



# Utility Reporter

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO,  
1918 Grove Street, Oakland 12, Calif.

VOL. VIII—No. 10

OAKLAND, CALIFORNIA

FEBRUARY, 1962

## Units Elect Delegates to Annual 1245 Conference

Delegates are being elected in the 70 Units of Local 1245 during February in preparation for the Annual Unit Conference to be held at the Hotel Leamington in Oakland March 31 and April 1.

This Annual Conference will establish Negotiating Policies for the 1962 Negotiations of the Local.

It is estimated that approximately 220 people will be in attendance at the Conference. The first session will begin at 1:00 p.m. on Saturday and the conference will run through Sunday afternoon.

Invitations will be extended to Governor Edmund Brown, Oakland Mayor John Houlihan, IBEW President Gordon Freeman, IBEW Ninth District Vice-President Charles Foehn, Alameda County Central Labor Council Secretary Robert Ash, IBEW Director of Utility Operations Richard Rappatoni, Univ. of Calif. Industrial Relations Institute Labor Liaison Director John Hutchinson and IBEW International Representative Henry Conover.

In addition, the twelve Local Union Business Managers of Utility Unions in California, Oregon, Washington, Nevada, Utah, Arizona, Colorado and Hawaii have been invited to attend.

Each unit is electing two delegates and two alternates to the Conference. In addition the General Construction Department will be represented by five delegates and in those Divisions where there is no separate Clerical Unit a Clerical-at-Large Delegate is being elected. The Conference will be attended by the

Executive Board, the Advisory Council, the Business Staff, and the PG&E Negotiating Committee.

Our newest members in the

Local, the Negotiating Committees from Davey Tree Surgery Co., Nolan Tree Surgery Co. and Utility Tree Company will also attend the Conference.

## Local 1245 Nominates All Officers in April

In accordance with Article III of the Local Union By-Laws, nominations for the following Local Union officers will be made at Unit Meetings during the month of April: President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Central Area

Executive Board Member, Northern Area Executive Board Member and General Construction Department Executive Board Member. In addition to the above named Constitutional Officers, nominations will also be held for Advisory Council Members and delegates to the International Convention which will be held in Montreal this fall.

As excerpted from Article III, the following is the procedure to be followed for nominating candidates. Reference should be made to the By-laws for additional information.

### ARTICLE III

**Section 6.** Provides that nominations of Local Union Officers and Advisory Council members should be made a special order of business at 8:30 p.m. at your April meeting.

**Section 11.** Provides that nominees shall have been members in continuous good standing for two years prior to April 1, 1962. A nominee should not have his

name recorded in the minutes as a candidate if he knows he will not qualify.

**Section 12.** Provides that a member must be present at the local Unit meeting to be nominated as a candidate. The only exception to this is if the member notified the Recording Secretary in writing on or before April 1, 1962 that said member will be a candidate for a specific office if nominated.

**Section 13.** Provides that a member shall not accept nomination for more than one Local Union office.

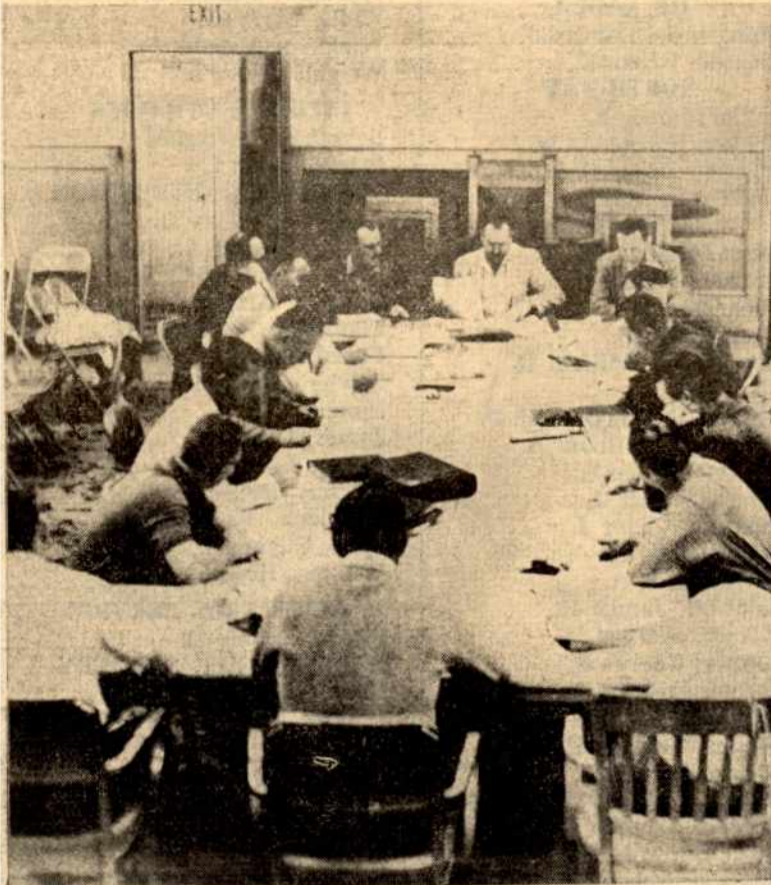
It is the duty of everyone to encourage able members to be candidates for Local Union offices, keeping in mind that the Officers you elect will guide the Union for the next three years. Attend your April meeting and participate in this important function of your Union.

Nominations will be held at the following Local Unit meetings:

### APRIL 3

1117 Wasco	Power Club	7:00 p.m.
1211 Salinas	American Leg. Hall	8:00 p.m.
	14 W. Laurel Drive	
2311 Oakland	Porter Hall	8:00 p.m.
	1918 Grove Street	
2413 San Francisco	Local 6. I.B.E.W.	8:00 p.m.
	55 Fillmore Street	
2513 Jackson	Carpenter's Hall	7:00 p.m.
	Sutter Creek, 1/2 Mile	
	So. Hwy. 49	

(Continued on Page 2)



With the Annual Conference, Negotiations, Elections and Advisory Council Meetings coming up, the already busy schedule of the Union's Staff members becomes such that Week-end meetings are the order of the day. Above the Staff is pictured at 9:00 a.m. on Sunday, February 11, during the second day of a two day meeting.

## Cal. Electrical Safety Orders Are Studied

On January 15 and 16, meetings were held in Santa Barbara under the direction of E. E. Carlton, Senior Engineer of the Electrical Section of the California State Division of Indus-

trial Safety. The purpose of these meetings was to discuss proposals submitted by various I.B.E.W. Local Unions to revise the Electrical Safety Orders.

Among the changes proposed were the clarification of the term "Qualified employee," to make certain that employees assigned to work on high voltage circuits are properly trained, to make it clear that the "stand-by workman" would be in a position to render immediate assistance in the event of an accident, to require that line reclosures be locked out and man-on-line tags be utilized whenever strain is placed on the circuits being worked on, to provide standards for covering of circuits and grounds when working on or near high voltage conductors.

Assistant Business Manager M. A. Walters represented Local Union 1245 at this meeting and was selected as Chairman for the union group, which consisted of representatives from Local Unions 18, Los Angeles, 47 Alhambra and 465 San Diego, all of which have utilities jurisdiction representing the employees of Los Angeles Bureau of Water and Power, Southern California Edison Company and

San Diego Gas and Electric Company.

Also in attendance was International Representative Henry Conover, as well as representatives from several construction locals of the I.B.E.W.

