The United States Department of Labor—

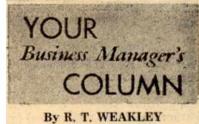
A Special Feature on Pages 4, 5 and 6



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, meet- trial Safety. The purpose of ings were held in Santa Barbara these meetings was to discuss under the direction of E. E. proposals submitted by various Carlton, Senior Engineer of the I.B.E.W. Local Unions to revise Electrical Section of the Cali- the Electrical Safety Orders. fornia State Division of Indus-



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 or near high voltage conductors. will be of considerable and lasting import.

Some of these issues are be-

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 Utility Unions in California, 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

Assistant Business Manager M. A. Walters represented Local Union 1245 at this meeting ing legitimately and properly and was selected as Chairman for the union group, which consisted of representatives from Local Unions 18, Los Angeels, national Representative Henry 47 Alhambra and 465 San Diego. all of which have utilities jurisdiction representing the em- locals of the I.B.E.W. ployees of Los Angeles Bureau of Water and Power, Southern present at the meeting were California Edison Company and

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

OAKLAND, CALIFORNIA

FEBRUARY, 1962

Units Elect Delegates to Annual 1245 Conference

the Annual Unit Conference to tee. be held at the Hotel Leamington in Oakland March 31 and April

- No. 10

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

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

San Diego Gas and Electric

Delegates are being elected in Executive Board, the Advisory Local, the Negotiating Committhe 70 Units of Local 1245 dur- Council, the Business Staff, and tees from Davey Tree Surgery ing February in preparation for the PG&E Negotiating Commit- Co., Nolan Tree Surgery Co. and Utility Tree Company will also

Our newest members in the 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, North-

ern Area Executive Board Mem- name recorded in the minutes. Department Executive Board Member. In addition to the above named Constitutional Officers, nominations will also be local Unit meeting to be nomiheld for Advisory Council Members and delegates to the International Convention which will ber notified the Recording Secbe 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 fices, keeping in mind that the should be made a special order Officers you elect will guide the of business at 8:30 p.m. at your April meeting.

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

ber and General Construction as a candidate if he knows he will not qualify. Section 12. Provides that a

member must be present at the nated as a candidate. The only exception to this is if the memretary 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 of-Union for the next three years. Attend your April meeting and participate in this important

Nominations will be held at the following Local Unit meet-

APRIL 3

1117 Wasco 1211 Salinas **Power Club** 7:00 p.m. merican Leg

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)

Company.

Also in attendance was Inter-Conover, as well as representatives from several construction Management representatives (Continued on Page 2)

2311 Oakland 2413 San Francisco 2513 Jackson

8:00 p.m. 14 W. Laurel Drive **Porter Hall** 8:00 p.m. **1918** Grove Street Local 6. I.B.E.W. 8:00 p.m. **55 Fillmore Street** 7:00 p.m. **Carpenter's Hall** Sutter Creek, 1/2 Mile So. Hwy. 49 (Continued on Page 2)



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 Hodgin. At right Brother Johnnie Holmes receives his.

PAGE TWO

UTILITY REPORTER

NOMINATE ALL OFFICERS IN APRIL

(Continued from Page 1)

APRIL 4

3211 Red Bluff

3414 Willows-Orland **3811 Sacramento**

1114 Taft 1121 Coalinga

1214 Watsonville-Moss Landing

1511 San Jose

2316 Concord

2414 San Francisco Steam

3212 Redding

3411 Chico

3011 Sacramento Transit Authority 3911 S.M.U.D. Sacramento

1112 Bakersfield

1124 Los Banos **1212 Monterey**

2312 Richmond

2411 San Francisco (Elect., Garage & Warehouse) 2511 Stockton 3216 Trinity **3417 Paradise**

3813 Placerville

1113 Madera

1217 Paso Robles

1311 Berstow 1313 Gilroy

2301 Oakland (East Bay Clerical) 2314 Hayward

2517 Sonora **3111 Eureka**

3612 Colusa 3712 Santa Rosa

3812 Vacaville

APRIL 11

1111 Fresno

1213 King City-Soledad

1215 San Luis Obispo

1312 Needles

Burton's Cafe 7:30 p.m. Main and Oak Streets Willows Fire House 7:30 p.m. 8:00 p.m. Labor Temple 2525 Stockton Blvd.

8:00 p.m. **Power Club** 7:30 p.m. Zenith Club **184 Cedar Street** V.F.W. Hall 7:30 p.m. 215 - 3rd Street Watsønville 8:00 p.m. V.F.W. Hall 430 S. 4th Street 8:00 p.m. IB.E.W. Hall Pacheco Local 6, I.B.E.W. 8:00 p.m. **55 Fillmore Street** Retail Clerks Bldg. 7:30 p.m. Locust and Garden Sts. Memorial Bldg. 7:30 p.m. Washington and Esplanade Labor Temple 7:00 p.m. 2525 Stockton Blvd. 8:00 p.m. Labor Temple

APRIL 5

Plasterers' Local 7:30 p.m. 26 Bernard Street 7:30 p.m. Firemans' Hell **Carpenters'** Hall 8:00 p.m. 738 Hawthorne Retail Clerks' Hall 8:00 p.m. 37th and Nevin Ave. Local 6, I.B.E.W. 8:00 p.m. **55 Fillmore Street** 8:00 p.m. Moose Lodge The Gables, Weaverville 7p.m. Veterans' Memorial 7:30 p.m. Skyway 7:30 p.m. Grange Hall

2525 Stockton Blvd.

APRIL 10

Memorial Hall 7:30 p.m. 6th and "G" Streets 8:00 p.m. **Civic Center** 10th and Park 7:30 p.m. 721 Buena Vista Old American Leg. 8:00 p.m. Hall, 5th & Eigleberry Hotel Leamington 7:30 p.m. 19th and Franklin Sts. So. Alameda Co. La- 8:00 p.m. bor Temple, 1050 Mattox Rd. I.O.O.F. Hall 8:00 p.m. Veterans' Memorial 7:30 p.m. Bldg., 10th & "H" Sts. Atwood Hall. Fairgds. 7:30 p.m. I.B.E.W. Local 551 8:00 p.m. Bldg., 1429 Santa Rosa Ave. Eagles' Hall 7:30 p.m.

