

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 COLUMN

By R. T. WEAKLEY

On March 21st, twelve men walked into a room at Union Headquarters. They sat down around a table. The only object which marred the smooth formica surface of the table was a very large stack of paper.

This stack of paper represented much interest, much need, much talk, 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.

Some 655 proposals were included in that stack! Two extremes of approach would be to bundle them up and ship them to P.G. and E. without comment or to dump them all in the waste basket and go along with what we have today.

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 Union bargaining policy for presentation to our elected leaders and elected conference delegates at the end of this month.

These twelve men took off their coats, rolled up their sleeves, and took on the job of responsible leadership which is rightfully expected of them.

Using history, research, experience, knowledge and common sense, they applied their physical and mental energies to "phase one" of the job before 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 initially satisfactory agreement between the parties at the bargaining table which is finally agreeable to the majority of those we are charged to represent in system negotiations in 1962.

This year, we face many com-

(Continued on Page 7)

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 employees of the Pacific Gas Transmission Company wish to be represented by Local 1245, I.B.E.W.

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 a.m.

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: "All physical and technical employees of the Employer in its gas transmission operation, including district clerks, who were employed during the payroll period ending February 28, 1962."

Business Representative Ed James was assigned to the organizational activities on the PGT properties and was suc-



Utility Reporter

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

VOL. VIII—No. 11

OAKLAND, CALIFORNIA

MARCH, 1962

OPERATION SECURITY — II

Local Union Conference Opens Mar. 31

Delegates from Needles to Eureka and from San Francisco to Reno will begin arriving at the Hotel Leamington in Oakland on Friday evening, March 30 in preparation for the Sixth Annual Conference of Local 1245 which will convene at 1:00

p.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, Saturday evening and Sunday.

Previous Conferences of the Union have been held at Asilomar, 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 in 1959.

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

The delegates were elected at Unit meetings in February. Sixty-seven of the Local's 70 Units elected two delegates each. In addition five delegates were elected from members working in the General Construction Department and in eight of the ten divisions entitled to a Clerical-at-large delegate.

The complete list of delegates follows:

SAN JOAQUIN DIVISION: (1111) Fresno—Wayne F. Beam; Frank T. Mana, Jr. (1112) Bakersfield—Commodore Burr; George Thompson. (1113) Madera—Leonard M. Foust; John J. O'Meara. (1114) Taft—Jim Molder; Ronald H. Lacey. (1117) Wasco—Albert G. Callahan; Clyde Shuford. (1118) Wishon—Harry P. Kelly; Robert W. Cunningham. (1121) Coalinga—Evan J. Clark; Kenneth Glazebrook. (1123) Merced—George Brown; Hillery A. Batey. (1124) Los Banos—Lavern D. Dover; Bertis H. McSwain.

COAST VALLEYS DIVISION: (1211) Salinas—Royce Herrier; John Natalia. (1212) Monterey—Roland T. Percival; Clifton B. Jameson. (1214) Watsonville—Moss Landing—George Bailey; Earl Storkson. (1215) San Luis Obispo—L. E. Tindall; F. Owen Watkins. (1216) Santa Maria—Merle H. Branson; Carter Hollis. (1217) Paso Robles—Herbert R. Mauer; Donald R. Nelson.

DEPARTMENT OF PIPE LINE OPERATIONS: (1311) Barstow—Harold F. Buntrock; James E. Keener, Jr. (1312) Needles—Kenneth I. Dulaney. (1313) Gilroy—James Gran; James Alter. (1314) Avenal—Robert W. Maloney; Melvin Farson.

SAN JOSE DIVISION: (1511) San Jose—Lee Roy Thomas; John R. Crawford. (1512) Belmont—Al Bloise; Freddie C. Baney. (1513) Santa Cruz—Al Barson; Eugene J. Smith.

EAST BAY DIVISION: (2001) East Bay Clerical—Howard D. (Continued on Page 4)



Union President James E. Gibbs was honored by Eureka Unit No. 3111 at February Advisory Council meeting by the presentation of a gavel made from a Redwood burl. Presenting the gavel in the picture above is Henry Lucas, Advisory Council member from Humboldt Division.

