouse is shown as it passed through the town of Angels Camp. The Unit was towed by one tractor and pushed by two tractors in a tandem arrangement. Later the two tractors hooked on behind were necessary for braking assistance in the 2,700 foot drop to the floor of the canyon.



This is how heavy equipment was delivered to the Stanislaus site in 1907 when the original unit was constructed. A team of 24 mules hauled a special wagon built in Columbia at the cost of \$5,000. The piece of equipment pictured above weighed 22 tons.



A special dike type bridge had to be built across the north fork of the Stanislaus River in order to support the overall weight of 125 tons of the transformer and rig. The Stanislaus Powerhouse when reconstruction is completed will be another fully automated powerhouse. (Ed. Note: No operators, that is.)

Reno Members --- Another Successful Party



One of the persons responsible for the success of the Reno Unit Party was the charming member pictured above, Ethel Bosetti, Co-Chairman of the Planning Committee.

One of the traditions of the Reno Unit of Local 1245 is their Annual Christmas Party, held this year on Saturday night, December 16 at Mathinsen's Hall in Reno.

An evening devoted to good fellowship in the true spirit of the Brotherhood, the event was attended by 231 members and guests. A bountiful Christmas dinner was followed by four hours of dancing to the music of Charles Fites and his band.

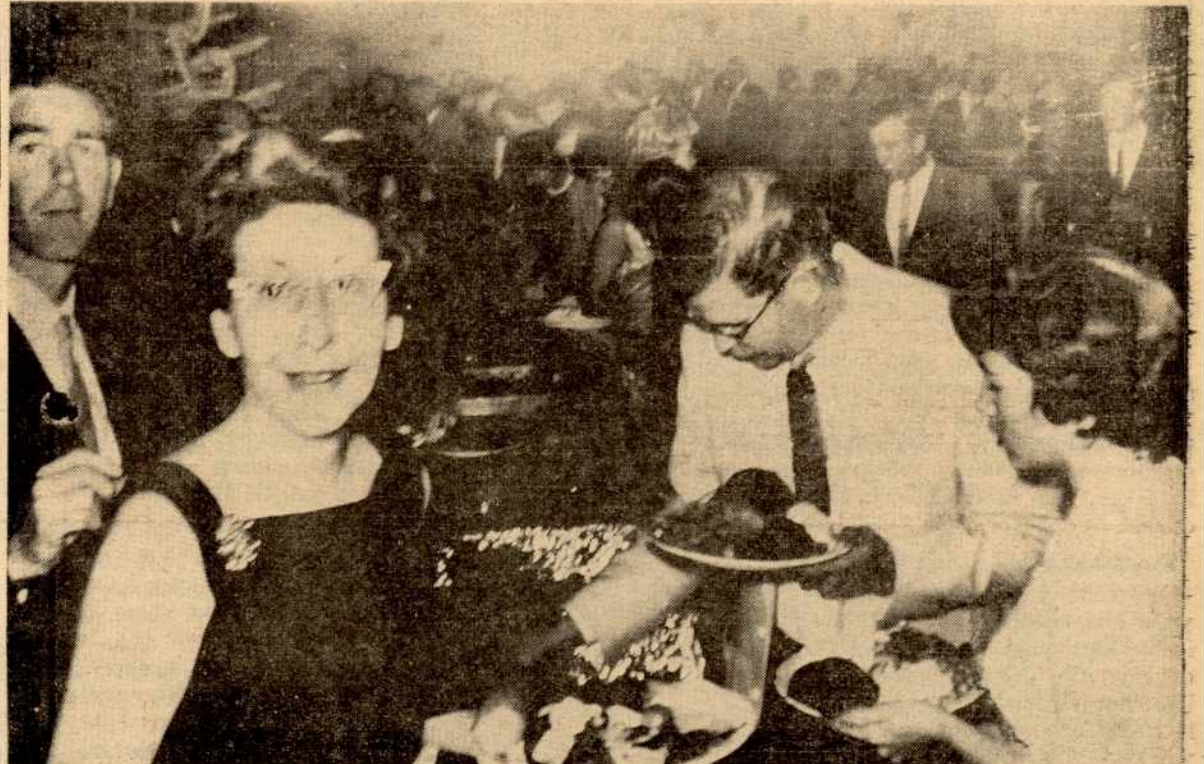
Financed entirely by the members of the Unit, success of the event must be credited to the planning and hard work of the Party Committee headed by Co-Chairmen Jean Jensen, Unit Recorder and Ethel Bosetti, Clerical Steward. Members of the committee were Frank Hearn, Warren Ghiglieri, Ernest Moscardini, Donald Hudson, George MacDonald, Sylvester Kelly, Feliciano Jiminez, Virgil Craperi, and Orville Owen.

Guests at the party included

Reno Mayor Bud Baker and Mrs. Baker, Sierra Pacific Power Company Vice President Neil Plath and Mrs. Plath, Treasurer Roy Torvinen and Mrs. Torvinen, Personnel Director O. J. Toulouse and Mrs. Toulouse, Payroll Supervisor Harry Marshall and Mrs. Marshall, along with Local 1245 Executive Board Member John Michael and Mrs. Michael, and Business Representative Roy Murray and Mrs. Murray.



George MacDonald at left stops for a moment's conversation with Mr. and Mrs. Bob Boatwright.



Christmas Dinner was served buffet style at the Reno Party. Shown here are Mr. and Mrs. Darrel McGowan at left and Mr. and Mrs. Ralph Truax at right, as they selected their food from the sumptuous repast the Committee had arranged.