Management representatives present at the meeting were

(Continued on Page 2)

## YOUR Business Manager's COLUMN

By R. T. WEAKLEY

A variety of issues, both internal and external, are beginning to be raised at this time by a minority of the members of Local 1245. These issues will be a testing ground for all the members in 1962 and the manner in which they are resolved will be of considerable and lasting import.

Some of these issues are being legitimately and properly raised. Others are not.

Individual member policies which accommodate a drift with the tide, apathy, indifference and letting "George do it," will not get the job done for the members who own and operate this Union. Energetic and vocal minorities can and will fill the vacuum created by those who might continue such a personal policy of indifference.

As an organization, as a united group of individuals, we must take a new look at our internal structure and our goals. Policies must be reviewed and provisions for meeting the need for additional areas of policy must be made. Part of the overall problem is often a lack of understood and agreed guide lines. This situation can easily be changed if the people will get with it.

### UNITY CHALLENGED

I hear old and familiar cries of the past days of our organizational disunity being revived in some quarters which suggest

(Continued on Page 6)



A double retirement party honoring two Local 1245 members was held in San Luis Obispo on Feb. 1 with over a hundred persons in attendance. At left Bus. Rep. Spike Ensley presents a

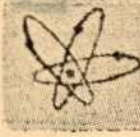


Scroll and Pin to Omar Hodgkin. At right Brother Johnnie Holmes receives his.



*Radiation Round-Up—*

# For Local 1245 Members More Atomic Age Tools



By SAM L. CASALINA, Radiation Safety Consultant

With nuclear generated power rapidly becoming a reality, a growing number of Local 1245's members will contribute to its development. Nuclear instrumentation is a vital phase of this development, and those members who will monitor, take reactor samples, and calibrate and repair instruments, will play an important role in power reactor operation.

The backbone of any nuclear job, whether it is a plant scientist studying how tiny amounts of radiocarbon are taken up through the root system, or a nuclear power generation plant utilizing tons of uranium dioxide, is the ability to detect and accurately measure radiation. Since the human senses of taste, touch, smell, sight, and hearing cannot detect radiation, even in dangerous amounts, we have devised instruments which do this for us.

The picture gets rather involved when we realize that radiation can consist of x-rays, gamma rays, beta and alpha particles, and neutrons of various speeds. In addition, these rays and particles are ejected from hundreds of different radiation sources at thousands of measurable energies.

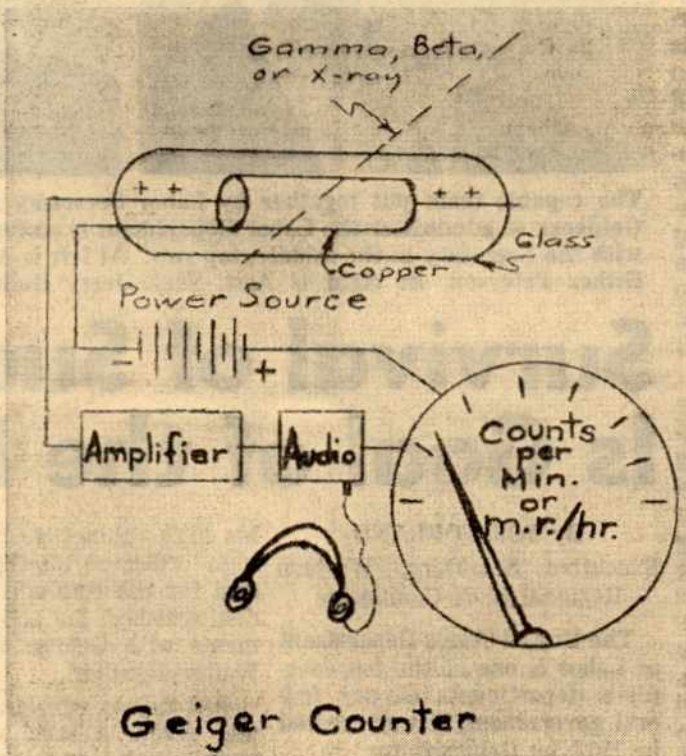
**GETTING A CURRENT**

The whole trick is to get the fast moving (some hustle along at almost 186,000 miles per second) rays to pass through a detector and create a small electrical current, which can then be made to move a needle on a dial or create an audible signal.

Since man first attempted to measure the mysterious Roentgen rays from nuclear sources back in 1890's, many different detecting devices have been developed. All are similar in principle, and have the following components: A probe or sensing element, a power supply (usually batteries) an amplifier, and an audio amplifier (for uses with a headset) or a dial with graduations in counts per minute or milliroentgens per hour.

**THE SENSING ELEMENT**

The sensing element or probe is a very important component of any count-rate meter or other detector. The probe is the part that receives the radiation and converts it into a measurable current. Two important types are mentioned here. The geiger tube was developed by two scientists named Geiger and Mueller and was at first known as the Geiger-Mueller tube. But it appears that Herr Geiger's press agent was better, and the tube was soon known as the geiger tube. When this type tube is connected to the circuit shown, it becomes the well known geiger counter.



**Geiger Counter**

With this type of probe an atomic particle passing through it creates ions by knocking out of orbit some of the electrons of the air molecules. The freed electrons are then attracted to the positive charged wire. As they move toward the wire they attain high speeds within short distances and have enough velocity to ionize other air molecules freeing more electrons. The whole process is rapidly multiplied, and an AVALANCHE of electrons striking the positive wire creates a small current. The more atomic rays pass through the tube the more current is produced and this is reflected in a higher dial reading.

**USING LIGHT FLASHES**

Another important way of detecting radiation is with certain crystals. Many crystals, especially sodium-iodide, when struck by atomic particles produce small flashes of light called scintillations. A photomultiplier tube placed next to the crystal amplifies the light flashes and converts them into a readable electric current. This type of probe, when connected to the proper circuit makes a detector known as a scintillation counter.

The instruments shown at right are examples of the detectors used in laboratories and reactors to measure radiation.

**QUOTE FOR THE WEEK**

The greatest task before civilization at present is to make machines what they ought to be, the slaves, instead of the masters of men.

*Havelock Ellis,*  
LITTLE ESSAYS

# 1600 Get Latest Info At Safety Conference

In excess of 1,600 delegates representing Labor and Management groups were in attendance at the 12th Annual Governor's Industrial Safety Conference held at the Fairmont Hotel in San Francisco on February 8th and 9th.

Representing Local Union 1245 at this Conference were Business Manager Ronald T. Weakley, Asst. Business Manager M. A. Walters, Vice President Marvin Brooks and System Safety Committee member John Hinck.

Major speakers at the General Assembly, which was presided over by John F. Henning, Director, State Department of Industrial Relations, were Homer Lambie, Safety Consultant, Kaiser Aluminum & Chemical Corporation, who stated that a management backed program produces results, pointing out, however, that the program must be a planned program directed to reduce accidents and must have the understanding and support of every level of supervision from the president to the foreman on the job; William Grami, Executive Secretary, Teamsters Union, Local 980, who stated that Labor must broaden its vision beyond the collective bargaining process as it relates to wages and hours and should take an active and constructive part in safety matters; John Alden, M.D., who spoke on a psychological factor in accidents and A. C. Blackman, Managing Director, American Society of Safety Engineers discussed the vital need for professional safety engineering.