Progress. Home Club 7:30 p.m. 2630 E. Weldon Grange Hall, 1213 E 7:30 p.m. Oak St., Greenfield Veterans' Memorial 8:00 p.m. **Grand Avenue** Art Barn, City 7:30 p.m. **Recreational Hall** Sheraton-Palace Hot. 5:30 p.m. Market & New Montgomery

The following people have been welcomed into Local 1245 during the month of January: **BA**—APPLICATIONS SAN JOAQUIN Barbarick, Henry W. Chun, Robert L. COAST VALLEYS Briley, Byron Clark, Jack L. Lucas, Keith W. Remington, Terrie D. Webster, Joseph R. PIPE LINE OPERATIONS Shults, Hugh L. Fouche, Michael E. SAN JOSE Colombo, Anthony Daly, John R. Hellwege, John W. Kann, Bruce M. Siebecke, Wiley H. Sposito, Alfred V. Wilson, John T STORES Wilson, James H. EAST BAY Bergeron, U. Joseph Collier, W. F. Crane, Charles S. Cummings, Gary P. Crescenzi, Jack R. Drescher, Herman J. Goguen, Roy J. Hanson, John K. Homer, Warren Kot, William Nettles, Scott W. Peters, Mark Souza, Anthony P. Jr. Stursa, Marvin R. Sylvester, Timothy E. Watters, Phillip J. Wingo, Richard L. SAN FRANCISCO Carlsen, James D. Houston. Gilbert R. Krebs, John Mantalvano. Steve J. Thorp, Walter K. **GENERAL OFFICE** Silva. Judith A. CITY OF BERKELEY Evans, George H. Rusk, Isabel

SIERRA PACIFIC Cain, Russel R. Campbell, Paul A. Glandon, Mayme P. Mather, Elaine O.

The UTILITY

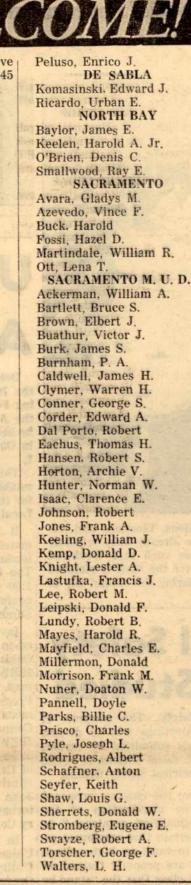
REPORTER

RONALD T. WEAKLEY Executive Editor

L. L. MITCHELL Assistant Editor

M. A. WALTERS Assistant Editor

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





Wardlaw, Delmar E. Wells, Larry G. Wickman, Harold Wright, Frank A.

CITIZENS UTILITIES Beyschau, M. Agnes Bissig, Helen L. GENERAL CONSTRUCTION Anderson, Harry G. Barton, Ferral A. Bledsoe, James C. Jr. Davison, Arthur L. Flannigan, Terrence G. Forde, James E. Fowler, Bruce B. Henrie, Jon V James, Lewis M. Lewis, Jack E. Murphy, Robert L. McQueen, Theodore F. Oreb, Eugene L. Wilkins, Howard L.

UTILITY TREE SERVICE Panno, Lonnie D. DAVEY TRREE SURGERY Batista, Manuel F. Collins, Fred Collins, Joe E. Cook, Alfred E. Harpe, Jack D. Hedrick, Billy Joe Jones, Harold J. Keenan, Joseph A. Lasson, Lawrence E. May, Charles H. McCarter, Ira Miller, Archie J. Mort, Dale Murdock, Eugene D. **Overholt**, Frank Ritter, Allen Seaman, Melvin D Wilson, Kenneth R.

NOLAN TREE SERVICE Cogger, Robert H. Kilgore, Pharis Lucier, Robert R. Miller, Bill Needham, Jack A. Payne, Paul R. Payne, Troy Peglow, Eugene K. Portillo, Joe Ravizza, George Rubalcava, Tony Wayne, Leslie C.

A-APPLICATIONS GENERAL CONSTRUCTION Kilgore, Felton R. Maguire, Ad Patrick Meek, Altus Ray Parkerson, Alvin Raposa, Stanley C. Stith. William L. Willett, Gary J. Zell, Jerry M. SIERRA PACIFIC

Michael, John S.

LABOR PRESS

AFE- CIO

Electro Safety Orders Studied

a fina and and and and		in allowing o onthe first materiales	A Destroy of the transferring provide the	
2401 San FranciscoSheraton-Palace Hot. 5:30 p.m.(Clerical)Market & New Montgomery2515 ModestoYacht Club7:30 p.m.		Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO. Second Class postage paid at Oakland, California		Orders Studied
3112 Garberville-Weott	Cotter's Cafe, Weott 7:30 p.m.	POSTMASTER: Please send Form Oakland 12. California.	3579, Change of Address, to 1918 Grove St.	(Continued from Page 1)
3601 Marysville (Clerical)	Marysville Hotel 5:00 p.m.	Subscription price	\$1.20 per year. Single copies, 10 cents	generally opposed to all the pro- posals submitted and in efforts
3611 Marysville	Sheriff Dept. Bldg. 8:00 p.m.	B. Jackingstration at 10% St 45		to overcome these objections,
Data Colo D. Colo	End of 2nd St., Yuba City Apt. Painters' Hall 8:00 p.m.	V MALL WALL	Table on and antipationing mail	the Union representatives offer-
3711 San Rafael	Painters' Hall 8:00 p.m. 701 Mission Avenue	3213 Fall River Mills	Veterans' Hall 7:00 p.m.	ed several revisions in language
2211 Oakland	Porter Hall 8:00 p.m.	3511 Auburn	Eagles Hall, High St. 7:30 p.m.	and even attempted to use pro- visions out of the Companies'
(General)	1918 Grove Street	3717 Fort Bragg	Eagles' Hall 7:30 p.m.	existing safety rules as a basis
APP	IL 12	2011 Tracy (Standard	1110 N. Whipple Continental Club 8:00 p.m.	for compromise on a couple of
		Pacific Gas Line)	Oak St., Brentwood	items. After every proposal had
1123 Merced	Fish-Game Asn. Hall 7:30 p.m.	APRI		been thoroughly discussed, the
1216 Santa Maria 2516 Lodi	VFW Hall, Battle rd. 8:00 p.m. Veterans' Hall 7:00 p.m.			management group offered to agree on a few of the proposals,
Solo Loui	231/2 W. Pine Street	1512 Belmont	Good Shepherd Hall 8:00 p.m.	provided the Union would agree
3613 Oroville	Eagles' Hall 7:30 p.m.	3513 Grass Valley	1336-5th Avenue Labor Temple, 7:30 p.m.	to withdraw the rest of them.
3716 Napa	Labor Temple 8:00 p.m.	5515 Grass Valley	Neil & Church Streets	The Union group reected the
Port Wasdland	1606 Main Street	3714 Ukiah	Labor Temple 8:00 p.m.	"package deal" treatment of
3814 Woodland	Girl Scout Cabin 7:30 p.m. 430 Grand Avenue		Radio Station KUKI Road	safety problems and stated that they would stand upon the mer-
		4013 Alturas	Warner Hotel 8:00 p.m.	its of their proposals when they
APR	IL 13	3311 Sparks, Nevada	McCarran Hall 7:30 p.m. F St. betw. 7th & 8th	were presented to the Industrial
3815 Davis	Girl Scout Cabin 8:00 p.m.			Safety Board for action.
	E. 17th St., & "A" St.	APRI	L 19	A CALCULATION OF A CALC
APR	IL 17	4012 Susanville	Mt. Lassen Hotel 7:30 p.m.	Dad's Worry
1118 Wishon	Auberry Civic Club 7:30 p.m.		Lassen Street	When son takes out the fam-
1314 Avenal	Veterans' Memorial 7:30 p.m.	APRI	L 24 mod share to see a shire	ily car, father isn't worried so
1513 Santa Cruz	Native Sons' Hall 7:30 p.m.	3413 Feather River	Injun Jim School 7:30 p.m.	much about the upkeep. It's the turnover that's bothering
A STATE OF A	239 High Street	and the second se	nued on Page 8)	him—Terre Haute Advocate.
		della anendaria della della		