Ed Nelson at left had just been presented his door prize by Master of Ceremonies Orville Owen on a ticket drawn by Mrs. Roy Murray in this scene at the Reno Unit Christmas Party.



Chatting between dances in this picture were Mr. and Mrs. George MacDonald, Mr. and Mrs. Sylvester Kelley and Mr. and Mrs. John Michael.



231 members and guests attended the Reno Unit party. Above is shown a part of the dinner scene.

PG&E Announces Third Intertie with Pacific P&L

Plans to construct a third transmission intertie between the electric power systems of Pacific Gas and Electric Company and Pacific Power & Light Company to strengthen power exchange capability were announced jointly, recently, by Norman R. Sutherland, PG&E president, and Paul B. McKee, chairman of the board of PP&L.

Planned for initial operation at 230,000 volts, the circuit will be designed for conversion to not less than 500,000 volts when joint studies of load and operating requirements indicate a step-up to extra-high-voltage should be made, it was stated. The designed voltage is larger than any now in commercial operation in the United States.

The new line will extend 110 miles from Klamath Falls, Oregon, to Round Mountain, in Shasta County, California, where it will join the PG&E system. Each company will build half of the line, cost of which is estimated at \$10 million. Engineers of the two companies are studying details of the line's design. Construction is scheduled to begin as soon as possible.

The intertie will augment existing interconnections between the two companies and will provide additional capacity which also can be used for transmitting surplus Northwest power, when available, into California when it can be used here.

The PG&E-PP&L intertie announcement closely followed the formation of the California Power Pool by PG&E, Southern California Edison, California Electric and San Diego Gas &

Electric companies. The pool agreement strengthens and augments existing interconnections and coordinates operations and reserve capabilities of the four principal California utility companies.

The new intertie agreement provides for parallel operations and the exchange and sale of energy between PG&E and PP&L and will provide facilities and arrangements that make possible the exchange and sale of energy between other electric systems in the Pacific Northwest, including Bonneville Power Administration, and PG&E, either directly or indirectly through PP&L.

Mr. Sutherland said the agreement with PP&L continues the operation of two existing interconnecting transmission lines between the companies. These are the 110,000-volt Cottonwood Line and the 60,000-volt Stillwater Line, which run from separate PG&E switching stations in Shasta County to PP&L's electric transmission system in Siskiyou County.

"We have had interconnections for many years with the utility company to the north of us, as well as with the companies bordering our service territory to the east and to the south," Mr. Sutherland said. "Such interconnections have been augmented and expanded as needed. This new line will assure transmission capability for the additional power that will become available as we and the other companies expand our capabilities in the years ahead."

Pacific Power & Light has 1,350,000 kilowatts of generating capability in plants on its

99% Pure
WASHINGTON — The extreme right-wing reactionary "Americans for Constitutional Action" has just published its own list of Congressional "heroes" who voted straight down the line against everything and anything liberal. Twenty members of the House of Representatives and one Senator, Tower of Texas,—all Republicans—made perfect 100 per cent scores, but Senator Barry Goldwater, Arizona Republican and darling of the conservatives, faltered somewhere along the line. He was only 99 per cent pure.

system. Pacific Gas and Electric has power installations totaling more than 6,000,000 kilowatts.

GOOD INDUSTRIAL CLIMATE

The Pacific Gas and Electric Company in their annual Market Outlook (for 1962) gives some encouraging figures, with an estimated 3.6 per cent increase in population in 1962 for California.

Investment in plant expansion will be satisfactory, and 30 urban redevelopment projects, from \$4 million to \$49 million, are under way in many parts of the state, totalling about \$200 million.

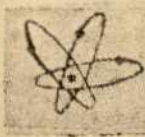
Single family new home increase in 1962 will be about 65,100 with multi-family projects estimated at 21,550 apartments.

New classrooms, on both the elementary, high school and college level will account for perhaps the largest non-industrial construction, with four new campuses proposed, as well as expansion of existing facilities

Massive school enrollment indicated that approximately 3,500 new classrooms will be needed in 1962, or at least started this year.

California's good industrial climate insures quality in increase, not merely a statistical increase.

Radiation Round-Up—



New Tools of the Atomic Trade Are Explained

By SAM L. CASALINA, Radiation Safety Consultant

When primitive man first picked up a sharp stone and lashed a stick to it, he was setting a pattern which was to accompany us into the atomic age. Just as the caveman learned to fashion tool and weapons to aid him in the day-to-day tasks of providing enough food to sustain life, and to protect that life from marauding animals, today's nuclear age workers have evolved unique tools to protect them from radiation.

CHANGING OLD HABITS

The interesting thing about the enclosures shown below is not so much the work that a laboratory worker can do with them, but the effort that went into breaking century old work patterns and getting the workers to use them.

Since the days when alchemists labored futilely in medieval castles to turn lead or toads into gold, chemists and other laboratory workers have been used to working on open bench tops. You took chemicals from open shelves and poured them into whatever glassware you were using. You could then peer closely at the whole set-up so long as you could stand the odors.

RADIOACTIVE MATERIALS

With the advent of radioactive materials, which behave chemically like their non-radioactive cousins, the danger from open bench work was two-fold. First, if the material was in some form wherein the worker could breathe or swallow particles of the isotopes, he was in danger of possible serious illness. Second, since the radioactive material constantly gives off various types of penetrating radiation, the worker was liable to injury from standing too close to his work without proper shielding.

