The aggregate happiness of society, which is best promoted by the practice of a virtuous policy, is, or ought to be, the end of all government.—George Washington

Your Business Manager's COLUMBUS

By R. T. Weakley

On March 21st, twelve men walked into a room at Union Headquarters. They sat down and asked questions. The only ones which marred the smooth formal discussion of the table was a very large stack of paper. This stack of paper represented over four or more hours of discussion and the recorded actions of a lot of people at a lot of Unit meetings regarding desired changes in the collective bargaining agreements between Local 1245 and the Pacific Gas and Electric Company. All the agreements were included in that stack. Two extremes of approach would be to bundle them up and ship them to P.G. and E. or comment on them all in the waste basket and go along with whatever is finally agreed to.

Your Committee knew that somewhere between these extremes, was a general area of sensible program which could be put together as a suggested outline of bargaining policy for presentation to our elected leaders and elected conference delegates at the end of this session.

These twelve men took off their coats, rolled up their sleeves and said, "This is our responsibility which is rightfully expected of them."

The total job, prior to and after the conference requires a lot of hard work and long hours. The end result must include an initial satisfactory agreement between the parties at the bargaining table which is finally agreeable to the majority of those who are charged to represent the membership in 1962.

This year, we face many

(Continued on Page 7)

OPERATION SECURITY—II

Local Union Conference Opens Mar. 31

Delegates from Needle to Eureka and from San Francisco to Reno will begin arriving at the Hotel Leonington in Oakland on Friday evening, March 26th. Preparations for the Sixth Annual Conference of Local 1245 which will convene at 10:00 a.m. Saturday, March 31 and conclude sometime Sunday afternoon of April 1.

The majority of the delegates are expected to arrive Saturday morning in time for the Registration which will take place between 10:00 a.m. and 12 noon.

Meetings will be held Saturday afternoon, Sunday evening and Monday morning in time for the Registration which will take place between 10:00 a.m. and 12 noon.

 Previous Conferences of the Union have been held at Assisi, the Claremont Hotel in Berkeley and the Shattuck Hotel in Berkeley. Title of this Conference is Operation Security—II. The first Operation Security Conference was held January 15th and 16th, 1962 at the Claremont Hotel in Berkeley.

Greeting the delegates at the first session will be the Vice Mayor of Oakland, Felix Children.

The delegates were elected at Unit meetings in February. Sixty-seven of the Local's 76 elected delegates each in addition five delegates were elected from members working in the General Construction Department and in eight of the ten subdistricts entitled to a Clerical-village delegate.

The complete list of delegates follows:

SAN JOAQUIN DIVISION:
1121 Fresno—Wayne F. Beam; Frank T. Mana, Jr. (1122) Bakerfield—Colombo Berry; George Thompson; (1123) Madera—Leonard M. Feust; John J. O'Meara; (1124) Taft—Jim Moldor; Ronald H. Lance; (1125) Wasco—Albert G. Calahman; Clyde Shafter; (1126) Willow City—Harry P. Kelby; Robert W. Cunniffe; (1127) Mount Shasta—Clay J.; Clark; Kenneth Glazebrook; (1128) Merced—George Brown; Howard Bailey; (1129) Tulelake—Alverson; (1130) Bakersfield—Laveran D. Dover; Bertis H. Schnebly

COAST VALLEYS DIVISION:

UNIT 282, DEPARTMENT OF PIPE LINE OPERATIONS:
1311 Barstow—Hiroshi Bunko; James E. Keener, Jr. (1312) Needles—Kenneth I. Dunlay, (1313) Glendora—James Gran; James Alter; (1314) Avenal—Robert W. Maloney; Melvin Parsons

SAN JOSE DIVISION:

EAST BAY DIVISION: (291) East Bay Clerical—Howard D. (Continued on Page 6)

PG&E Negotiating Committee Meets To Plan Bargaining

The System Negotiating Committee of Local 1245 and the PG&E Agreement assembled for the first time in 1962 at 10:00 a.m. on Wednesday, March 29, at Local Union headquarters.

Serving on the Committee this year are Anthony Toppino, Vice President; Victor B., General Construction; William W. Leinman, San Jose Division; William M. Fleming, First Operating Representative; John H. Looney, Business Representative; William H. Fehr, Attorney; Richard D. Kerr, Mine Operating; and John L. Zoplin, Field Clerk, San Francisco Gas Transmission Corporation, (1211) Assistant Business Manager, Assistant Business Manager; Howard T. Weakley, and Research Analyst Bruce Johnson.

It is hoped serve as part of the Committee.