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-Financial Secretary, Southern Area Executive Board Member, Central Area Executive Board Member, Northern 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 International Convention which will be held in Montreal this fall.

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

(Continued on Page 8)

Clerical Workers Launch Major Organizing Effort

Unit Officers from the East Bay and San Francisco Clerical Units along with several other active members met on Monday, March 12 at the Palace Hotel in San Francisco to launch an organizing drive among Clerical employees in East Bay and San Francisco Divisions.

Plans for the drive were discussed and formulated by the group under the direction of

Business Representative Lee Andrews. Present at the meeting were Business Manager R. T. Weakley and Business Representative Norman Amundson.

Organizing committees are now being formed in the various offices in the area and a program of handbilling, special meetings, home calls and mailings has begun. The Organizing Drive was authorized by the

Executive Board in response to a request originating from the clerical members of the Union.

Concerned over the problems of clerical automation, working conditions and a diminishing clerical work force were expressed by clerical members. They felt that only through a concerted effort aimed at achieving greater understanding and support for a Clerical program

could needed improvements be brought about.

The response of the Clerical employees during the first two weeks of the drive indicate a real interest and the strong probability of a successful drive.

It is hoped that every clerical member will participate in the drive by signing up at least one new member.

PG&E Negotiating Committee Meets To Plan Bargaining

The System Negotiating Committee of Local 1245 for the PG&E Agreement assembled for the first time in 1962 at 10:00 A.M. on Wednesday, March 21, at Local Union headquarters.

Serving on the Committee this year are Anthony Boker, Tractor Operator "B," General Construction; Roland W. Fields, Lineman, San Jose Division; William M. Fleming, First Operator, Vaca-Dixon Substation; James H. Fountain, Clerk "B," Ukiah, Juventino "Nick" Garcia, Lineman, East Bay Division; Richard D. Kern, Machine Operator "X," EDP Operations Section of General Office; Melvin J. Robins, Electrician, Pittsburg Power Plant; Wayne Weaver, Mechanic-Welder, Pipe Line Operations; and John Zapian, Field Clerk, San Francisco Gas Department. From the Union Staff, Assistant Business Manager L. L. Mitchell, Business Manager Ronald T. Weakley, and Research Analyst Bruce Lockett will 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 this year's negotiations. This will involve reviewing some 655 proposals which have come in from the various Unit meetings. Actual negotiations will begin sometime in May after the formal notification has been sent to the Company sixty days prior to the July 1st opening date and the initial proposals have been exchanged by both parties.



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
NORMAN AMUNDSON 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. Watson, John W. Michael.

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.

POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price \$1.20 per year. Single copies, 10 cents

For Equal Opportunity

George Meany, president of the AFL-CIO, spoke out as the stalwart American that 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 today."

"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 closed to Negroes."

He admitted frankly that the responsibility for eradicating job discrimination does not rest with management alone. "The leadership of the AFL-CIO," he stated, "and of the separate federations before merger, has been working ceaselessly to eliminate those prejudices. The leaders of every affiliated national and international union are enlisted in the same effort . . . 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, only because he is an Italian or a Pole; a Jew, a Catholic or an Asiatic—those who are responsible for blocking him are betraying the American ideal in the eyes of the world."

MAN'S MEASUREMENT

A man's no bigger than the way
 He treats his fellow man!
 This standard has his measure been
 Since time itself began!

He's measured not by tithes or creed,
 High-sounding though they be;
 Nor by the gold that's put aside;
 Nor by his sanctity!

He's measured not by social rank,
 When character's the test;
 Nor by his earthly pomp or show,
 Displaying wealth possessed!

He's measured by his justice, right,
 His fairness at his play,
 His squareness in all dealings made,
 His honest, upright way.

These are his measures, ever near
 To serve him when they can;
 For man's no bigger than the way
 He treats his fellow man!
 (—Author unknown)

RETIRED EMPLOYEES

Best Wishes for a Long and Happy Retirement!