DISPERSE VS. CONFINE

Radiation scientists throughout the various national labs seemed to choose sides in a controversy that was to cost the taxpayers huge sums in decontamination costs. The arguments went something like this: One group believed it easier to work in "diver's suits," thereby isolating themselves from the isotopes which would soon contaminate the entire room. The other group thought it easier to confine the isotopes in an enclosure, and keep the room and them-

selves clean. During the early 1950's the first group devised plastic suits, with an air supply pumped into the suit through a hose running to a compressor located in another room. They splashed their chemicals on the bench tops in the good old-fashioned way and soon the particles of radioactive materials were all over every surface in the lab.

Since the plastic suit he was wearing would get highly contaminated, he had to go through a complex ritual to get out of it. He would back out of the room in which he had been working into an adjoining room. Here he would attempt to get out of the suit without getting himself contaminated. Since this was seldom possible he backed into another adjoining room and attempted to decontaminate himself checking continuously with a geiger counter. Eventually, of course, each room would show a "build up" (an increase in the amount of radioactive materials spread around) and clean-up time took longer. After a while, whole wings of certain labs had to be sealed off to allow the radioactive materials to decay to the point where a clean-up could be attempted. Then the whole cycle would begin all over again.

A CALIFORNIA TECHNIQUE

In a couple of the western laboratories, notably the Lawrence Radiation Laboratory and the Los Alamos, New Mexico lab, radiation safety scientists thought it more feasible to confine the dangerous radioisotopes to a special enclosure in which all necessary manipulations could be performed from the outside. After many months of experimenting, and years of improvements, a series of enclosures were devised in which an entire complex chemical sequence can be performed with complete safety to the operator.

Three of these "boxes," as they came to be known, are shown below.

They all have the following things in common:

(1) All glassware and apparatus can be positioned in the box before the radioactive material is passed in. This allows the technician to practice "dry runs."

(2) The technician manipulates the equipment within the box either through glove ports fitted with 18 inch long electrical lineman's rubber gloves, or with steel tongs fitted with metal fingers which can be opened, closed, or positioned from outside the box.

(3) The box is kept at a slight negative pressure to prevent any radioactive particles from coming out into the room. To do this the air from the box is drawn through a graded filter, (the white box on the enclosure in figure 1). The box filter has two layers of fiberglass, and one of asbestos-cellulose paper. The filter has been shown to be over 99 per cent effective. From the filter the cleaned air is exhausted out the building stack.

(4) The technician can work the controls with ease, either standing or sitting. He can duplicate all movements and manipulations that he normally would do on a bench top, and in complete safety.

(5) The technician observes what he is doing in the box either through safety glass (when penetrating radiation is not a problem), or through thick, high density, "lead glass."

WASHINGTON — Emanuel (Slim) Boggs, of the IAM Education Department, is the new U.S. Labor Attache at the American Embassy in La Paz, Bolivia.

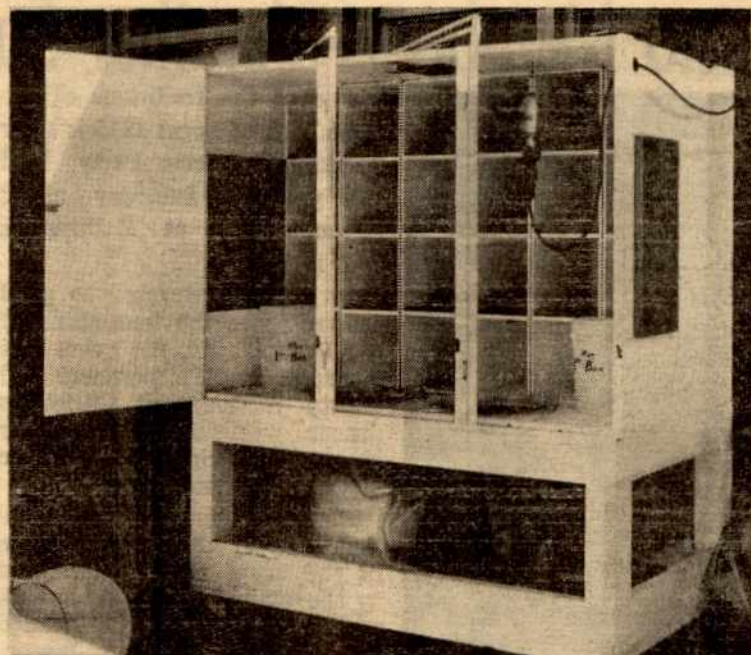


Figure 3

(Pictures courtesy of the Lawrence Radiation Laboratory)
This 5 foot high box has cubicles to hold mouse or rat cages. Air enters through the fiberglass on the right and is swept to the filter (dark rectangle) on the left side. When one of the doors is opened to feed or water the animals, a switch on the door trips the motor of the blower to a higher speed to protect the technician. This box was designed by me during my work at the Lawrence Rad Lab in 1956. The rats used in this experiment were injected with large doses of radioactive iodine. Since iodine 131 is one of the dangerous fallout products, this research resulted in gaining valuable information. The litter from the rats (also radioactive) is dumped down into the plastic bags secured to the floor of the box. Draw-strings near the tops of the bags can be tightened and the bag withdrawn for safe disposal.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

BASIC OR FIRST-DOLLAR GROUP PLANS

The last few months we have reviewed the so-called "Major Medical Plan" wherein a percentage, such as 80 per cent, of your costs were paid by insurance companies after you had an out-of-pocket expense of \$100 or \$200. As we noted there were also various methods of providing this coverage.