The first job of the Committee will be to prepare for the Union Conference to be held in Oakland on March 31 and April 1, where general policies will be developed for the year's negotiations. This will involve reviewing some 650 proposals which were received from the various Unit meetings. Actual negotiations will begin sometime in May after the formal notification has been sent to the Company early June prior to the July 1st opening date and the initial proposals have been exchanged by both parties.

BARGAINING ELECTION FOR P.G.T. WORKERS

A mail ballot is presently being conducted by the National Labor Relations Board Regional Office to determine whether or not the employees of the Pacific Gas Transmission Company wish to be represented by Local 1245.

Ballots were mailed on March 14 and must be returned to the Regional Office by March 28. The ballots will be opened and counted on March 30, 1962 at 10:00 am.

An informal hearing was held on March 7 at which time the parties agreed to the description of the Bargaining Unit and the Company agreed to a Consent Election.

The Bargaining Unit is as follows:

LOCAL 1245 Nominating All Its 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/Finance Manager, Collective Agreement Officer, Member, General Area Executive Board Member, Central Area Executive Board Member, North Area Executive Board Member and Executive Board member from General Construction Department and Tree Trimming companies. In addition to the above named Constitutional Officers, nominations will also be held for Advisory Council Members and delegates to the Inter-Regional 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 a full detail.

(Continued on Page 8)

Clerical Workers Launch Major Organizing Effort

Local Union President James E. Gibbs was honored by Eureka Unit No. 311 at February Advisory Council meeting by the presentation of a gavel made from a Redwood Bough. Presenting the gavel in the picture above is Henry Lucas, Advisory Council member from Humboldt Division.

Unions

(Continued on Page 7)

Utility Reporter

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

VOL. 51, No. 11

OAKLAND, CALIFORNIA

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(Continued on Page 8)
The following people have been welcomed into Local 1245 for the month of February:

- Amos H. Finney, Henry F. Green, Peter B. Jr.
- Stockley, Philip A. Van Pelt, A.

CITIZENS UTILITIES
- Amos H. Finney, Henry F. Green, Peter B. Jr.
- Stockley, Philip A. Van Pelt, A.

RETIRED EMPLOYEES
- Best Wishes for a Long and Happy Retirement

PACIFIC GAS & ELECTRIC COMPANY
- O. A. Devall
- DeShalla Division
- Retired: 3/ 1/62
- Archie Proh DeSalla
- Retired: 12/31/61
- J. W. Devall
- East Bay Division, 1946
- Retired: 1/1/62
- Herbert A. Staples
- East Bay Division
- Retired: 4/ 1/62
- Walter E. Edwards
- Shasta Division
- Retired: 4/ 1/62
- Walter S. Higgins
- Shasta Division
- Retired: 4/ 1/62

SIERRA PACIFIC POWER COMPANY
- Joe Tuccori
- Retired: 4/ 1/62

For Equal Opportunity

George Meany, president of the AFL-CIO, spoke out as the staunch American who he is when he appeared recently before a sub-committee on labor of the House of Representatives to urge enactment of a federal FEP law that would ban job discrimination for reasons of race, creed or national origin. His argument was one of those sound, forceful presentations for which he is noted and should be read by all Americans.

Referring to a resolution adopted by the AFL-CIO convention recently, calling for federal legislation against job discrimination, he declared that "discrimination is a deplorable fact of life in America.

"Discrimination is practiced against Jews, Catholics and the foreign born," he stated, "but most of all against Negroes in particular, and non-whites in general. In some parts of the United States," he declared, "certain occupations, including almost all the attractive ones — are automatically blocked, if he cannot achieve his highest degree of usefulness,ing job discrimination does not rest with management alone. We must also refuse to be the handmaidens of prejudice. The leadership of the AFL-CIO," he stated, "and of the separate federations before it have been working ceaselessly to eliminate those prejudices. The leaders of every affiliated national and international organization are at work in this battle...but we have said repeatedly that to finish the job we need the help of the United States Government."

He concluded: "If a citizen of this country finds his way blocked, if he cannot achieve his highest degree of usefulness, he's measured not by tithes or creed, nor by the gold that's put aside; this standard has his measure been.

A man's no bigger than the way he treats his fellow man! He's measured not by tithes or creed, not by his sanctity! High-sounding though they be; these are his measures, ever near than the way he treats his fellow man! (—Author unknown)

NEW STEWARDS

Following are the STEWARDS APPOINTED DURING FEBRUARY:


TOWN OF BERKELEY: Charles S. Church, Orville E. Bowers, Jack M. Higginbotham.