Watson, John W. Michael.

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 develoment, 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.

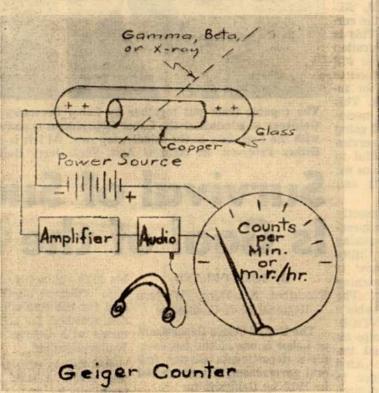
GETTING A CURRENT

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

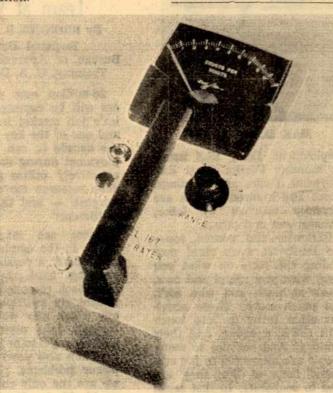
The sensing element or probe is a very important component of any count-rate meter or other detector. The probe is the part that receives the radiation and converts it into a measurable current. Two important types are mentioned here. The geiger tube was developed by two scientists named Geiger and Mueller 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.



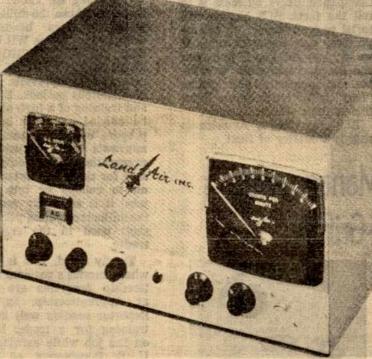
With this type of probe an atomic particle passing through

1600 Get Latest Info At Safety Conference

representing Labor and Manage- 1245 at this Conference were ment groups were in attendance Business Manager Ronald T. at the 12th Annual Governor's Industrial Safety Conference held at the Fairmont Hotel in San Francisco on February 8th dent Marvin Brooks and System and 9th.



This is a portable count-rate meter which can use a geiger or scintillation probe connnected 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.

In excess of 1,600 delegate, Representing Local Union Weakley, Asst. Business Manager M. A. Walters, Vice Presi-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 Lamble, 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 psychologigal 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 acident 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.

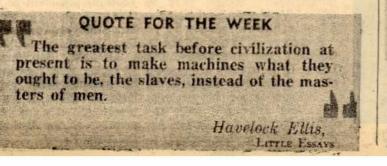
He set forth five major objectives which he hoped the delegates would turn their attention to: Intensify your efforts to find out the "why's" of indus-trial accidents; concentrate closely on the construction industry, the most hazardous major industry in our State; consider ways to expand our effort to meet radiation and radioactivity problems; focus your attention on trades and servicesthey 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.

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.



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.

It Adds Up

An advertising agency executice 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.

PAGE FOUR

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 employment field, BLS issues as the "cost-of-living" report, its monthly Pacific Coast Emhas changed in the month. Sim- management and others. ilar studies cover a vital range of consumer items, from ap- are busily at work right now other goods and services.

BLS's new "Occupational Out- ties often bring us into touch look Handbook" for 1961-62 - with IBEW members and their 830 pages of up-to-date facts to families. And because so many aid young Americans in choos- people are interested in the ecoing their careers. 14 pages are nomic facts of life, they are example. The book is used as has reliable reporters in every a "bible" by school counselors, part of the nation. Like a good students, libraries, labor groups newspaper, BLS's business is to and parents. Its cost is \$4.50 a tell the facts. BLS has no edicopy: send to BLS, 630 Sansome torial page, however: we are re-Street, San Francisco.

Index. Even alimony agree- that is their affair . ments have contained escalator BLS's service to America is clauses keyed to the CPI! In the strictly a matter of fact!



MAX D. KOSSORIS

the CPI tells you how the price ployment, Hours and Earnings. of a pound of hamburger, a can These and kindred reports are of coffee, and 30 other items carefully watched by labor,

BLS-men-and women, tooparel and housing and medical finding the facts on what you care to transportation and many earn, what you spend and how, who's at work and who isn't, Of special interest now is and much more. These actividevoted to jobs in the electric glad to cooperate. In that sense light and power industry, for BLS is like a newspaper that porters, not commentators. If BLS has done numerous stud- we say two and two is four, you ies on collective bargaining can bet our arithmetic is reliaagreements, many of which are ble. If somebody else claims geared to the Consumer Price "four" is too much or too little,

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

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

Nearly 21/2 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



Dedicated to the Welfar 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 fulfilment?