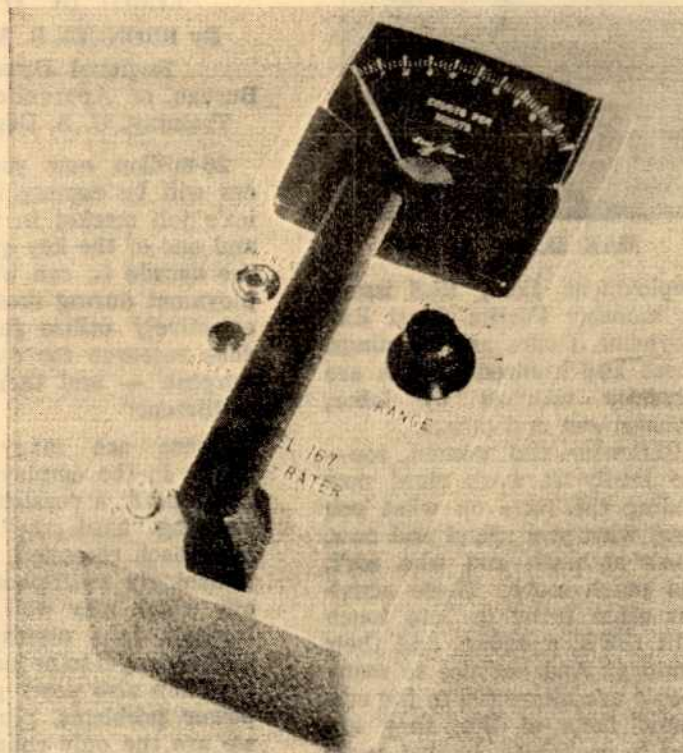
Addressing the assembled delegates during the luncheon session on Thursday, Governor Edmund G. Brown noted that while there had been a reduction in the accident rate in the State of California, he stated that the delegates could not become complacent with these results since workers in 1961 lost an estimated 36 million days from work because of illness or injury and during that same year there were 932 deaths on the job or related to job injuries.

He set forth five major objectives which he hoped the delegates would turn their attention to: Intensify your efforts to find out the "why's" of industrial accidents; concentrate closely on the construction industry, the most hazardous major industry in our State; consider ways to expand our effort to meet radiation and radioactivity problems; focus your attention on trades and services—they employ some 2 million working in California—and their injury rate is surprising; let's not allow our rising rate of employment in all fields to bring about a rising spiral of industrial accidents.

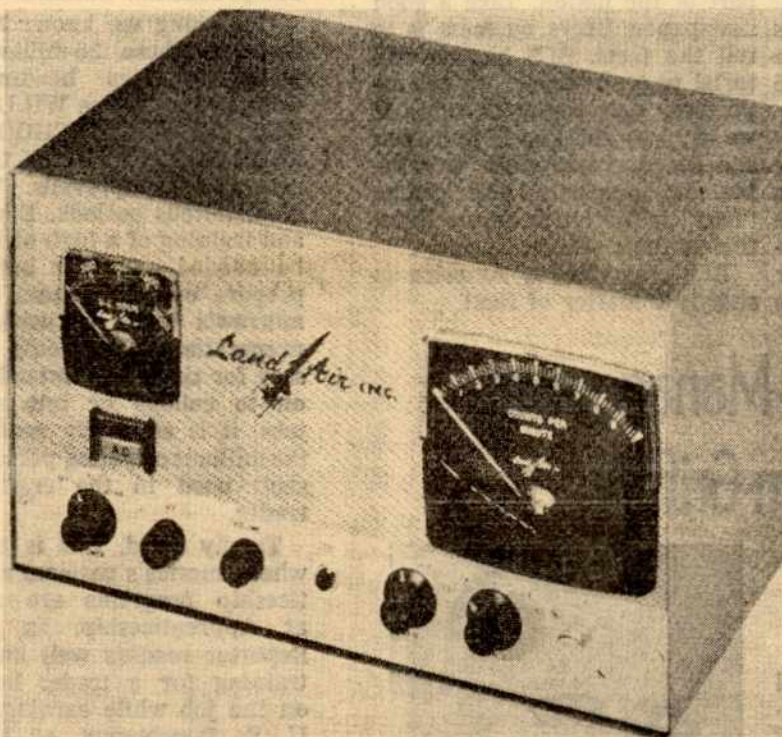
The highlights of the Transportation-Communications - Utilities Section which Local Union 1245 delegates participated in were an address by C. Robert Love, Vice President Corrigan Communications, Inc. on safety communications with those who need it most, the workers, and a discussion on safety through seat belts under the direction of C. W. Eddy, California Electric Power Company and Dale Marr, Operating Engineers, Local 3.

**It Adds Up**

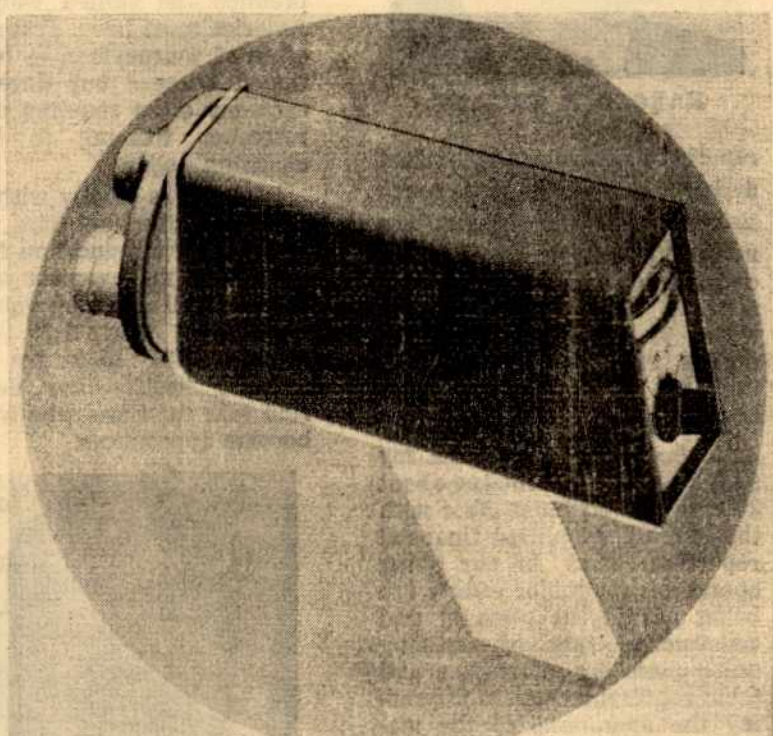
An advertising agency executive complains that it's getting tough to recruit young people for agency jobs. The younger generation is convinced that advertising is a "dishonorable business," he says. Apparently the trouble is that people read the ads.—ADA News.



This is a portable count-rate meter which can use a geiger or scintillation probe connected to the meter by means of a cable.



This is a laboratory count-rate meter. With the appropriate sensing head it can be used to monitor potentially contaminated areas or measure the radiation coming from reactor samples. The model shown is semi-portable, but some detectors can weigh several hundred pounds.



This new type detector is a turret crystal monitor and uses three special detecting crystals mounted on a turret much the same as movie cameras with interchangeable lenses. The crystals on this model detect and measure thermal neutrons, fast neutrons, and beta-gamma radiation. Pictures courtesy James F. Ball, Land-Air, Inc., San Leandro, California.

# Labor Statistics A Matter of Fact

By MAX D. KOSSORIS  
Regional Director  
Bureau of Labor Statistics

Who's working? What are they earning? How are they spending it?