PACIFIC GAS & ELECTRIC COMPANY: Edward J. Ogarsa, Donald E. Granlund, Roy H. Boroff, Frank E. M. Lebas, Harold E. Webber, General Construction Department; Harold W. Doering, General Construction Department; Fred M. K. M. Lebas, Humboldt Division; Lawrence R. Carr, North Bay Division; Angelo Fratantoni, San Francisco Bay Division; Arthur D. Mathias; North Bay Division; Carl Brown, San Francisco County Division; Harry Foral, San Francisco Division.

SIERRA PACIFIC POWER COMPANY: Gino Cecarelli.
Dear Sirs:

I am enclosing $10.00 for the Mexico. December 1961 due you.

I over-looked the fact and was brought to my attention since I returned from a vacation in Arizona, Mexico and New Mexico.

While on my trip through the three states I contacted a great many Line Crews and Electrical Employees and checked as to their working conditions and I know what the Employees with the Pacific Gas & Electric Line Crews had to put up with and the deplorable conditions too many to mention.

I have 35 years here in the Stockton Division. I have been working under conditions similar to what we had here from 1920 to 1933 and a great many thought they were not correct. Very few Employees left. I left that I know what the Employees with the Pacific Gas & Electric Line Crews had to put up with and the deplorable condition too many to mention.

I have 35 years here in the Stockton Division. I have been working under conditions similar to what we had here from 1920 to 1933 and was surprised that they were not correct. Very few Employees left. I left that I know what the Employees with the Pacific Gas & Electric Line Crews had to put up with and the deplorable conditions too many to mention.

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"Lodi Lawrence"

On February 26, 1962, Business Manager Ronald T. Weakley replied to Mr. Lawrence’s letter as follows:

Dear Brother Lawrence:

On February 26, 1962, Business Manager Ronald T. Weakley replied to Mr. Lawrence’s letter as follows:

I want to thank the officers and members of Local 1245 for their vacation experiences and the deplorable conditions too many to mention.

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A welcome break for reports for the Trustee committee on the procedures used by the Union in their bi-monthly check on Union expenditures.

Treasurer Allen C. Terk, above left. At right Patrick McEvoy, A report on the Union’s financial condition and the annual audit of the contract by Bell System officials. The configuration of the gavel presented to President Gibbs by the Executive Board Meeting of February 2. Gloria Gonzalez, intent listeners as the discussion proceeds are Gloria Gonzalez, Ron T. Weakley, Business Manager.

DELEGATES TO 1245 CONFERENCE

(Continued from Page 1)

Showing above at the head table at the February Advisory Council meeting are M. Scott Shaw, Recording Secretary, James E. Gibbs, Local 1245 President, and Ron T. Weakley, Business Manager.

In Memoriam

JOSEPH J. BRUGLER, Senior Control Operator on the San Francisco Division, died March 9, 1962. Brother Brugler was initiated into the I.B.E.W. in April, 1953.

CLIFFORD D. GIBBONS, a member of the I.B.E.W. since October 5, 1960, passed away in February, 1962. Brother Gibbons had been a Subforeman in the East Bay Division, and has been retired since August 1, 1960.

WILLIAM J. JONES, a Compressor Engineer in the East Bay Division, died February 26, 1962. Brother Jones had been a member of the I.B.E.W. since December, 1923.

HERBERT W. THORMAN, an I.B.E.W. member since July 1, 1957, died February 27, 1962. Brother Thorman was employed by the Sierra Pacific Power Company in Reno as a Laborer.

84 in IBEW Win $96,000 in Shutdown

YORK, Pa. — An arbitrator has awarded $96,000 in separation pay to 84 former employes of the Bell Telephone Co. of Pennsylvania.

This 84, members of Local 194, Intl. Brotherhood of Electrical Workers, were laid off when the Bell System sold its toll office here in June 1961 to the York Telephone & Telegraph Co. The IBEW claimed they were entitled to separation pay under the contract but Bell refused on the ground that the employees were promptly re-hired by the York company.

Arbitrator Donald A. Crawford ruled that the contract clearly obligated Bell to give separation pay. He pointed out in a 39-page opinion that the employees were laid off and not given “equally equivalent” employment by their new employer.

Twelve of the IBEW members will receive more than $3,000, one will get more than $8,000. Intent listeners as the discussion proceeds are Gloria Gonzalez, Jean Ryan, who appeared with two other clerical delegates at the Executive Board Meeting of February 2. Gloria Gonzalez works in the Power Accounts Bureau in San Francisco and Jean is a Clerk in the Hayward Commercial Office.