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: 71/2-million of those 26-million new young workers heading for work in the Sixties WILL DROP OUT OF HIGH SCHOOL BE-FORE 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 Executive Secretary, Western high order of intelligence and S. Department of Labor's U. BUREAU OF APPRENTICE-SHIP AND TRAINING helps industry in developing and improduce the skilled workforce in 1913 by Congress to:





FEBRUA



The capable team put together by Labor Secretary Arthur J.E 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 Succes Is Goal of the Lat

By TOR TORLAND

Regional Staff Committee

of Labor is one of the ten exec- Walter Reuther. proving apprenticeship and utive departments of our fedtraining programs designed to eral government. It was created was given a rarely accorded

America must have. Training - "Administer and enforce stat- labor and management as "highoften of journeymen - is men- utes designed to advance the ly acceptable" after President tioned because our developing public interest by promoting Kennedy proposed him for Sececonomy often requires new or the welfare of the wage earners retary of Labor. The same stamp refresher training to meet of the United States, improving of approval "for high quality" their working conditions, and is being given Secretary Gold-BAT works closely with State advancing their opportunities

his high cabinet post the same zeal for the common good that distinguished his solid achieve-The United States Department ments with George Meany and

Just a year ago Mr. Goldberg unanimity of approval by both berg's top appointed staff, all of whom have had first-hand ex-From national headquarters perience in labor-management Under Secretary of Labor 1 of the American people as a dor Adlai Stevenson. Four asthe welfare of American work-

ethics within unions, and between labor and management. Racketeers in industrial relations are very much a minority group: for responsible unions small minority that has persistdeterrent influence of the Landrum - Griffin law along with inby "the good guys" of the majority.

Our emphasis is on self-correction rather than government action. We concentratet on persussion 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 rellief to those who were the victims of the violations.

Paperwork required of union- is always open.

HAROLD D. HUXLEY

reports to the Labor Department like responsible management are under the law have been much square-dealers. For that corrupt, simplified. Labor organizations must submit reports on their ed in playing dirty, there is the organization only one time, but financial reports must be filed within 90 days after the expiracreasingly forceful self-policing tion 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 changing needs.

apprenticeship agencies, trade for profitable employment. and industrial education institutions, and management and la- in Washington, D.C., and from matters: bor. Its all done by voluntary regional and field offices in Calibecome apprentices.



BRONCEL R. MATHIS

cooperation among these fornia, Nevada and throughout Goldberg's second-in-command groups. BAT does not train the nation, the U. S. Labor De- is Willard Witrz of Chicage; laworkers itself - nor does it partment serves organized and bor lawyer, law teacher, arbifind jobs for those who want to unorganized labor in the welfare trator, law partner of Ambassa-

> whole. An explanation of those sistant secretaries work under services and activities is given Goldberg and Wirtz to promote in adjoining columns.

> The second year of our dec- ers. ade of the sixties also marks the start of the Kennedy Administration's second year in youthful president of the AFLoffice. It's a good time to take CIO in Texas to go to work for a look at the record,

> Secretary of Labor Arthur J. Department. Goldberg has spearheaded the Labor Department's stepped-up Reynolds, widely experienced in efforts since last January 20. labor-management relatio. A brilliant labor lawyer who both by virtue of his work in was long associated with the private industry and as a former AFL-CIO as legal counselor, A1- member of the National Labor thur J. Goldberg has brought to Relations Board.

Assistant Secretary Jerry Holleman, who left his job as the Mr. Goldberg and the Labor

Assistant Secretary James

UTILITY REPORTER

e of Working Men and partment of Labor



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

s and Freedom or Department

A...istant Secretary Esther zation and others. terson is a Utah schoolteacher er associations include the for administrative matters nalgamated Clothing Workers,

Also, Jimmy Dodson, a career ho has spent more than 25 man with more than 40 fruitful ars working to improve the years in Government, is Mr. e of American wage-earners. Goldberg's assistant secretary

During the White House connions, and Legislative Repre-eral weeks ago, Secretary Gold-berg said that full employment berg said that full employment could be achieved in the U.S. and spelled out a five-plank program to do it. Its highlights are

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 nours-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 onehalf 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 e Hudson Shore Labor School, ference on domestic affairs, at- These 24-million workers cone ILGWU, the International tended by over 4,000 Bay Area tinue to be protected by the onfederation of Free Trade citizens in San Francisco sev- 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



GLENN E. BROCKWAY

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 law, and at the same time lessen the immediate economic impact on the employers concerned.

million workers newly covered, BES's mission is to ensure that 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;

-until September 1963, when they are entitled to time and a half after 44 hours, after 42 ance services possible. hours beginning September 3, 1964, and after 40 hours begin- the system: from clerical and ning September 1965.

•child-labor provisions apply to this group exactly the same farm employment. The public as they do to the first group of employment security system is 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

Employment Security Federal-State Teamwork

> By GLENN E. BROCKWAY **Regional Director** Bureau of Employment Security

In 1933 nearly 13 million Americans were unemployeda 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.

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 securnever before covered by the ity agencies. The Labor Department's BUREAU OF EMPLOY-MENT SECURITY (BES) and its regional ofices make up the fed-The SECOND GROUP, the 3.6 eral half of the partnership. 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 •straight time-no overtime State staff in developing the most effective public employment and unemployment insur-

> All sorts of jobs are filled by commercial work to professional positions, industrial jobs and 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.

n Department of the AFL CIO. Assistant Secretary George con-Paul Weaver has devoted s entire working life to the these bor movement: the AFL-CIO ivil Rights Committee, the IUE, Growth. ie International Labor Organi-

Our thanks to Tor Torland, ment. formation Officer for the Reional Office of the Labor Dereparing this feature.

A Special Feature Prepared for "The Utility Reporter," BEW Local 1245 (More on next page)

1. A Higher Rate of Economic

2. Adequate Protection for Unemployed Workers,

3. Federal Aid to Employ-

4. Tax Credits for Business. 5. Free Trade.

In summing up the salient obefforts in which he and the Laartment for his assistance in bor 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; the harnessing of all our resources in a vast. voluntary partnership of interests to achieve the survival and success of freedom in the world."



FRANK J. MUENCH

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 their rights, under the law. We law involved.