Ask the Bureau of Labor Statistics, which has plenty of experience when it comes to measuring our economy. And not only do BLS staff get and give information on employment, wages and prices; we also get the facts on productivity, automation, industrial relations, accidents, and a long list more.

Most widely followed BLS report is our monthly Consumer's Price Index. Popularly known as the "cost-of-living" report, the CPI tells you how the price of a pound of hamburger, a can of coffee, and 30 other items has changed in the month. Similar studies cover a vital range of consumer items, from apparel and housing and medical care to transportation and many other goods and services.

Of special interest now is BLS's new "Occupational Outlook Handbook" for 1961-62 — 830 pages of up-to-date facts to aid young Americans in choosing their careers. 14 pages are devoted to jobs in the electric light and power industry, for example. The book is used as a "bible" by school counselors, students, libraries, labor groups and parents. Its cost is \$4.50 a copy; send to BLS, 630 Sansome Street, San Francisco.

BLS has done numerous studies on collective bargaining agreements, many of which are geared to the Consumer Price Index. Even alimony agreements have contained escalator clauses keyed to the CPI! In the



MAX D. KOSSORIS

employment field, BLS issues its monthly Pacific Coast Employment, Hours and Earnings. These and kindred reports are carefully watched by labor, management and others.

BLS-men—and women, too—are busily at work right now finding the facts on what you earn, what you spend and how, who's at work and who isn't, and much more. These activities often bring us into touch with IBEW members and their families. And because so many people are interested in the economic facts of life, they are glad to cooperate. In that sense BLS is like a newspaper that has reliable reporters in every part of the nation. Like a good newspaper, BLS's business is to tell the facts. BLS has no editorial page, however: we are reporters, not commentators. If we say two and two is four, you can bet our arithmetic is reliable. If somebody else claims "four" is too much or too little, that is their affair...

BLS's service to America is strictly a matter of fact!

# Bureau of Labor-Management Reports -- Landrum-Griffin

By HAROLD D. HUXLEY  
Regional Director  
Bureau of Labor-Management Reports U.S. Department

Nearly 2½ years have elapsed since Congress passed the "Labor-Management Reporting and Disclosure Act"—commonly known as Landrum-Griffin, after its principal sponsors, Congressmen Phil Landrum of Georgia and Robert Griffin of Michigan.

Major purpose of Landrum-Griffin is to ensure democratic ethics within unions, and between labor and management. Racketeers in industrial relations are very much a minority group: for responsible unions like responsible management are square-dealers. For that corrupt, small minority that has persisted in playing dirty, there is the deterrent influence of the Landrum-Griffin law along with increasingly forceful self-policing by "the good guys" of the majority.

Our emphasis is on self-correction rather than government action. We concentrate on persuasion and enlightenment, but when that approach is wilfully ignored, we have a potent set of legal weapons to set things right. Over a recent 12 month period over 1,900 violations of Landrum-Griffin were found by our agency throughout the country. 1,882 of them were corrected out of court, through "voluntary compliance"—with a saving of time and money, and quick relief to those who were the victims of the violations.

Paperwork required of union-



HAROLD D. HUXLEY

reports to the Labor Department under the law have been much simplified. Labor organizations must submit reports on their organization only one time, but financial reports must be filed within 90 days after the expiration of the union's fiscal year. Financial report forms have been greatly streamlined.

In the weeks just ahead, my staff and I are conducting about 20 clinics to acquaint labor with the revised, simplified financial reporting forms. In our going operation, our major efforts are being put to the pleasant and constructive task of assisting union members, employers and their representatives in improving the operations of the machinery for collective bargaining—a keystone in our democratic system.

444 Market Street in San Francisco is our office: the door is always open.

# Dedicated to the Welfare of Women—The U.S. D

## Apprenticeship Earning While You Learn at Work

By BRONCEL R. MATHIS  
Regional Director  
Bureau of Apprenticeship and Training, U. S. Department

26-million new young workers will be coming into America's job market in the 1960's, and one of the key questions of the decade is: can we find employment during these years to effectively utilize this tremendous resource for our national purpose — and their personal fulfillment?

There are many pressure points in the employment prospect ahead: a persistent and increasing "hard core" of jobless after each recession, and an astonishingly swift-paced technology which may well make yesterday's jobs useless, and tomorrow's yet-to-be-learned. Automation also poses grave manpower problems, plus the fact we are the only country in the world able to afford a structure where service workers outnumber production workers.

One thing we know: 7½-million of those 26-million new young workers heading for work in the Sixties WILL DROP OUT OF HIGH SCHOOL BEFORE GRADUATION if the current situation prevails. This is a calamitous outlook. Education and training of a high order will be needed as never before to prepare our youngsters for tomorrow's world of work. This preparation is not only necessary for those who intend going on to college or into service jobs, it is as vitally needful to the millions of young persons we shall need in the crafts and trades.

To my mind, this is exactly what America's national apprenticeship programs are aiming at. Apprenticeship, as Utility Reporter readers well know, is training for a trade: learning on the job while earning. The U. S. Department of Labor's BUREAU OF APPRENTICESHIP AND TRAINING helps industry in developing and improving apprenticeship and training programs designed to produce the skilled workforce America must have. Training — often of journeymen — is mentioned because our developing economy often requires new or refresher training to meet changing needs.

BAT works closely with State apprenticeship agencies, trade and industrial education institutions, and management and labor. Its all done by voluntary cooperation among these groups. BAT does not train workers itself — nor does it find jobs for those who want to become apprentices.



BRONCEL R. MATHIS



The capable team put together by Labor Secretary Arthur J. Goldberg to administer the Labor Department is pictured above with the Secretary in the middle, top row. At left is Asst. Secy. Esther Peterson. At right is Asst. Secy. Jerry Holleman (an

# Survival of Success Is Goal of the Lab

By TOR TORLAND  
Executive Secretary, Western Regional Staff Committee

The United States Department of Labor is one of the ten executive departments of our federal government. It was created in 1913 by Congress to:

"Administer and enforce statutes designed to advance the public interest by promoting the welfare of the wage earners of the United States, improving their working conditions, and advancing their opportunities for profitable employment.

From national headquarters in Washington, D.C., and from regional and field offices in California, Nevada and throughout the nation, the U. S. Labor Department serves organized and unorganized labor in the welfare of the American people as a whole. An explanation of those services and activities is given in adjoining columns.

The second year of our decade of the sixties also marks the start of the Kennedy Administration's second year in office. It's a good time to take a look at the record.

Secretary of Labor J. Goldberg has spearheaded the Labor Department's stepped-up efforts since last January 20. A brilliant labor lawyer who was long associated with the AFL-CIO as legal counselor, Arthur J. Goldberg has brought to

his high cabinet post the same high order of intelligence and zeal for the common good that distinguished his solid achievements with George Meany and Walter Reuther.

Just a year ago Mr. Goldberg was given a rarely accorded unanimity of approval by both labor and management as "highly acceptable" after President Kennedy proposed him for Secretary of Labor. The same stamp of approval "for high quality" is being given Secretary Goldberg's top appointed staff, all of whom have had first-hand experience in labor-management matters:

Under Secretary of Labor is Willard Wirtz of Chicago; labor lawyer, law teacher, arbitrator, law partner of Ambassador Adlai Stevenson. Four assistant secretaries work under Goldberg and Wirtz to promote the welfare of American workers.