I now wish to discuss the Basic type of Group Insurance.

FIRST DOLLAR COVERAGE

The original type of hospital-medical-surgical plan was written on the so-called "first dollar coverage" wherein the insurance company agreed to pay commencing with the first day in the hospital a certain number of dollars or the three-bed ward rate, etc., for the remuneration of the patient toward the hospital room. In addition to this there was allowed a certain payment toward physician costs and possibly an allowance to take care of x-ray and laboratory services outside of the hospital.

This type of coverage is probably the most widely written and understood as it pays from the first dollar in the event of an illness and does not require you to pay out any definite amount before the insurance company will assume their liability.

ADVANTAGES:

This type of coverage has a very definite advantage for the small everyday type of illness which may or may not require hospitalization. It usually does an excellent job in taking care of the routine appendectomy or tonsillectomy as the amount allowed for hospital and medical care usually comes rather close to the amount charged by the hospital and physicians.

DISADVANTAGES

Whereas the first dollar coverage as indicated above usually does a good job in small ill-

nesses, it very seldom does much of a job in the long extended illness as it normally excludes payment to a registered nurse, mental conditions, tuberculosis, etc. Also it usually does not cover additional amounts that may be charged by physicians because of special skills and does not usually cover an extended hospitalization with the great deal of laboratory, x-ray and personal care involved.

We should point out, however, that the expensive long-term illness occurs much less frequently than the average run-of-the-mill family medical bills and whether or not an individual family will be further ahead with the basic plan or the Major Plan is going to depend entirely on what happens to the individual.

POSSIBLE SOLUTION

A great many organizations today are combining the Basic Plan as indicated above with a Major Medical Plan that was discussed in previous months' columns.

Whereas this may cost more money, with the rising cost of medical and hospital care and the many new procedures which are developed each year, many families feel compelled to extend their health care coverage to cover both the expected and unexpected unusual occurrence.

Next month I will give an outline of the service plan benefits such as those written by CPS, Kaiser, Blue Cross.

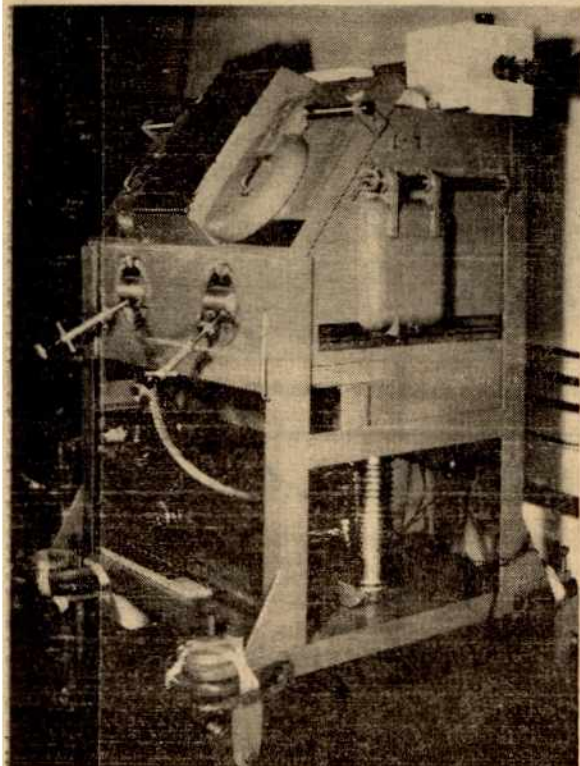


Figure 1

This is a heavily shielded (3 inches of lead) enclosure called a "Junior Cave." A contoured plywood box is fitted into this enclosure from the back of the cave. The plywood box has a vinyl plastic liner to aid in its decontamination. In the event that the box's glassware and walls become heavily contaminated, the box is withdrawn, embedded in concrete and sent for disposal. Note the 6 inch thick lead-glass window, and the pass-in door under the "c-4" inscription.

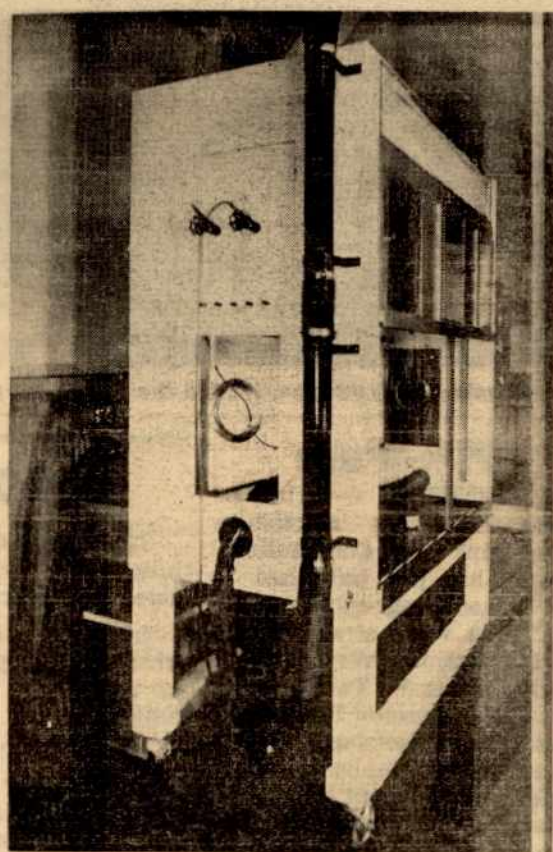


Figure 2

This 6 foot high chemistry box is used to enclose tall glass-ware racks. Although contamination might be expected in this box, "low level" work will not result in excessive penetrating radiation. Note the blower under the box which evacuates the main enclosure and the apparatus on the back.