3. We in the Wage-Hour divi- able, sion are authorized to supervise bulletins and folders which exout-of-court the payment of un- plain the amended law. Anyone paid minimum wages or unpaid who wants more detailed help overtime due under the law.

by the 1961 amendments to or- field. Our regional offices are der the payment of back wages at 630 Sansome Street in San due under the law in an injunc- Francisco. The Oakland and tion case. Prior to the new East Bay area, including most of amendments no back-wage re- Northern California and the encovery was legally possible in tire State of Nevada, is within such cases.

educational program to acquaint Building, 354-21st St., Oakland, employers with their responsi- Charles O. Atchinson is the area bilities, and employees with supervisor.

have mailed out, and have availexcellent interpretative has only to write, phone or call 4. The Courts are authorized on us, or our investigators athe jurisdiction of our field of-We engage in a continuous fice located at Room 411, Penn

PAGE SIX

FEBRUARY, 196:

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.

Bureau is abbreviated, has two men and women have gotten main lines of effort afield: safe- this word and shifted from civty and services. In its occupa- vies to uniform for periods varytional safety work LSB helps ing from a few days to a life-State labor officials to strength- time. en their accident - prevention programs. It also conducts spe- serving our country in time of cial safety seminars in high-ac- need, but the move from bungacident-rate industries. LSB ofsafety inspectors, and carries life. Among the most important workers. Under a recent law, hope to return to one fine day. LSB sets up and patrols safety standards for longshoring and ship-repairing yards.

ment's main member in such training duty, and persons regroups as the President's Committee on Occupational Safety Labor Department's Bureau of

LSB's safety activities in 13 states, at Room 319 Balboa zations and other interested Building, 593 Market Street, San Francisco.

Building, 593 Market Street, San Francisco. These services San Francisco. add up like this:

 Improve state labor legislation and administration, by helping State labor departments and workmen's compensation in developing standhelping State labor departments agencies in developing standards for improved legislation, solving current problems, and lic and private enterprise these the structure can be rendered



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 LSB, as the Labor Standards since Pearl Harbor millions of

No good American obected to low to barracks usually adds up fers training courses to State to major adjustments in a man's on training for the safety per- of these is the civilian job we sonnel of unions and federal leave for months or years, and

Federal laws have been enacted giving reemployment rights to former members of the LSB is the Labor Depart- Armed Forces, reservists doing jected for military service. The tnd the Federal Safety Council. Veterans Reemployment Rights Andrew F. Schmitz directs provides information and assistance to employers, labor organiparties affected by the statutes. I directed BVRR's activities in The state services part of California, Nevada and 7 other LSB's job is managed in the Western States from headquar-West by Howard T. Frazier, who ters at room 1529 Appraisers is located at Room 522 Balboa Building, 630 Sansome Street,

A major mission in both pub-

YOUR Business Manager's COLUMN

(Continued from Page 1) that a dvision 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 linemans' 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 cf 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 "sellouts" 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 strucaiding in exchanging informa- days is not only to do the job impotent by those who are now

DISSATISFACTION

els. These decisions are creating

changes in the status quo on the

at the same time, creating in-

security and fear. Some of them

too often without any sensible

There is a growing dissatisfac-

Health& Welfare By EDWIN M. BURR Consultant on Insurance and Pension Plans.

SERVICE PLANS

In previous columns we have discussed Major Medical Cover age and the Basic Health Plan. This month we will delve into th types of coverage offered by the so-called "Service Plans." Thes 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 This is an individual choice and 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

gle objection to the Kaiser Oakland. 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 mental disorders, etc., but these problems are growing more difficult and the solutions are not meeting the desires of a grow- today. ing number of people on these properties.

of some are the policies and the structure of the Union.

This is not unusual in such circumstances but it raises some to help pay your physician's basic questions. These involve the history of our success to not meet the charge of the date which has been exceptional physician and in the event they if one only reviews the record of improvement from the start charged, you pay the difference of organization up to the present day.

unity of people in one of the largest Local Union geographical jurisdictions in the U.S.A. which has a multitude of com-

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 depart-'satisfied" with our internal ments from the body politic, and sorship and in effect is owned operations and who are "satis- those who would turn a demofied" with the delivery of a good cratic operation into one of anreturn on their dues investment. archy, walk and talk in our midst similar plans operated in other These members better wake up and they are beginning to show and recognize the growing ne- up at Unit meetings in growing cessity for their individual in- numbers. volvement in the affairs of this

ment of individuals who wish t choose their own doctor an not be required to choose f the staff of any organization for those people there is usual ly an opportunity to choose be tween the Kaiser type of plan and the other types of coverag of equal status.

BLUE CROSS PLANS

A Blue Cross Plan is a non profit insurance company whe 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 plan in California-one located in Undoubtedly the biggest sin- Los Angeles and the other in

HOSPITAL SERVICES

The Blue Cross plans un doubtedly offer one of the most complete hospitalization serv ices 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 exceptions are quite common in most health insurance contracts

PHYSICIAN COVERAGE

Physician coverage under the Therefore, the prime targets Blue Cross contract is usually the same as under any insurance company. They have a schedule of fees which are used charges. These fees may or may do not meet the amount out of your pocket.

To offset this, Blue Cross now How did we get as far as we offers a Major Medical rider to have in gaining wages, condi- most of their contracts which tions and benefits? The answer broadens the coverage consideris simple. Unity of purpose and ably and removes some of the exclusions and disadvantages of the Basic Plan. As we can from this, Blue Cross is a service plan for their hospital conplex problems not found in any tract and their physician service single Local Union in the U.S.A. contract is on an indemnity ba-SIS

CALIFORNIA PHYSICIANS' SERVICE-BLUE SHIELD

California Physicians' Service s one of the Blue Shield plans operating under physician sponand operated by the California Medical Association. There are states under the guidance of the State medical societies. They are all non-profit corporations which simply means that, in the event the corporation make a ed within the company and, should the profits continue, be

· Help promoting public ungood labor standards;

· Safeguard the physical and youth by promoting suitable op- things we have a stake or interportunities 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 agricultural laborer.