Assistant Secretary Jerry Holleman, who left his job as the youthful president of the AFL-CIO in Texas to go to work for Mr. Goldberg and the Labor Department.

Assistant Secretary James Reynolds, widely experienced in labor-management relations, both by virtue of his work in private industry and as a former member of the National Labor Relations Board.

# ... of Working Men and ... Department of Labor



B.E.W. member). Bottom row, L. to R., are Asst. Secy. James Reynolds, Under Secretary W. Willard Wirtz, and Asst. Secy. George L-P Weaver

## ... and Freedom ... Department

Assistant Secretary Esther Peterson is a Utah schoolteacher who has spent more than 25 years working to improve the life of American wage-earners. Her associations include the amalgamated Clothing Workers, the Hudson Shore Labor School, the ILGWU, the International Confederation of Free Trade Unions, and Legislative Representative of the Industrial Union Department of the AFL-CIO. Assistant Secretary George L-P Weaver has devoted his entire working life to the labor movement: the AFL-CIO Civil Rights Committee, the IUE, the International Labor Organ-

ization and others.

Also, Jimmy Dodson, a career man with more than 40 fruitful years in Government, is Mr. Goldberg's assistant secretary for administrative matters.

During the White House conference on domestic affairs, attended by over 4,000 Bay Area citizens in San Francisco several weeks ago, Secretary Goldberg said that full employment could be achieved in the U. S. and spelled out a five-plank program to do it. Its highlights are these:

1. A Higher Rate of Economic Growth.
2. Adequate Protection for Unemployed Workers.
3. Federal Aid to Employment.
4. Tax Credits for Business.
5. Free Trade.

In summing up the salient efforts in which he and the Labor Department will have a central part, Secretary Goldberg said:

"Our goals are these: an economic life characterized by growth and full equality of opportunity; the attainment of equity between shareholders, workers and the consuming public; stability in prices and in labor-management relations; and the harnessing of all our resources in a vast, voluntary partnership of interests to achieve the survival and success of freedom in the world."

Our thanks to Tor Torland, Information Officer for the Regional Office of the Labor Department for his assistance in preparing this feature.

A Special Feature Prepared for "The Utility Reporter," IBEW Local 1245

(More on next page)

## The Wage-Hour Law A Protection for Workers, Families

By FRANK J. MUENCH  
Regional Director  
Wage and Hour and Public  
Contract Divisions

"A ceiling on hours—a floor under wages—a break for our kids!"

This is a good capsule description of the federal Wage-Hour law, officially known as the FAIR LABOR STANDARDS ACT OF 1938 AS AMENDED. Before the 1961 amendments, the federal Wage-Hour law's principal provisions were:

- applied to workers engaged in or producing goods for interstate commerce, or work closely relating to it. This figure was, and is, about 24-million people;
- set a minimum hourly wage;
- required covered workers be compensated with time and one-half their regular rate of pay for each hour worked over 40 in a workweek;
- set minimum ages for the employment of minors: 16 for general work, 18 for occupations declared hazardous by the Secretary of Labor, and 14 for work outside school hours with certain limitations.

The amendments through the years—the law came into being in 1938—acted mainly to raise the minimum-wage level from its initial 25c an hour to the present top minimum of \$1.15 an hour, which rises to \$1.25 for all covered workers by 1965. The 1961 amendments' broadest effect was to hike the minimum wage, and bring 3.6-million new workers under the law's protection. Most of them are in retail and service jobs.

Easiest way to understand the latest changes and their application, is to look at TWO groups of workers, both covered by the law:

FIRST, the 24-million men and women covered prior to the 1961 amendments, which increased their minimum wage from \$1 to \$1.15 an hour. In September 1963 their minimum wages goes to \$1.25 an hour. These 24-million workers continue to be protected by the law's overtime and child-labor provisions, which set time and one-half the workers' regular rate of pay for all hours worked over 40 in one workweek—and prohibit employing under-age minors in certain kinds of work.

The SECOND GROUP covered by the federal Wage-Hour law—the 3.6 million just brought into coverage by the 1961 amendments—are mostly retail and service workers. The minimum wage and overtime provisions applying to them are



FRANK J. MUENCH

## Employment Security Federal-State Teamwork

By GLENN E. BROCKWAY  
Regional Director  
Bureau of Employment Security



GLENN E. BROCKWAY

In 1933 nearly 13 million Americans were unemployed—a staggering 25 per cent of our entire labor force! The gloomiest depths of the great depression had been reached, and it was not until after Pearl Harbor that employment "went out of the red and into the black." One of the most helpful pieces of legislation conceived in those dark days of the early thirties was the Wagner-Peyser Act, which established a federal-state system of EMPLOYMENT offices.

below the standard enjoyed by the FIRST group, but will in the next few years rise to these higher standards so ALL covered workers enjoy the same benefits. Congress wrote the 1961 amendments this way to give immediate relief to workers never before covered by the law, and at the same time lessen the immediate economic impact on the employers concerned.

The SECOND GROUP, the 3.6 million workers newly covered, have these provisions applying to their work:

- 1.00 an hour now, \$1.15 an hour in September 1964, and \$1.25 an hour a year later;
- straight time—no overtime—until September 1963, when they are entitled to time and a half after 44 hours, after 42 hours beginning September 3, 1964, and after 40 hours beginning September 1965.
- child-labor provisions apply to this group exactly the same as they do to the first group of covered workers.

1965, as you see, is the year when all workers covered by the federal Wage-Hour law will enjoy identical standards: at least \$1.25 hourly wage, time and a half overtime after 40 hours, and the unchanging child-labor standards.

To get back to the Fair Labor Standards Act, commonly known as the Wage and Hour law, the record disclosures of last fiscal year showed almost 31 million dollars were found due 202,000 workers as a result of our investigations throughout the land.

Finally, I might point out the four ways in which back wages can be obtained under the federal Wage-Hour law:

1. An employee in his own right may sue his employer for back wages believed due. In such case the court may order up to an additional equal amount in liquidated damages.
2. A written request claiming unpaid minimum or unpaid overtime wages under the law may be filed with the Secretary of Labor by ANY EMPLOYEE. The Labor Secretary may bring action to recover these wages if there is no unsettled question of law involved.
3. We in the Wage-Hour division are authorized to supervise out-of-court the payment of unpaid minimum wages or unpaid overtime due under the law.
4. The Courts are authorized by the 1961 amendments to order the payment of back wages due under the law in an injunction case. Prior to the new amendments no back-wage recovery was legally possible in such cases.

We engage in a continuous educational program to acquaint employers with their responsibilities, and employees with

Nowadays all 50 States and the territories of Puerto Rico, Virgin Islands and Guam participate in the system, under which more than 1800 job offices across the land are operated by State employment security agencies. The Labor Department's BUREAU OF EMPLOYMENT SECURITY (BES) and its regional offices make up the federal half of the partnership. BES's mission is to ensure that the U.S. funds which finance the total operation are being used according to the Wagner-Peyser Act and other laws governing the system—and to work with State staff in developing the most effective public employment and unemployment insurance services possible.

All sorts of jobs are filled by the system: from clerical and commercial work to professional positions, industrial jobs and farm employment. The public employment security system is a model of state-federal cooperation and efficiency. Uncle Sam pays the bill and helps plan and advise the services: the State agencies run their own show in the field. One of the best and largest of these State agencies is the California Department of Employment, directed by Irving Perluss. Its 100 offices throughout the State offer top quality job counseling and placement services.