PACIFIC GAS & ELECTRIC COMPANY

O. A. Devoll	DeSabra Division	Retired	3/ 1/62
Archie Prehn	DeSabra	Retired	12/31/61
Newt Neiswender	East Bay Division	Retired	4/ 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	1/ 1/62

SIERRA PACIFIC POWER COMPANY

Joe Tuccori		Retired	4/ 1/62
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WELCOME!

TO THESE 177 NEW MEMBERS

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

—BA— APPLICATIONS SAN JOAQUIN

Brown, Doris J.
 Doms, Samuel R.
 Messick, Russell
 Miniello, Nick
 Parker, Mike D.
 Robinson, Robert A.
 Turley, Raymon M.

COAST VALLEYS

Brouillard, John L.
 Carlsen, Gerald K.
 Daudet, John W. Jr.
 Greer, Gene W.
 Nicklas, Michael A.

PIPE LINE OPERATORS

Bynum, Garrold M.
 Chambers, Jimmie R.

SAN JOSE

Valencia, David Jr.

STORES

Cabral, Kent R.
 Woodbury, Leonard

EAST BAY

Butler, Daniel B.
 Isborn, Andy L.
 Lindberg, Eric W.
 Miller, William J.
 Rasmussen, Arlen

SAN FRANCISCO

Bloise, Albert L.
 Bray, Darrold
 Brosch, Jeffrey
 Selisaia, Ttisone T.
 Fabulae, Nicholas A.
 Giroux, Maurice
 Handlin, George R.
 Hill, Gordon
 Lofftus, Warren R.
 Luth, Peter H.
 Newman, Victor
 Nichols, John C.
 Oman, Dennis J.
 Overstreet, Gerald F.
 Satrap, Gene
 Sloan, Thomas K.
 Turriciano, Leo J.
 Walton, Edward
 Williams, Phillip E.

GENERAL OFFICE

Ash, Shirley K.
 Bracht, Helen B.
 Caro, Lucy M.
 Cotter, Joseph C.
 Goupil, Yvette
 Maritzen, Carol F.
 Pando, Mary
 Urge, Gail E.

STOCKTON

Camacho, Charles
 Montgomery, David L.
 Pence, James E.
 Wright, Leo F.

CITY OF BERKELEY

Ochoa, Edward D.

SACTO. TRANSIT AUTHORITY

Nunez, Wilfred

HUMBOLDT

Goodwin, John C.

SHASTA

Henderson, P. Michael
 Watson, Gerald Jr.

SIERRA PACIFIC

Bergevin, Wayne G.
 Crawford, Ray D.
 Galleron, David V.
 Kelly, Carl F.
 Oroz, Andres C.
 Scruggs, David W.
 Snodgrass, Phillip D.
 Spence, Victor C.
 Wardleigh, James P.

NORTH BAY

Abeel, Layne A.
 Hansen, Jerry
 Hunt, Charles J.
 Kohout, Edward J.
 Shipley, Frederic C.
 Shipley, Ronald E.
 Whitney, Monte J.

SACRAMENTO

Egbert, David
 Justhan, Robert L.
 Lopez, John A.
 Nott, Beverly E.
 Plaisted, Keith E.
 Simoni, Jeanne
 Staniewicz, Anthony C.
 Swanson, Gustav R.

SACRAMENTO M.U.D.

Baird, Charles L.
 DeBernardi, Louie

Finney, Henry F.
 Green, Peter B. Jr.
 Stockley, Philip A.
 Yates, Paul A.

CITIZENS UTILITIES

Amezcuca, Richard
 Turner, Robert R.
 Vacher, Robert R.