This closeup view of the gavel presented to President Gibbs by Eureka Unit No. 3111 shows the beautiful patterns in the wood from which it was made. It has almost a marble like quality in its configuration.

46 in IBEW Win $96,000 in Shutdown

The recent Advisory Council meeting provided Business Reps. John Wilder, Scott Wadsworth, and Dan McPeak with an opportunity to compare notes on the problems encountered in their respective areas.

A report on the Union’s financial condition and the annual audit was given at the February Advisory Council meeting by Union Treasurer Allen C. Terk, above left. At right Patrick McEvoy, reports for the Trustee committee on the procedures used by the Union in their bi-monthly check on Union expenditures.

Win $96,000

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A welcome break for a quick cup of coffee, a stretch, and some relaxed discussion during the recent Advisory Council Meeting.
West Virginia Finds Kerr-Mills Bill Inadequate; State Develops a financial Ulcer

With medical care financed under legislative target in this section of the Kerr-Mills Act, it is quite proper and timely that we review experiences of the states that have taken advantage of the Kerr-Mills Act. One state in particular, West Virginia—has had most disappointing experience to say the least.

According to Newsweek, West Virginia has been cultivating John F. Kennedy with a springboard to the Presidency, may now provide him with a healthy argument for medical care under Social Security.

Newsweek reports: The White House was looking to participate in the medical-care-for-the-aged program—the Kerr-Mills Act, under the American Medical Association and public opinion. Kerr-Mills in 1960 showed the state appears to be the first to demonstrate weaknesses in a program designed to prevent private health insurance and the medical care of the aged.

"Under the Kerr-Mills Act, the Federal government has been supplying West Virginia with roughly 78 cents of the medical costs of non-retired persons 65 or older and 40 cents of the administrative costs. Nonetheless, this medical aid for the aged (MAA) has left state officials with a dry mouth. It's not like the one...

...in its first complete month of operation, the West Virginia medical care—exclusive of administrative costs—provided $1,540 with West Virginia paying $500. By June 1961, the monthly cost rocketed to $951, the state taking $107,016.

"Unpaid Bills: For the first four months of MAA, in West Virginia, the medical costs came to $3,674,563 with the state's share totaling $1,056,928. The total does not include $1.5 million in unpaid bills state officials say $45,300 administrative costs of $356,000 (state share) $231,000 domestic bills. In an "effort to check the situation," most of West Virginia last Dec. 1 imposed stiffer eligibility requirements, which sliced the number of eligible persons in half. The state also reduced the doctor visits from three to two, cut the hospital service allowance from $35 to $2, and reduced from a minimal to a basic level to wholesale price plus a small delivery charge.

"The result: Hospital and doctors promptly taper off the non-fail MAA bill. The number of participating doctors fell from 23, the number of participating doctors to 12 among the state's 1,800 physicians.

UNIVERSALLY REFUSED: "What caused the overwhelm-
Health & Welfare

By EDWIN M. BURRE

Consultant on Insurance and Pension Plans

Last month we discussed Blue Cross and Kaiser and started on the California Physicians' Service contract.

But much as CPS is physician-sponsored and controlled, they have a unique way of handling their doctor-service contract. The reality of physicians in the State of California has signed a contract with CPS stating they will, among other things, accept the session CPS pays them as full payment if your gross family income is within a certain amount.

Under certain contracts, this amount may vary from $4,200 a year to less than $7,200. The PSEA-CPS Health Plan has a $7,200 family income provision. Individual members of CPS have agreed they will accept the fees paid under that contract as payment in full for the services covered under the contract. This is of course a distinct advantage to the member in that income bracket who is attended by a CPS physician member.

CPS contracts provide several benefits not normally found in commodity contracts. The predominant is the "surgery as needed" feature. This provides you with all major surgeries as are necessary during a period of disability without the usual requirements of return to work or recovery. This feature will pay you the total dollars paid as it also pays for x-rays, laboratory tests and dentists during the recovery. The coverage of the physician appears to cover a great many health and welfare costs.

The fee schedule used by CPS is to a certain degree, flexible and may be changed to pay the physician in the event of frequency and unusual conditions.

This is an effect of the part CPS pays to the physician must be of a greater degree of self-insurance. In some cases, payments, however, are the exception and not the general rule.

LIMITATIONS

It may appear from the preceding it is the job of the insurance company to approach a Major Medical plan. We should note, however, the insurance company cannot be held responsible in any other cases and other services are not covered under CPS contract. It therefore does not replace entirely a Major Medical plan.