But security for working Americans sometimes means more than getting and holding a job. If they become sick or injured, are unable to find work, they may well qualify for unemployment insurance or disability insurance. That's another big chore carried out by BES in cooperation with State public employment agencies. The laws under which States operate their unemployment insurance programs differ in their application. BES reviews these State laws to make sure they conform to the Social Security Act and other national legislation governing the payment of unemployment insurance to eligible persons.

their rights, under the law. We have mailed out, and have available, excellent interpretative bulletins and folders which explain the amended law. Anyone who wants more detailed help has only to write, phone or call on us, or our investigators a-field. Our regional offices are at 630 Sansome Street in San Francisco. The Oakland and East Bay area, including most of Northern California and the entire State of Nevada, is within the jurisdiction of our field office located at Room 411, Penn Building, 354-21st St., Oakland. Charles O. Atchinson is the area supervisor.

## Labor Department Feature Continued



HOWARD T. FRAZIER

### Bureau of Labor Standards Means Safety and Service

Improve the conditions of work and you improve the welfare of the worker and the work he does. That's simpler said than done, so the Labor Department has the Bureau of Labor Standards to promote the idea throughout the land.

LSB, as the Labor Standards Bureau is abbreviated, has two main lines of effort afield: safety and services. In its occupational safety work LSB helps State labor officials to strengthen their accident-prevention programs. It also conducts special safety seminars in high-accident-rate industries. LSB offers training courses to State safety inspectors, and carries on training for the safety personnel of unions and federal workers. Under a recent law, LSB sets up and patrols safety standards for longshoring and ship-repairing yards.

LSB is the Labor Department's main member in such groups as the President's Committee on Occupational Safety and the Federal Safety Council. Andrew F. Schmitz directs LSB's safety activities in 13 states, at Room 319 Balboa Building, 593 Market Street, San Francisco.

The state services part of LSB's job is managed in the West by Howard T. Frazier, who is located at Room 522 Balboa Building, 593 Market Street, San Francisco. These services add up like this:

- Improve state labor legislation and administration, by helping State labor departments and workmen's compensation agencies in developing standards for improved legislation, solving current problems, and aiding in exchanging information among states;

- Help promoting public understanding of the need for good labor standards;

- Safeguard the physical and educational welfare of our youth by promoting suitable opportunities for their employment, developing standards for child-labor regulations, conducting research and giving advisory service to States, communities and youth groups;

LSB spends useful time in providing specialized training for officials and citizens of foreign governments who come to our country for that purpose. Frazier also works hard with State and community groups to improve working and living conditions for American farm workers, the so-called "forgotten citizens" of our country. And joins state and local efforts in the work to enact laws and provide services to better the lot of our agricultural laborer.

Finally, the agency is custodian of welfare and pension plans and annual reports subject to the 1959 Welfare and Pension Plan Disclosure Act.



ROBERT L. SHELBY

### Bureau of Veterans Re-Hiring Rights

By ROBERT L. SHELBY  
Regional Director  
Bureau of Veterans  
Reemployment Rights

To millions of Americans, the most memorable letter of our lives was the "greetings from Uncle Sam" calling us to military service. In the 20 years since Pearl Harbor millions of men and women have gotten this word and shifted from civvies to uniform for periods varying from a few days to a lifetime.

No good American objected to serving our country in time of need, but the move from bungalow to barracks usually adds up to major adjustments in a man's life. Among the most important of these is the civilian job we leave for months or years, and hope to return to one fine day.

Federal laws have been enacted giving reemployment rights to former members of the Armed Forces, reservists doing training duty, and persons rejected for military service. The Labor Department's Bureau of Veterans Reemployment Rights provides information and assistance to employers, labor organizations and other interested parties affected by the statutes. I directed BVRR's activities in California, Nevada and 7 other Western States from headquarters at room 1529 Appraisers Building, 630 Sansome Street, San Francisco.

### Information Office Publication, Report

A major mission in both public and private enterprise these days is not only to do the job well — but to keep the public and your co-workers properly informed about it. Only on the basis of accurate and complete facts, can we make evaluations and critical judgments about things we have a stake or interest in.

The Labor Department has a small but busy agency devoted to this cause. Its name: the Office of Information, Publications and Reports. Its staff are for the most part ex-newsmen who prepare and issue news releases, daily exhibits, and write radio and TV presentations about the Labor Department. They also prepare speeches and publications, and serve as the Labor Department's representative in public and press relations.

The regional information officer for the Labor Department is Tor Torland, whose offices are at 630 Sansome in San Francisco. He and his staff are available at all times for information on the U.S. Department of Labor; what it is, what it does, what's going on now, what's planned for the future.

## YOUR Business Manager's COLUMN

(Continued from Page 1)

that a division of the house is the road to success and survival.

"We should have a gas workers' local—the electrical department gets all the breaks and we get the leavings." "We should have a linemen's local, after all, we are the backbone of the outfit." "We should have a truck drivers' local — too many other guys are allowed to drive trucks." "We should separate the clerical from the physical." "What are we doing representing 'outsiders,' isn't this a P.G. and E. local?" "We should have a separate General Construction contract because the Division guys get all the breaks."

These and other similar suggestions are danger signs that cannot be ignored by our members unless they are willing to risk their individual and family security which is bound up with the institutional security of a system-wide Union.

During the past few weeks, I have personally heard remarks along these lines made at certain Unit meetings. I have also received reports from the field which reiterate such statements to one degree or another.

Implied charges of financial impropriety are directed against certain elected officers without expressed foundation of fact. Charges of abuse of authority are levelled in connection with disagreement over a few of the many grievance settlements which must be made as well as the execution of certain interim agreements made under policy and contractual authorities and responsibilities of long standing. These are referred to as "sell-outs" by a few.

The integrity of fellow workers who count ballots under current bylaw procedures is questioned through suggesting that this trade union responsibility be given to outsiders as a paid responsibility under contract.

The topper came at a recent meeting where it was suggested that, "we need a Capone or a Hoffa to run this union." (The identification and relation is not mine.)

These are serious issues. They must be aired, debated and settled, and they will be, because we have the democratic structure to settle them. However, the structure can be rendered impotent by those who are now "satisfied" with our internal operations and who are "satisfied" with the delivery of a good return on their dues investment. These members better wake up and recognize the growing necessity for their individual involvement in the affairs of this Union.

### DISSATISFACTION

There is a growing dissatisfaction among the employees of P.G. and E. which springs from management decisions at all levels. These decisions are creating changes in the status quo on the job. Many of these changes are, at the same time, creating insecurity and fear. Some of them create bitterness as privileges of long standing are snatched away, too often without any sensible explanation being made by local or area supervision. Some of them appear to be outright changes in contractual conditions and are outright arbitrary actions in the minds of some of our members.

Despite all of the current efforts of those who are diligently wrestling with grievances and

## Health & Welfare

By EDWIN M. BURR  
Consultant on Insurance and Pension Plans

### SERVICE PLANS

In previous columns we have discussed Major Medical Coverage and the Basic Health Plan. This month we will delve into the types of coverage offered by the so-called "Service Plans." These plans in our locality are largely confined to Kaiser Foundation Blue Cross and CPS.

### KAISER FOUNDATION

The Kaiser Foundation is probably the most complete service plan available in the Northern California area. Under this type of plan, you go to a Kaiser facility and are treated without cost to the individual for most medical and surgical procedures as well as hospitalization.