GENERAL CONSTRUCTION

Alameda, Joe
 Ball, Reuben C.
 Barton, George H.
 Blair, James
 Bowman, Richard S.
 Boyd, Bennie C.
 Brown, Harry
 Brown, Robert L.
 Castle, Robert M.
 Castle, Robert D.
 Chambers, Robert
 Coburn, John H.
 Craven, K. W.
 Drake, Joe O.
 Eddings, Wayne D.
 Eldridge, Bob
 Fazekas, Bela K.
 Garrison, Ted L.
 Gianini, Henry G.
 Godfrey, Robert L.
 Hajdli, Steve
 Haynes, Eddie D.
 Henslee, James M.
 Henslee, Paul C.
 Ishmael, Paul
 Jakobsen, Donald
 Keller, Harvey L.
 Klemm, Walter
 Lisk, Clyde
 Locke, Savory, I.
 Macmillan, Donald A.
 Loughead, David G.
 Mathews, Joseph E.
 Mayer, William S.
 Moorehead, Henry W.
 Morrison, Arthur B.
 Marton, Ben F.
 Neyolo, August J.
 Norris, Claude L.
 Nuxoll, Roger P.
 Oldham, Richard E.
 Olson, Thomas E.
 Pembroke, Eugene
 Peterson, Bud



Roberts, Lloyd L.
 Salmeri, Frank A.
 Sample, Ronald G.
 Silverman, Kenneth D.
 Smart, Norman W.
 Snow, Wayne F.
 Spence, Jerrel J.
 Stedman, Edward R.
 Teller, John D.
 Trickett, Robert W.
 Ugaide, Robert P.
 Weaver, Harry T.
 Williams, Weldon

UTILITY TREE SERVICE

Gibney, Peter
 Walters, Herbert W.

DAVEY TREE SERVICE

Cowan, Ronald W.
 Dutey, Vernon L.
 Engelman, Allen
 Ferguson, James M.
 Greathouse, James M.
 Lapczynski, Edward
 Teifer, Claude K.
 Vessels, Larry

NOLAN TREE SERVICE

Barnes, Melvin
 Buckman, Robert J.
 Demeter, Joseph
 Gregory, Frank W.
 Ortega, Paul
 Reeves, Ted L.
 Spaulding, Harold
 Spaulding, Robert
 Stent, Harry
 Todd, Joseph W.
 Wellmaker, Glen D.

—A— APPLICATIONS

GENERAL CONSTRUCTION

Blackketter, Delbert W.
 Clenney, Bill R.
 Elmer, Craig W.
 Hall, Isom H.
 Kuepper, Hans
 Pereira, Larry J.
 Rawls, C. F.
 Yochum, Edward B.

SIERRA PACIFIC POWER COMPANY: Gino Ceccarelli.

NEW STEWARDS

Following are the SHOP STEWARDS APPOINTED DURING FEBRUARY:

DAVEY TREE SURGERY construction Department; Harold COMPANY, LTD.: James D. D. Webber, General Construction Department; Fred M. K. Lucas, Humboldt Division; Lawrence R. Carr, North Bay Division; Angelo Ivanich, North Bay Division; Arthur D. Mathiasen, North Bay Division; Carl Brown, San Francisco Division; Harry Forni, San Francisco Division.

PACIFIC GAS & ELECTRIC COMPANY: Edward J. Ogorzelec, Coast Valleys Division; Robert M. Butler, Drum Division; Robert Wulf, East Bay Division; Roy H. Boroff, General Construction Department.

A PAGE FROM HISTORY

SEVERANCE PAY, WHICH MANY WORKERS THINK IS A MODERN IDEA, ACTUALLY WAS A MATTER OF LAW IN SAVANNAH, GA., AS EARLY AS 1642. GOVERNOR OGLETHORPE DECREED THAT EMPLOYERS HAD TO GIVE DISCHARGED SERVANTS ONE MONTH'S PAY WHEN THEY WERE FIRED.



LABOR'S LEGISLATIVE INFLUENCE IN CANADA DATES PRIMARILY FROM THE WINNIPEG PLATFORM OF PRINCIPLES ADOPTED BY THE TRADES AND LABOR CONGRESS IN 1898. CALLING FOR FREE COMPULSORY EDUCATION, MINIMUM WAGES, ABOLITION OF CHILD LABOR, AMONG OTHER ITEMS, IT IS EVEN TODAY CONSIDERED AN ADVANCED SOCIAL THINKING.