QUOTE OF THE MONTH

"... liberty, or freedom, consists in having an actual share in the appointment of those who frame the laws and who are to be the guardians of every man's life, property and peace; and the poor man has an equal right, but more need, to have representatives in the Legislature than the rich one."

—BENJAMIN FRANKLIN

I.B.E.W. Members in Illinois Face Job Loss

The following item is reprinted from the "System News" the monthly paper of the System Council which is composed of the IBEW Locals representing the employees of the Commonwealth Edison Company located in Chicago, Illinois. It deals with a problem which has become a part of the employment life of all Utility employees in the U.S. today. Some of the problems faced by displaced employees are clearly and factually presented in the article.

AURORA GENERATING STATION TO CLOSE IN 1963

Although not unexpected, announcement by the Company that the production of electricity at the Aurora Generating Station would be discontinued early in 1963, comes as something of a shock to the 77 employes who compose the work force at the Station. For several years, it has been common knowledge that lack of adequate water supply, among other factors, would eventually limit the station's useful life.

Station No. 10, or the Stone Avenue Station, as it was known then, was built in 1903-04 on the site of the present building. One of the first horizontal steam turbines to be placed in service was installed in 1906-07. The station operated as an isolated system until 1928. The plant has five small generating plants four of which are over 35 years old. The last unit was installed in 1924-26, and has a capacity of 20,000 K.W. The current capacity of the plant is 52,000 K.W.

HUMAN CAPITAL

It is apparent from these statistics that the physical plant at Aurora has given long and faithful service and can easily be retired in deference to larger, more modern generators. However, our interest lies in the human capital involved. In the belief that our membership throughout the system would be interested as to what happens to employes in this situation, this report can be made.

Among the employes at Aurora Station, the prevailing atmosphere seems to be one of quiet acceptance of a difficult situation. This attitude stems from previous knowledge that the plant was scheduled for retirement and assurances received in regard to continuity of employment and pay. Despite this general attitude, a move such as this has a wide range of effects on employes varying from strictly "no sweat" situations to serious dislocations of an employes personal life.

We have the employe over 60 years of age, who will be able to fill out his time at Aurora until retirement, and the younger man with no real estate or ties to Aurora, who is quite ready to move elsewhere, if the offer is sufficiently attractive. If not, he will seek employment in another climate and with another company. There is the man who is bluntly told, "if you sell our home, I stay with it."

FAMILY PROBLEMS

The real problems lie with the employes who are in mid-term of their responsibilities as heads of families. They are heavily involved in home ownership, with children in school. They have too much service invested in their career to consider resigning. To a considerable degree, successful relocation of a married employe depends on the attitude of his family toward the prospective move. At some point in the process, the wives of employes affected by forced transfer should be invited to participate in informal, joint meetings with Company and Union representatives, to discuss plans for such transfers.

Another aspect of forced transfer cases that has received insufficient consideration, is the additional financial burden often placed on these employes

because of uncertain real estate markets, changing interest rates, and other miscellaneous charges inherent in property transfers.

The employes at Aurora have an average age of 47 years with average service of approximately 20 years. A total of 1500 years of service is represented, ranging from 5 to 37 years. In negotiation with the Union, the Company has agreed that as reduced man-power requirements at Aurora creates surplus employes at the station, these men will be offered other work assignments as opportunities in other areas become available. In all cases, employment will be maintained, and the employe's current rate of pay will be retained.

If the employe is transferred into another generating station in the same promotional sequence, he retains his job title, job maximum, and rate of pay. This includes future increases based on his current job classification.

If the employe voluntarily transfers to another generating station outside of his present job classification, he will be placed in the job classification to which he is transferred. He will hold his current rate of pay but future increases will be based on the maximum of his new job classification. If the employe voluntarily transfers to another department, he retains his rate of pay but will receive increases in the future based on the maximum for his new job classification.

KEEPS CURRENT RATE

In no case will an employe involuntarily lose either his current rate or potential increases based on his current rate. Transferred employes will be eligible for transportation and moving allowances in accordance with the existing rules covering such allowances.

Within the framework of the possible, everything that can be done, has been done for the employes at the Aurora Generating Station. Other utility systems, some within Illinois, have not seen fit to provide the security negotiated in this case. Conceding that a man must move with his work, the employes are to receive almost complete economic protection. One unfortunate aspect of the relocation of surplus employes is the usual loss of their seniority. This results in loss of promotional opportunities for transferred employes. The Union has not successfully solved the difficult problem of seniority credit for displaced personnel. This is an area that deserves serious thought and consideration by our entire membership. Balancing opposing equities present in this question, poses a challenging problem to our union leadership and every union member. Remember, few employes have immunity against becoming surplus and it can happen to you.



Shown in the two pictures above are Members of Local 1245 employed by Davey Tree Surgery Company as they discussed the Company's proposal prior to voting. The group above are employed in the Marysville area.

Welcome! To These 122 New Members

The following people have been welcomed into Local 1245 for the month of December 1961:

BA APPLICANTS

SAN JOAQUIN

- Blask, Donald V.
- Lindholm, Ralph L.
- Stout, Richard L.
- Vandecar, James L.
- Wright, Lloyd L.

COAST VALLEYS

- Gardiner, David H.
- Van Waardenberg, P.