There are of course certain exclusions in the contract as well as certain co-insurance features whereby you pay part of the cost and the Kaiser Foundation pay part of the cost.

### OBJECTIONS

Undoubtedly the biggest single objection to the Kaiser Foundation type of service plan is the restriction that usually only Kaiser Foundation doctors may be used in a Kaiser Foundation facility and the member may not like the personality of the individual physician with whom he has contact at the hospital. There is still a large seg-

interim negotiations to meet these management actions, the problems are growing more difficult and the solutions are not meeting the desires of a growing number of people on these properties.

Therefore, the prime targets of some are the policies and the structure of the Union.

This is not unusual in such circumstances but it raises some basic questions. These involve the history of our success to date which has been exceptional if one only reviews the record of improvement from the start of organization up to the present day.

How did we get as far as we have in gaining wages, conditions and benefits? The answer is simple. Unity of purpose and unity of people in one of the largest Local Union geographical jurisdictions in the U.S.A. which has a multitude of complex problems not found in any single Local Union in the U.S.A.

Those in our house who would attack their brothers and sisters because they work in one company or one department or another, those who would separate themselves from the whole, those who would sever departments from the body politic, and those who would turn a democratic operation into one of anarchy, walk and talk in our midst and they are beginning to show up at Unit meetings in growing numbers.

### NEED FULL DEBATE

Maybe some of the policies and the structure of our Union should be changed. I have always been an advocate of proper consideration of improvement suggestions, but I have also been one to demand full debate; with opportunities for both sides of a given issues to be heard.

I am also an advocate of the extension of democracy, but too often, in some of the meetings I have attended, the voice of democracy has been stifled because what may be the real majority thinking of the total membership is obscured due to the fact that the organized advocates of change are out in force as the majority sits glued to a T.V. set or goes bowling on meeting night.

At any rate, decisions are

(Continued on Page 7)

ment of individuals who wish to choose their own doctor and not be required to choose from the staff of any organization. This is an individual choice and for those people there is usually an opportunity to choose between the Kaiser type of plan and the other types of coverage of equal status.

### BLUE CROSS PLANS

A Blue Cross Plan is a non-profit insurance company which has met the standards of the American Hospital Association and therefore has been granted the use of the Blue Cross seal. There are two Blue Cross plans in California—one located in Los Angeles and the other in Oakland.

### HOSPITAL SERVICES

The Blue Cross plans undoubtedly offer one of the most complete hospitalization services of any of the service plans. Under most Blue Cross contracts, if you use three-bed ward facilities the hospital bill is virtually paid in full. There are some limitations under the contract relative to tuberculosis, mental disorders, etc., but these exceptions are quite common in most health insurance contracts today.

### PHYSICIAN COVERAGE

Physician coverage under the Blue Cross contract is usually the same as under any insurance company. They have a schedule of fees which are used to help pay your physician's charges. These fees may or may not meet the charge of the physician and in the event they do not meet the amount charged, you pay the difference out of your pocket.

To offset this, Blue Cross now offers a Major Medical rider to most of their contracts which broadens the coverage considerably and removes some of the exclusions and disadvantages of the Basic Plan. As we can see from this, Blue Cross is a service plan for their hospital contract and their physician service contract is on an indemnity basis.

### CALIFORNIA PHYSICIANS' SERVICE-BLUE SHIELD

California Physicians' Service is one of the Blue Shield plans operating under physician sponsorship and in effect is owned and operated by the California Medical Association. There are similar plans operated in other states under the guidance of the State medical societies. They are all non-profit corporations which simply means that, in the event the corporation makes a profit, these profits are retained within the company and, should the profits continue, be used to reduce premiums.

It should be pointed out that all non-profit corporations, like profit corporations, must maintain adequate reserves for the protection of the policyholders.

### CPS-HOSPITAL COVERAGE

California Physicians' Service writes a service hospital contract very similar to that offered by Blue Cross. It usually provides 3-bed ward rate and a limited use of drugs with other hospital extras such as operating rooms, and anesthetics, paid in full.

Next month we will continue our discussion of the California Physicians' Service contract.



## Here Is 1962's Election Calendar

### CALIFORNIA

**To Be Elected:**  
 Governor and all other Constitutional State Offices.  
 One Senator.  
 Thirty-eight Congressmen.  
 80 State Assembly Seats.  
 One-half of State Senators (20).  
 Last day to Register for Primary Elections: April 12.  
 Primary Elections: June 5.  
 Last day to Register for Nov. 6 Election: Sept. 13.

### NEVADA

**To be Elected:**  
 Governor.  
 One Senator.  
 One Congressman.  
 State Legislators.  
 Last Day to Register for Primary Elections: August 4.  
 Primary Elections: Sept. 4.  
 Last Day to Register for Nov. 6 General Election: October 6.



Pictured above at their week-end meeting of February 10 and 11 is the Staff of Local 1245. L. to R. are Dan McPeak, Larry Foss, John Wilder, Scott Wadsworth, Mark Cook, Spike Ensley, Roy

Murray, Frank Quadros, Gene Hastings, Al Kaznowski James McMullan, Asst. Bus. Managers L. L. Mitchell and A. M. Hansen, Bus. Mgr. Ron T. Weakley and Asst. Bus. Manager M. A. Walters.

## NEW STEWARDS

Following are the new Shop Stewards appointed in January:

**PACIFIC GAS & ELECTRIC COMPANY:** E. R. Bathke, East Bay Division. Mike Lancaster, East Bay Division. Virgil G. Ogletree, General Construction Department. Ray Quaid, General Construction Department. Jack

**Moore**, North Bay Division. James E. Alter, San Jose Division. Bruce M. Kann, San Jose Division. Wiley S. Siebecke, San Jose Division. Al V. Sposito, San Jose Division. Kenneth Boone, Stockton Division. Lester V. Queirolo, Stockton Division. Eugene C. Glorvigen, transferred from East Bay Division to North Bay Division. Wallace Holmes, transferred from North Bay Division to San Francisco Division. Robert J. Smethurst, transferred from San Francisco Division to San Jose Division.

**DAVEY TREE SURGERY COMPANY, LTD.:** Herbert Cothorn, James Couch, Robert A. Cullen, Ocie Lee Hardesty, Bob Henson, Melvin D. Seaman, Charles Stanford.

**UTILITY TREE SERVICE COMPANY:** Seymour P. King.

## In Memoriam

**ARLIE H. MYERS**, an employee in the General Construction Department in Tracy, died February 8, 1952. Brother Myers had been initiated into the I.B.E.W. on May 1, 1949.

**HAROLD J. SALSURY**, a Serviceman from North Bay Division, passed away on December 23, 1961. Brother Salsbury had been a member of the I.B.E.W. since August 1, 1952.

**ERNEST BERTRAM SMITH**, a member of the I.B.E.W. since November 24, 1909, died on January 24, 1962. Brother Smith had been a construction line-man in the East Bay area and retired from active duty in 1945.

Needham, Business Representative Mark R. Cook and Assistant Business Manager M. A. Walters. The Company was represented by Owner, Frank L. Nolan, General Manager William E. Todd, District Foreman Kyrle Bellow and Consultant R. J. Tilson.

## Meetings for Davey Tree Stewards Set

A Shop Stewards' Conference has been scheduled for Saturday, March 3, 1962 for all Shop Stewards employed by the Davey Tree Surgery Company, Ltd. The Conference will be held at the Local Union headquarters in Oakland and will be scheduled to start at 10 a.m. and run until 6 p.m.