Finally, the agency is custo- available at all times for infordian of welfare and pension mation on the U.S. Department our members. plans and annual reports sub- of Labor; what it is, what it ject to the 1959 Welfare and does, what's going on now, forts of those who are diligently Pension Plan Disclosure Act. what's planned for the future.

well - but to keep the public and your co-workers properly derstanding of the need for informed about it. Only on the basis of accurate and complete facts, can we make evaluations educational welfare of our and critical judgments about est 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 P.G. and E. which springs from 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 offior area supervision. Some of state and local efforts in the cer for the Labor Department work to enact laws and provide is Tor Torland, whose offices services to better the lot of our are at 630 Sansome in San

actions in the minds of some of

Union.

Despite all of the current ef- night.

wrestling with grievances and

NEED FULL DEBATE

Maybe some of the policies and the structure of our Union profit, these profits are retainshould be changed. I have altion among the employees of ways been an advocate of proper consideration of improvement used to reduce premiums. management decisions at all lev- suggestions, but I have also been one to demand full debate; with opportunities for both sides of job. Many of these changes are, a given issues to be heard. I am also an advocate of the extension of democracy, but too create bitterness as privileges of often, in some of the meetings long standing are snatched away, I have attended, the voice of democracy has been stifled beexplanation being made by local cause what may be the real majority thinking of the total memthem appear to be outright bership is obscured due to the changes in contractual condi- fact that the organized advocates ited use of drugs with other hos-Francisco. He and his staff are tions and are outright arbitrary of change are out in force as the pital extras such as operating majority sits glued to a T.V. set rooms, and anesthetics, paid in or goes bowling on meeting full.

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 lim-

Next month we will continue At any rate, decisions are our discussion of the California Physicians' Service contract.

(Continued on Page 7)

EBRUARY, 1962

OCAL 1245 FINANCIAL REPORT - 1961 Business Mgrs.

Re

of

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RS

54.19

83.48

37.67

\$7.22

70.45

3,924.492,356.11

3,348.30

Doi

Otl

STRONG, MEREDITH & RONNEAU **Public Accountants**

425 Bush Street, San Francisco 8, California

January 25, 1962 THE OFFICERS AND MEMBERS OF THE

TERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245

18 GROVE STREET

AKLAND, CALIFORNIA

We have examined the cash accounts and records of your Local nion for the year ended December 31, 1961. Our examination was ade in accordance with generally accepted auditing standards and cluded such tests of the records and such other auditing procedures s were deemed necessary in the circumstances. The following sum-arizes information included in the accompanying statements:

9
26
15
37
12

The accompanying cash receipts and disbursements statements resent fairly, in our opinion, the cash transactions during the period nder review. The Statement of Assets, Liabilities and Net Worth. xhibit B, although not on a complete accrual basis, sets forth the lajor assets and liabilities of the International Brotherhood of Elec-rical Workers, Local No. 1245 as of December 31, 1961 on a basis onsistent with that used in previous financial statements. Exceptions o standard accrual accounting are set forth in footnotes to the State-

ient,	and others I	ALL MARKED THE REAL
Respectfully subm	litted	Station of the second
STRONG, MEREL	ITH & RON	NEAU
/s/ C. L. MERED Certified Public A		
Certified Fubile A		EXHIBI
	nes ment	CATHIDI
INTERNATIONAL BROTHERHOOD OF ELI	ECTRICAL	WORKE
LOCAL No. 1245	Stonthings:	FREAT AND
STATEMENT OF CASH RECEIPTS AND		MENTS
YEAR ENDED DECEMBER	Construction of the second second	\$112.65
Cash Batance sanuary 1, 1961	1990 - 1 J. A	3112.00
Local Union Portion of Receipts:		
"A" Members Dues	\$ 42,248,84	
"BA" Members Dues	399,753,40	
Initiation Fees	2,339.00	
Reinstatement Fees		
Total	\$444,361,24	
A VIAL		Charles in
Reinbursements to General Fund:	A general	
For Members' Advances	\$ 104.50	
Receipts Held for Members' Credit. Members' Credits Applied to Dues, Etc	1,697.73	
Insurance Reimbursements	2,714.69	
State Compensation Insurance Dividend.		
Sale of Office Equipment	15.00	
Difference in Dues		
Transfer of Funds From Health and		
Welfare Fund		
Interest on Savings		
Refunds Reimbursement of Expenses from State o		
California for Advisory Council	A CONTRACTOR	
California for Advisory Council, Atomic Energy Development & Radia	ation	
Protection-R.T. Weakley	165.80	
and the first stand when the second of the second stands and the	CONTRACTOR OF THE OWNER	ten in a
Total		Secold -
International Portion of Receipts:		of the at
"A" Members Per Capita	\$ 58,558.60	
"BA" Members Per Capita	93,483.00	
Initiation Fees	2,339.50	
D.B.A.F. Fees	160.00	
Reinstatement Fees	20.50	
Over-Age Per Capita		and the second second
Total	\$154,592,80	
	CARL COLUMN	607.08
Total Receipts	***	601.08
Total of Receipts and Balance	a mark	\$719,73
isbursements (Schedule A1):		606.16
C I D I D I 1001	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	\$113.57
Cash Balance December 31, 1961	- 10 M	\$113,01
Details of Balance:		
General Fund Accounts:		
Bank of America, Commercial:		
Bank Statement Less Outstanding	8/15 750 141	
Checks Deposits After Close of Business	.\$(15,(58.14)) 51,859.59	
Change Fund	100.00	
Contingency Fund	1.500.00	
Petty Cash Fund Returned Checks for Collection		
Paturned Checks for Collection	121.10	