SAN JOSE

- Conner, Paul A.
- Cranford, Billy
- Geier, Bernard P.
- Heming, Arthur S.
- Vaughn, Richard J.
- Watts, Dennis

EAST BAY

- Darling, Robert W.
- Ganes, Donald L.
- Gee, Jerry D.
- Gillio, John H.
- Greenhalgh, James W.
- Husa, Terrance L.
- Loberg, David S.
- Mingus, Clifford W.
- Nelmes, Don A.
- Parks, Maurice L.
- Petterle, David
- Skaggs, Jimmy L.

SAN FRANCISCO

- Amerio, Michael R.
- Blunck, Henry E.
- Brewington, Ernest L.
- Cortez, Paul Jr.
- Endemann, Donald S.
- Kenyon, George W.
- Martinez, Mathew A.
- Romrielli, Gary I.
- Shults, Jack R.
- Stanfield, Jess H.
- Woods, William S.

STOCKTON

- McDaniel, Bill Lee

HUMBOLDT

- Gowdy, Arthur S.
- Wahlund, Gary M.

SIERRA PACIFIC

- Donati, Frank L.
- Frugoli, Peter, Jr.
- Haskell, Thomas A.
- Langston, Roger J.
- Parks, Oren P.
- Peterson, Gene
- Underwood, Lewis
- Woodring, Arthur J.

DE SABLE

- Ellard, William D.

NORTH BAY

- Schultz, Louis C.
- Watts, Kenneth G.
- White, Dorsey C.

SACRAMENTO

- Gonzales, John J.



CITIZENS UTILITIES

- Hastings, Doris
- Seeley, Robert E.

GENERAL CONSTRUCTION

- Alexander, Marvin L.
- Bell, George A.
- Deen, Earl L.
- Domes, David C.
- Downs, J. D.
- Fortina, Robert C.
- Keough, James
- McFerrin, Robert W.
- Montgomery, Harold E.
- Olivero, Ronald J.
- Olson, Richard L.
- Reese, Kenneth R.
- Rodgers, Don
- Rowe, John F.
- Soulliere, Woodrow
- Souza, Franklin A.
- Taylor, William R.
- Young, Lawrence W.
- Turner, H. E.
- Whittingham, Harry C.

DAVEY TREE SURGERY CO.

- Bell, Billy
- Bell, Bobby A.
- Bingham, Gene
- Blythe, George M.
- Borgrud, John S.
- Bresee, Norman D.
- Brogdon, Elvin F.
- Burton, Truman D.
- Byrd, Ralph L.
- Cabrera, Fernando R.
- Cabrera, Ramon Jr.
- Cikuth, Edward
- Cook, James W.
- Cutler, Dale
- Daniels, James F.
- DeBeaord, Doyle
- Earnheart, Billie E.
- Fisher, Joseph P.
- Galletta, John J.
- Graham, Richard
- Hamm, Calvin Q.
- Hemphill, Frederick G.
- Herrick, James R.
- Jennings, A. J.
- Judson, Lewis M.
- Kenyon, Charles C.
- Longacre, Claud J.
- Lowe, Harry
- Magee, Terry D.
- Meadows, George
- McBride, David
- Pair, Glen A.
- Patnaude, Oliver H.
- Patnaude, Richard
- Perkins, Jesse

What Is Most Important: Apples Or Americans?

Sen. Harry Byrd, the political boss of Virginia, is the nation's largest apple grower. Apples get sick and apple trees get sick. Even Boss Byrd's apples and Boss Byrd's apple trees get sick.

Now Senator Byrd says that if you get sick you are not entitled to get Government help in the form of a Government health program. Just the other day, he said again that he would oppose Kennedy's plan to provide health benefits for the aged under the Social Security insurance system. That, he says, would be socialism.

The Federal Government provides Federal Government apple doctors for apple trees at no cost to the apple grower—not even Boss Byrd. The Federal taxpayer foots the bill. The U.S. Agricultural Research Service carries on a continuous research project to see that apples and apple trees like Boss Byrd's apples and apple trees do not get sick, and to treat those that do. This is called medicine for apples and apple trees. It costs the Federal taxpayers several million dollars.

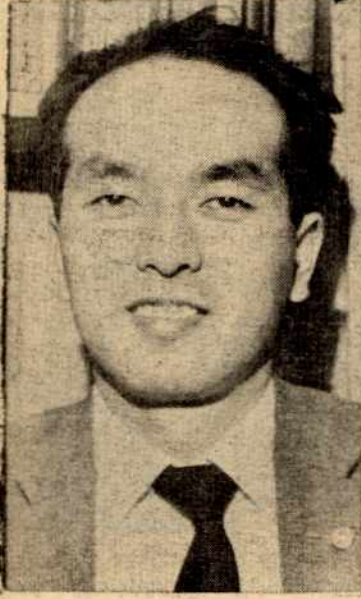
Boss Byrd has never complained about health benefits for apples and apple trees—even though such benefits are not paid for through an insurance system, like Social Security, for apples but must be paid for straight from the Treasury. So Boss Byrd is shown to feel that a Federal health program for people is evil regimentation even though he has a remarkable fondness for a Federal health program for apples and apple trees.

- Pittman, John A.
- Reese, Richard E.
- Richmond, H. J.
- Rogers, Maynard P.
- Schenker, Eugene W.
- Scott, Clifford E.
- Shirley, Jimmy A.
- Smith, Homer J.
- Tannlund, Emil L.
- Tilley, Lloyd G.
- Wasley, Gene L.
- Wilson, James T.
- Young, Raymond A.