COSTS

The monthly premium of all of the contracts is the same for the same level of benefits. It is virtually the minimum cost of any given Health Plan without comparing the benefits to be received under each separate contract.

It should be pointed out again that any given group is having to have a certain total number of dollars expended in hospital, surgical and medical care. A portion of this cost may be paid by an insurance company or service plan and the balance paid by an individual. Normally the higher your premium paid, the more of your medical expenditure paid. This can be used as a rule of thumb only; a thorough professional investigation should be made of the plans before this can be stated as a fact.

"NO FREE RIDE"

In all instances, the insurance company, or the service plan, is going to do its best to break even and are going to provide those through your family benefits link with the money they are going to receive. The contract may be so written that you pay a portion of the cost and the insurance company does, in co-insurance, but the total dollars expended by the insurance company will be less than the non-insurance premium. Or, might be better stated, in a group contract the insurance carrier is going to be endeavoring to pay out less than you pay in. A year-end report submitted in the total group pays into the company in premium.

Next month I will discuss some of the other types of plans available.

IF THE DO IT YOURSELF craze continues it might extend even to thinking!

Major complaints, according to the report, dealt with failure of an employer to pay wages for work which had been performed. The report is empowered by the Labor Code to institute action for recovery of wages and penalties on claims a company can and are payable.

When the Division does not have the power of judicial determination, it may institute civil and criminal actions where it finds it due, or initiate a criminal action for violation of the Labor Code.

Last year, 8,541 civil suits were filed and $372,143 gained for claimants through such action.

Foot in Mouth

Senator Republican Leader Eric Dirksen intended nothing but chirpiness when, in response to a denunciation by Senator Wayne Morse, he sprang to the defense of Mrs. Clare Boothe Luce. In a voice of righteous wrath, Dirksen called on Morse to "stop beating an old bag of cats!"

Ill-expressed chivalry also caught Sen. Paul Douglas with his pants down during an impasioned appeal for nonviolent protests in front of the FBI's downtown office. "It's been reported," he cried, "that many women have fallen in the Senate Office Building."

Jack Anderson in Parade

"This one is not only insulting, but it's written on paper from the man's rear!"

Business Representative James McMullan had a surprise recently while driving through the mountains between Red Bluff and Eureka, when he was flattened by the front of a big rig car and ended up in his lap. Picture above shows the hole in the windshield where he came through.

SAFETY IS OUR BABY

By SAM L. CASALINA

SAFETY CONSULTANT

March 1962

Record Total

Recovered in Unpaid Wages

A record-breaking $37,047,644 was recovered in claims unpaid wages last year by the Division of Labor Law Enforcement of the Department of Industrial Relations, Governor Edmund G. Brown announced recently.

"The figure represents a better than 20 per cent increase over 1960 recoveries when about $3.5 million went to California wage earners through Division efforts," the Governor said.

The Division has consistently led the nation in collections of unpaid wage claims year after year, recently equaled in total collections made by all other states combined," Governor Brown said.

A year-end report submitted to the Governor by John F. Hering, the Director of the Department of Industrial Relations and State Labor Commissions, indicated:

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Church conventions are now the targets of the American Medical Association's powerful lobby against health insurance for the aged and Social Security.

The story of their success at Church conventions is told in a document by Rev. Robert Fangmeier in the denomination's Social Action News. "The church convention is a pocket lobby," said Fangmeier.

The AMAs lobby, "AMA Beats Lindenhof 4 to 1," is a headline for a story about how the AMA has been successful in influencing church conventions.

"Among the reported AMA activities were a three-page letter from the state medical association to every Indiana delegate, personal letters to delegates from many other states, telephone calls and personal visits from local doctors; even invitations to dinner."

"No one," said Mr. Fangmeier, "is going to let the AMA present its views to our delegates, and we would particularly expect medical men to take an active interest in the denomination's social action.""
Gov. Brown Asks
640 Scholarships
In the New Budget
Governor Edmund G. Brown recently asked the Legislature for an additional 640 state-supported scholarships in the State Scholarship Commission Budget for 1962-63.

The Governor requested $605,425 to pay for the additional scholarships in hisBudget Message whichwas presented to the Legislature in Sacramento.

"Our most precious human resource is the gifted student," the Governor said. "Too often that resource is wasted or lost because the student cannot afford a college education."

"In a small way, our State scholarship program meets this challenge which our free society cannot ignore. This year, 3,396 high school graduates will benefit from the program. Next year if the Legislature approves, the number will be 3,840."