Automobile Registrations	809.00	
Automobile Registrations	15,969,70	
Less: Trade In Allowances (6)	(4.055.00)	225.4
search and Education:	7.000.07	
Utility Reporter	5 7,886.97	
Subscriptions and Publications	885.85 920.35	
Film and Recorder Expenses	150.50	
Radiation Safety Consultant Fee	1,500.00	
Radiation Safety Consultant Fee Benefit Program Consultant Fee	300.00	
Stewards Newsletter	302,33	
Legislative and Educational-Salaries	126.40	
Legislative and Educational-Expenses	1.697.56	
4th Annual Union Counseling Course	7.00	
International Labor Press Association-		
Journalistic Awards Contest	35.00	
I.B.E.W. Course on Radiation Uses and		
Controls	617.19	
National Institute of Labor Education-	ST. Q. H. S. S.	
Residence Study Course:	-	
Salaries	3,412.29	
Expenses Area Conferences for Shop Stewards and	1,314.07	
Grievance Committee Members:		
Salaries	1,029.94	
Expenses	4,174,44	
Materials	2,268.37	
Dues for Membership to:		
Association of California Consumers	25,00	
National Safety Council	90.00	and it
Commonwealth Club	84.00	
International Labor Press Assn.		
AFL-CIO	. 25.00	
Labor Management School-U.S.F.	10.00	26,8
and share the state of the same said of the	TER TRANS	
fice Expenses:		
Clerical Salaries		
Rent	3.624.00	
Telephone and Telegraph	12,388.92	
Postage and Meter Expense	4,400.35	
Supplies and Printing	7,211.33 430.00	
Armored Car Service		
Equipment Maintenance Equipment Rental	144.00	
Furniture and Equipment	1.399.42	
International Supplies	121.95	
Safe Deposit Box Rental	7.70	
Staff and Executive Board Expense Files	285.56	
Scrolls and IBEW Pins	813.65	
Local 1245 Decals	28.88	
Sierra Pacific Power Company Agreemen		
PG&E Co. Wage Supplements	717.60	
Local Union By-Laws	556.40	The second
1962 Dues Buttons	260.00	93,
	Constant and	
her Salaries and Expense Allowances:	Expense	
Executive Board\$ 6,955,53	\$ \$ 172 50	
Executive Board	0 0.110.00	

	Salary	Expense	
Executive Board\$	6,955.53	\$ 8.173.50	
Advisory Council	2,906.44	5,141.43	
Trustee Committee	590.00	0.00	•
Organizing	45.20	1,947,36	
Conference and Convention	1,133.44	6,552.12	
Steward	0.00	1,083.22	
Grievance Committee	124.88	4,960.15	
Review Committee	1,682.46	1,027.75	
PG&E Co. Arbitration:			
Case No. 12 and 13	0.00	650.00	
Case No. 14 and 15	24.39	193.24	
Case No. 16	89.48	1,474.86	
Apprenticeship Training			
Committee	131.91	134.40	
Examining Board	0.00	.78	
Safety Committee-PG&E Co	100,68	554.08	
Safety Committee-S.P.P.Co	114.97	71.82	
Negotiating Committees:			
California Pacific Utilities Co	51.20	120.62	
Citizens Utilities Company of			
California	176.40	583.53	
City of Alameda	0.00	16.84	
City of Oakland	0.00	47.65	
Davey Tree Surgery Co., Ltd	441.60	1,133.97	
PG&E Co. Wage & Contract	55.02	3,553.60	
Sacramento Municipal Utility			
District			
Sierra Pacific Power Co.			
Standard Pacific Gas Line, Inc	119.79	166.92	
Transit Authority of the City of			
Sacramento	66.48	68.50	
Utility Tree Service	160.00	325.68	
PG&E Co. Departmental:			
Clerical Lines of			
Progression	. 788.27	1,009.16	
Electric Underground	. 293.25	98,43	
Gas Department Advisory	. 27.03	519.16	
Job Protection	910.05	713.98	
Overhead Depart, Advisory	0.00	413.24	

Column (Contd.)

478.18

862,26

(Continued from Page 6) made at Unit meetings only by thoses in attendance and such decisions must be reckoned with over the long haul by all of us.

Properly or improperly an active and vocal minority could determine solutions to vital issues which may adversely affect the total future of this organization at any given time.

Each and every member must accept his or her responsibilities as a citizen of our industrial democracy by not only attending meetings but by becoming an advocate of one position or another if we are to get a true picture of majority membership desires.

Too often, those who do go to meetings, do not enter the discussion and debate, and even though they may oppose the position being taken, they are unwilling to get up and advance or defend their own positions.

At least, these members are better union citizens than those who are absent in growing numbers and who do not know or do not care about the fact that the boat they ride is being rocked and could be scuttled as they sleep below, rather than mustering on deck at the meetings. We even lose some stalwarts in the ranks of faithful attenders as they see some of these meetings dragged out by a few .030.44 performing while the balance sit on their hands.

> Such a picture is unhealthy and if we are smart enough to recognize the potential danger of minority control, we can avoid what happened in the big local in Consolidated Edison of New York last year. In this instance, a minority which took advantage of the situation created an internal convulsion which came at contract negotiating time and almost destroyed 30 years of painstaking organization and growth.

> We are developing some of the same dangerous symptoms but we have time on our side if people will recognize the danger, bestir themselves before it is too late, and see to it that vital decisions are made by real majorities.

> One other area of the appeal of the minority which must reckon with the majority involves our Local Union election processes. Here, too, we find apathy even though every reasonable and convenient opportunity is afforded our members to participate in the balloting procedures.

The upshot is, thousands of our members don't even bother to exercise their dues-paying 61,073.88 rights to select those officers upon which they must rely for adequate and responsible performance. To sum up this total situation, I must congratulate the minority for at least showing up and advocating their views, right or wrong. I must also point out the disgraceful lack of good citizenship which is prevalent among the majority which demands democracy but hasn't the gumption to protect it. 627.76 Unions and nations have destroyed themselves through this weakness and the result of indifference on the part of the majority is found in anarchy followed by dictatorship. Think about it, brothers and sisters, and then do what you know you must do as good union citizens or resign yourselves to the role of self-centered vietims of your own inability to stand up for what you believe to 29,926.50 be right in any situation we face today.

Returned Checks for Collection	121.10	
Total		37,922.55
Savings Fund Account:		
Bank of America, Savings		25,647.90
Beneficial Savings and Loan		10,000.00
Security Savings and Loan		10,000.00
Pioneer Investors Savings and Loan		10,000,00
Guaranty Savings and Loan		10,000.00
First Savings and Loan		10,000.00
Total		\$113,570.45
	(SCHI	EDULE A1)
Statement of Disbursements Year Ended		
December 31, 1961		
Affiliation Fees:		
International Brotherhood of		
Electrical Workers	154,355.65	
California Labor COPE, AFL-CIO	270.27	
California Labor Federation, AFL-CIO	6,000.00	
Central Labor Council of	100.00	
Alameda County, AFL-CIO	180.00	
Joint Executive Conference of Northern	75.00	
California Electrical Workers	45.00	
Marysville Central Labor Council	618.75	
Nevada State AFL-CIO Nevada State Electrical Association	123.75	
Sacramento Labor Council, AFL-CIO	108.00	
San Francisco Labor Council, AFL-CIO	351.00	\$162,127.42
San Francisco Labor Council, AFL-CIO	331.00	\$102,121.42
Staff Expenses:		
Salaries		
Hotels	4,358.75	
Meals	9,747,11	
Other Transportation	387.65	
Parking and Tolls	2,132.41	
Gasoline and Oil	7,727.04	
Automobile Parts and Accessories	2,533.64	Marthante Ma

Automobile Parts and Accessories..