Japanese Unionist Visits 1245, Tells Ideas on U.S. Unions

When a foreigner studies the American Trade Unions from afar, he gets a different impression than when he has a chance to study them close-up.

This was the main point made by Hiroshi Araki, Shop Steward for Tokyo Electric Power Workers Union of Tokyo, Japan.



HIROSHI ARAKI

Brother Araki was a visitor to the offices of Local 1245 from January 15 to 19, 1962.

"Before I came to the U.S. I thought that relationships between unions and management in the United States were good, that they had matured into a relationship where each side respected the rights of the other," he stated. "When I came I was surprised to find much bitterness on both sides. It appears that in many areas of the United States the employers are still trying to get rid of unions and to break the unions."

Brother Araki has been in this country since September, 1961 on a long term study program of six months' duration. He stated that he had arrived at his conclusions during his visits to many parts of the United States including several Southern states where unions were having great organizing difficulties.

"Also, I did not realize how many serious problems the United States' unions were facing. Automation, continuing battles against 'Right-to-Work' laws, unemployment, and organizing of White Collar workers are examples of what I mean."

Brother Araki pointed out that in Japan the clerical, technical and professional workers are well organized and often very militant. He stated that many of the Union leaders come from this work group. He felt that it was probably because the intellectual leadership of the Japanese Nation came from this group and the Japanese intellectual group was very union-minded.

During the course of his visit, Brother Araki participated in various Union activities and met with a number of Stewards from the Clerical Unit of Local 1245.

Brother Araki is a graduate of the University of Tokyo.

'Juice Men'

BALTIMORE (PAI) — If you want to know what private loan sharks who charge more than the legal rate of interest or loans call themselves, it's "juice men."

This description was given here by Willie Crowfoot, who was picked up by police for allegedly working over a borrower who tried to welsch on a loan carrying 260 per cent interest. Police are still looking for Crowfoot's partner, "Willie from Philly."

New Cal. Industrial Chief Is Named

Governor Edmund G. Brown appointed George A. Sherman, 53, now Assistant Chief of the Division of Industrial Safety of the Department of Industrial Relations, to Chief, succeeding Thomas Saunders who resigned.

Governor Brown said that "Sherman is a career employee with an outstanding and unusual record in the Division of Industrial Safety."

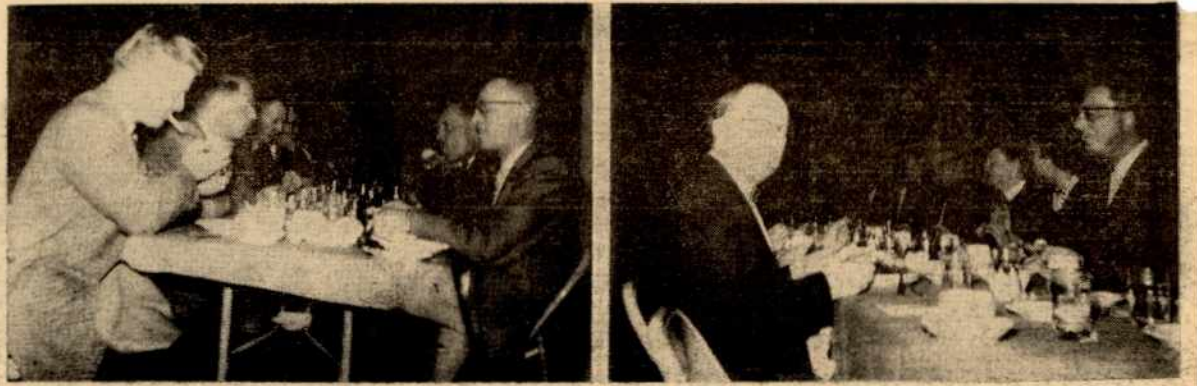
"In 21 years of service with the Division," Governor Brown said, "he has held every important job from Junior Safety Engineer to Assistant Chief. He is one of the top U.S. authorities on industrial safety."

Saunders resigned to direct Northern California activities of the California Democratic Coordinating Committee, 212 Sutter Street, San Francisco.

A native of Livermore, Calif. Sherman was educated in Livermore schools and graduated from the University of Santa Clara as an engineer.

MUST CEASE FALSE CLAIMS FOR TABLETS

An order issued by the Federal Trade Commission directs Carlson Pharmaceuticals, Inc., of Detroit, to "stop misrepresenting that its Arth-Rite capsules will cure any kind of arthritis and rheumatism" and to discontinue "other false claims."



Shown above is a portion of the many friends of Ruby Brown who attended her retirement luncheon in Hayward on Dec. 13.

Honor Ruby Brown On Retirement at Hayward Luncheon

Retiring Local 1245 member Ruby Brown was guest of honor at a luncheon in Hayward on December 13, 1961.

In attendance at the luncheon were many of her fellow workers plus people who had

worked with Ruby during her 19 years of service in East Bay Division at the Oakland office, the Concord Service Group, and the Hayward Electric Department where she worked as Joint Pole Clerk.

Business Representative Norman Amundson presented a scroll and pin on behalf of Business Manager Ron T. Weakley, and paid tribute to the steadiness, wisdom, and responsibility contributed by members such as Ruby Brown. Master of Ceremonies was Eddie Romagnola from the Hayward Electric Department. Mission District Electric Dept. Superintendent Al Jensen presented Ruby with a bracelet and her retirement checks.