The purpose of this Conference will be to acquaint these Shop Stewards with the organizational structure and operation of the Local Union, to discuss and develop effective communications review of the provisions of the collective bargaining Agreement between Company and Union and to go over the role of the the Shop Steward with respect to his responsibilities in contract enforcement and organizational activities.

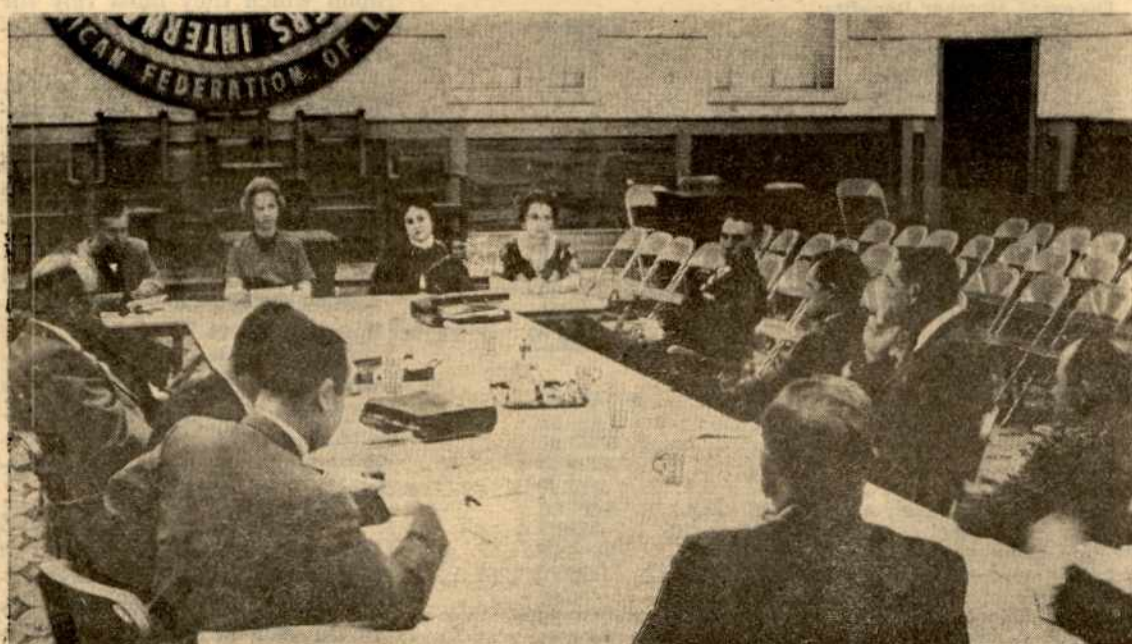
## Nolan Tree Surgery Agreement Ratified

Voting by an overwhelming majority, the members of Local Union 1245 employed by the Frank L. Nolan Tree Surgery Company, on Friday, February 2, 1962, voted to ratify the results of negotiations between Company and Union. Participating in this meeting was every eligible employee of the company. The new Agreement, which is to be effective January 29, 1962 and which will expire December 31, 1962, provides for an average wage increase of 5.96 per cent, which amounts to 14.6 cents per hour.

In addition to wages, improvements were gained in holidays, vacations, inclement weather provisions, travel time and meals, 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, all twenty-three of the employees involved were dues paying members of Local Union 1245 and subsequently every employee has signed check-off authorizations cards.

Representing the Union in these negotiations were Jack A.



On February 2, four clerical members appeared before the Executive Board of Local 1245 to discuss Clerical Organizing problems. Seated at the end of the table facing the Executive Board members are Howard Rader, June Thomas, Gloria Gonzalez and Joan Bynum.

## Two Old-timers Are Honored at Big Retirement Party in San Luis Obispo

February 1, 1962, was the occasion on which the employees of the San Luis Obispo, Paso Robles, and Santa Maria area honored two of our Brother members who worked at San Luis Obispo. Brothers Omar W. Hodgkin and Johnnie Holmes.

Brother Hodgkin, from what we can gather, has worked in just about every classification in the Electric Dept. He finally settled in the Substation Dept. as a First Operator. Up until his retirement he was also a Steward. Brother Hodgkin's hobbies are bowling and model trains. In tribute to Brother Hodgkin, the employes presented him with a new bowling ball and carrying bag. The basement of his home will attest to his enthusiasm for model railroading. He informs us that building this model railroad system will take a total of five years to complete it.

Brother Holmes has been the man behind the wheels in this area. It was his job to see that the rolling stock was always on the road. He has spent 26 years as a Foreman in the Garage Dept. Brother Holmes' hobby is fishing. To make sure he doesn't give up his hobby the employes presented him with a surf rod and reel.

It is gratifying to know that over one hundred people attended this dinner to wish these two members and their wives many healthy and happy days of re-

retirement. From the Business Office and staff, along with the Executive Board and all the membership, we would like to extend our congratulations and best wishes for long and happy retirement.

No occasion such as this is a success unless there is someone behind the preparation of it. We want to congratulate Don Bennett, Advisory Councilman, Ben Rodgers and Bob Duncan, subforemen; Gene Ackerson and Frank Ormonde, linemen, and Les Flores, warehouseman, for a job well done.

### Moon Glory

The Russian and the American space ships landed on the moon almost simultaneously. The hatches slowly opened and the first humans to step on the surface of the moon slowly approached each other. Soon they came face to face.

"Hans!" cried one.  
 "Otto!" exclaimed the other.  
 "Now we can speak German again."

## Local 1245 - Financial Report 1961 (continued)

(Continued from Page 7)

<b>Payroll Taxes—Net:</b>	
Income Taxes Withheld	\$37,607.43
Social Security Taxes Withheld	(6,020.30)
Income Taxes Forwarded	37,402.50
Social Security Taxes Forwarded	13,266.01
<b>Total Disbursements</b>	<b>7,040.78</b>

(EXHIBIT B)

### STATEMENTS OF ASSETS, LIABILITIES AND NET WORTH DECEMBER 31, 1961

<b>ASSETS:</b>	
<b>Cash Accounts:</b>	
Cash in Commercial Accounts and Deposits	
After Close of Bank Statements	\$ 36,101.45
Returned Checks for Collection	121.10
Contingency Fund	1,500.00
Cash Funds	200.00
Savings Fund Account	75,647.90
<b>Total Cash Items</b>	<b>\$113,570.45</b>
<b>Other Assets:</b>	
Air Transportation Deposit	425.00
<b>Furniture and Equipment:</b>	
Automobiles (17) at Cost	\$39,144.39
Less: Reserve for Depreciation (1)	21,355.00
Furniture and Office Equipment	\$30,283.02
Less: Reserve for Depreciation (1)	15,627.04
<b>Total Assets</b>	<b>\$146,440.82</b>
<b>LIABILITIES AND NET WORTH</b>	
<b>Liabilities:</b>	
I.B.E.W. Per Capita	13,269.50
<b>Net Worth December 31, 1961</b>	<b>\$133,171.32</b>

(1) Depreciation provision per annum is approximately 30% on automobiles and 5% on furniture and equipment.

(2) The above Statement does not include accrual of all assets and liabilities. The following are exceptions to standard accrual accounting:  
 A. Delinquent and prepaid dues are not set up.  
 B. Current expense liabilities are not accrued.

If you have any questions relative to the Audit, attend your next Unit meeting where the Business Representative in attendance will provide the answers.

Salary Expense