Automobile Insurance

Automobile Repairs and Maintenance

Automobile Mileage at 9c per Mile ...

Steam Maintenance	193.73	361.37
Warehouse	115.31	102,69
	\$18,588.81 \$42	485.07
nations and Benefits:		
Deceased Member Benefits:		and the second of the
Flowers		286.07
Memorial Bibles		105.44
Heart Association		10.00
Mrs. Erickson-Toward He	adstone	10.00
Donations;		
Janitor and Mailman Christ	tmas Gifts	20.00
San Francisco Labor Coun	cil (AFTRA-	
NABET Strike Fund)		10.00
Hanna Boys Center		20.00
National Council of Church		10 00
Monterey County Youth Fo		10.00
Hope School-Greeting Car		1.25
Veterans Hospital Christma		10.00
Nevada State AFL-CIO		10.00
City of Hope		125 00
er Expenditures:		
Legal Fees	\$ 1	3,600.00
Audit Fees		1,125.00
Hall Rentals		9,767.64
Refunds		298 00
Advanced Dues		162.60
Welfare Plans-Staff and Cleri		5.608.63
Group Life Insurance Staff		388.67
State Compensation Insurance		1.982.02
Insurance and Fidelity Bonds.		258.90
Burglary and Robbery Insuran		50.00
Comprehensive Liability		192.30

Steam Department Advisory

683.69

259.43 .

476.47 5,737.37

282.50

.40

(Continued on Page 8)

Group Accident Air Travel Policy

City of Berkeley PRD Service Charge

Severance Plan Payments Personal Property Taxes

PAGE EIGHT

UTILITY REPORTER

FEBRUARY, 1962

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 Mc-Mullan, Asst. Bus. Managers L. L. Mitchell and A. M. Hansen, Bus. Mgr. Ron T. Weaktey and Asst. Bus. Manager M. A. Walters.

Following are the new Shop Stewards appointed in January:

PACIFIC GAS & ELECTRIC Moore, North Bay Division. letree, General Construction De- Jose Division. Al V. Sposito, San Construction Department. Jack

COMPANY: E. R. Bathke, East James E. Alter, San Jose Divi-Bay Division. Mike Lancaster, sion. Bruce M. Kann, San Jose partment. Ray Quaid, General Jose Division. Kenneth Boone, Stockton Division. Lester V. Queirolo, Stockton Division. Eugene C. Glorvigen, transferred 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 SUGERY COM-PANY, LTD.: Herbert Cothern, James Couch, Robert A. Cullen, Ocie Lee Hardesty, Bob Henson, Melvin D. Seaman, Charles Stan- road system will take a total of ford

UTILITY TREE SERVICE COMPANY: Seymour P. King.

Nolan Tree Surgery Agreement Ratified

Voting by an overwhelming Needham, Business Representamajority, the members of Lo- tive Mark R. Cook and Assistant cal Union 1245 employed by the Business Manager M. A. Walt-Frank L. Nolan Tree Surgery ers. The Company was repre-Company, on Friday, February sented by Owner, Frank L. No-2, 1962, voted to ratify the re- lan, General Manager William sults of negotiations between E. Todd, District Foreman Kyrle Company and Union. Participat- Bellow and Consultant R. J. Tiling in this meeting was every son. eligible employee of the company. The new Agrement, which is to be effective January 29, Meetings for Davey 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 6 p.m. in the form of maintenance of tion 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 Agreement between Company November 24, 1909, died on

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

The purpose of this Confermembership and payroll deduc. ence will be to acquaint these Shop Stewards with the organizational structure and operation had ben a member of the I.B. of the Local Union, to discuss E.W. since August 1, 1952. and develop effective communications review of the provisions



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. SALSBURY, a Serviceman from North Bay Division, passed away on December 23, 1961. Brother Salsbury

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. East Bay Division. Virgil G. Og- Division. Wiley S. Siebecke, San Brothers Omar W. Hodgin and Johnnie Holmes. Brother Hodgin, from what we can gather, has worked in jur-

about every classification in the tirement. From the Business Oftirement he was also a Steward. Brother Hodgin's hobbies are bowling and model trains. In tribute to Brother Hodgin, 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 railfive 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 "Now we can speak German healthy and happy days of re- again."

Electric Dept. He finally settled fice and staff, along with the in the Substation Dept. as a Executive Board and all the from East Bay Division to North First Operator. Up until his re- 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 prepaartion 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.

\$606,167.22 (EXHIBIT B)

> \$113,570.45 425.00

> > 17 789.39

14,655,98

13,269.50 \$133.171.32

\$146,440.82

AND NET WORTH

\$ 36,101.45 121.10 1,500.00 200.00 75,647.90

\$39,144.39

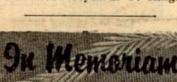
21.355 00 \$30,283.02

15,627.04

oximately 30% on auto-



Income Taxes Withheld Social Security Taxes Withheld Income Taxes Forwarded (6,020,30) 37,402.50 7.040.78 13.266.01



Union 1245 and subsequently every employee has signed check-off authorizations cards. Representing the Union in these negotiations were Jack A. Agreement between Company and Union and to go over the role of the the Shop Steward with respect to his responsibili- ties in contract enforcement and retired from active duty in 1945.	Total Disbursements
FEDERATION OF	ASSETS: Cash Accounts: Cash in Commercial Acounts and Deposits After Close of Bank Statements Returned Checks for Collection. Contingency Fund
5 9 2 5 portugendara	Cash Funds Savings Fund Account Total Cash Items Other Assets: Air Transportation Deposit
	Furniture and Equipment: Automobiles (17) at Cost Less: Reserve for Depreciation (1) Furniture and Office Equipment. Less: Reserve for Depreciation (1)
	Total Assets LIABILITIES AND NET WORTH Liabilities: I.B.E.W. Per Capita Net Worth December 31, 1961
	 Depreciation provision per annum is applied to the state of the state

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.

ccrual of all assets and ard accrual accounting: ot set up. 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