In an excellent and sincere acceptance speech, Ruby thanked all who were present, discussed some of the aspects of her work as a Joint Pole Clerk and then turned the tables on the guests by presenting each of them with a glass of quince jelly which she and her daughter had prepared for the event.

The gift to Ruby was a set of matched luggage which she will use on a long vacation trip.

YOUR Business Manager's COLUMN

(Continued from Page 1)

across the table in the American tradition of free collective bargaining.

You have a stake in the results of the processes of collective bargaining. Our collective bargaining has provided better wages, better sick leave, better pensions, better vacations, better medical protection, better life insurance, better savings opportunities, and a host of other benefits which make for a better way of life for you and your husband and your children.

Our status as an honest and effective force for good in the industry and in the public is vouched for by many responsible and respected observers. Our record of delivery for the dues investment of the member and his family is well beyond the investment return available in other areas in our economic and social community.

In short, we are your advocates and we only exist for your economic and social welfare and that of your husband and your family.

No other institution can make this statement. While your church or fraternal organization might offer you spiritual and other rewards through membership and participation, our Union is the only champion of the day-to-day practical needs of the wage earner and his family. Your interest and support will help us do a better job for you.

Mrs. Eleanor Roosevelt has been named the world's most popular woman for the 13th time in 14 years, according to a recent Gallup Poll.

Consolidated Edison Settles

Negotiations on the Consolidated Edison properties in New York have been completed. Wage increases were applied on a stepped basis: 12.5c an hour for all employees whose classification has a maximum rate of \$3.415 or above; and 10c an hour for those below.

Local 1-2, U.W.U.A., estimated that the value of the settlement, including fringe benefits that could be estimated, came to 17.8c an hour, presumably for those in the \$3.415 and above group. Including additional fringe benefits that could not be costed (because of the pressure of the negotiations deadline), the total value of the settlement was established at 23c or more, by Local 1-2's Business Manager Mike Sampson.

Members OK Bylaw Amend.

Local 1245 members voting in Unit meetings during the month of December approved the following amendment to Article IV, Section 4, 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."

This amendment deletes 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 months prior to April 1st of any election year."

Results of the voting were as follows:

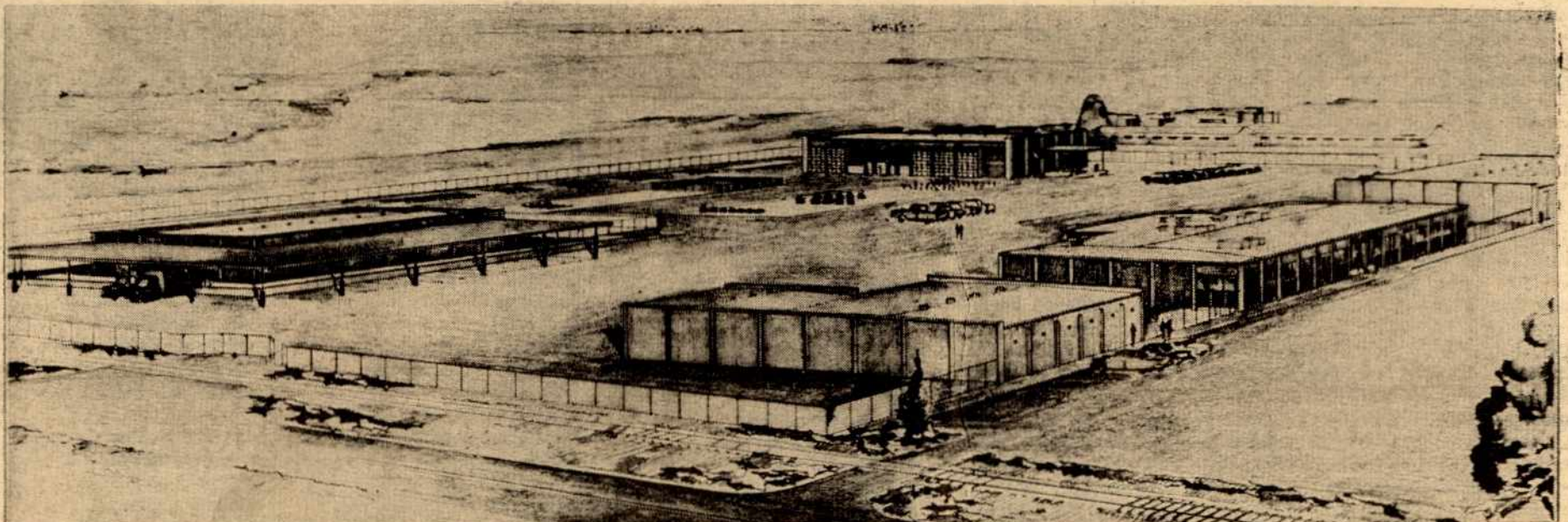
- 501—Yes
- 151—No
- 16—Present, not voting
- 84—Voided.

NEW STEWARDS

Following are the new shop stewards appointed in December:

PACIFIC GAS & ELECTRIC COMPANY: John F. Jaster, De Sabla Division. Frank A. Brown, General Construction Department. David C. DeLee, San Francisco Division. Charles A. Pace, S.F. Division. Robert J. Smethurst, S.F. Division. Colvis R. Lantia, San Joaquin Division. Sam A. Rushing, Stockton Division.

SIERRA PACIFIC POWER COMPANY: Henry J. Redford.



East Bay members of Local 1245 will be working out of this new Service Center located west of the Nimitz Freeway near High Street by next year. The Center will serve as headquarters for 600 Gas and Electric Department service employees.