75 YEARS AGO, IN DECEMBER 1886, THE AMERICAN FEDERATION OF LABOR WAS FOUNDED AT A CONVENTION IN COLUMBUS, OHIO.

FUTURE OF GAS INDUSTRY SHOWN AT DENVER MEET

Denver saw Business Managers, Assistant Business Managers and representatives of Utility Locals in the 7th, 8th and 9th Vice Presidential Districts roar into town at the start of March. They were meeting for the Annual Regional Utility Conference.

Director of Utility Operations, Dick Rappattoni opened the two-day session. His speech key-noted events of the past year and a forecast for the coming year in the industry.

Assistant Director Charles Tupper led off the afternoon session with a brief history of the development of Gas Utilities in the East. He pointed out that now California ranks fifth in underground storage capacity for gas.

An interesting glimpse into the future use of gas was given in his discussion of thermoelectric devices. The production of electricity through the direct burning of gas is accomplished by what Tupper called, "alloy sandwiches", which could supply more than enough electricity for an average home, without central generating facilities. In fact, he could see where the home of 1971 would have gas providing its electricity!

There followed a showing of the film, "Blueprint for Brotherhood" which focuses on the vital role of the Business Managers of the I.B.E.W.

Slides taken by Local 1245 Advisory Council Member Henry Lucas of the demonstration of the so-called "bare-hand technique", narrated by Hank Conover, served as graphic illustrations of the dangers involved in this method. Much interest centered on this development.

The Saturday morning session was devoted to an analysis of some of the financial statistics of public utilities. Ed Czarnecki of the I.O.'s Research Department gave the details on two utilities' ability to pay.

Local 1245's representatives at the Conference, Business Manager Ron Weakley, Assistant Business Manager L. L. Mitchell

and Bruce Lockey, found the consensus of opinion to be that the Conference had afforded a valuable opportunity to strengthen the bonds of our Brotherhood and to exchange views and information.

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Local 1245 Member Wins Top Honors in Los Banos Bowling

Tony Cirimele, Local 1245 member from Los Banos, won out over a field of 250 bowlers and took home the First Place Trophy in the recent Los Banos March of Dimes Bowling Tournament.

A rookie bowler who took up the sport in the summer of 1961, Brother Cirimele has shown an unusual improvement in his game. When he started bowling, he used a straight ball delivery and achieved a 117 average. During the winter league season, the left-handed bowler changed to a "hook ball" delivery and his average climbed to the present figure of 152.

His scores in the five-day tournament were as follows: 72.08 Peterson Points.

Total pins knocked down scratch, 2610.

Total pins knocked down with handicap, 3,158.

Average scratch score per game, 174.

Average handicap score per game, 210.

Average score per 3-game series, 522.

Brother Cirimele serves his Union in the post of Unit Recorder for Los Banos Unit No. 1124. He bowls with a team of all Local 1245 members, called the "Select Five."

Team members are: Clifford Hagle, Senior Electric Serviceman and Local 1245 Shop Steward.

Pete Piccinni, Electric Maintenance Subforeman.

Glenn Graves, Lineman.

Louie Pricolo, Senior Line Truck Driver.

Tony Cirimele, Warehouse Storekeeper.



Bowling Champion Tony Cirimele, Local 1245 member from Los Banos, is shown receiving congratulations from Mel Soares, manager of the Los Banos Bowl. Brother Cirimele was the winner of the March of Dimes Bowling Tournament held in Los Banos in January. He won the tourney with a score of 72.08 Peterson points.



The IBEW's new movie, "Blueprint for Brotherhood" was shown to the delegates at the Regional Utility Conference in Denver, on March 2 and 3. The movie centers around the role of the Business Manager in an IBEW Local. Second and third from the projector in the last row are Assistant Business Manager L. L. Mitchell and Business Manager Ron T. Weakley.



The above picture shows delegates to the Regional Utility Conference in Denver, Colorado, on March 2 and 3, listening to a speech by International Representative Charles Tupper on future developments in the gas industry. At far left is Bruce Lockey, Research Analyst for Local 1245. Next to him is George Duffy, Assistant Business Manager for Local 465 in San Diego. Tapes of the speech are available from Local 1245's research library.

Mail Bag

The following letter was received from Brother Lloyd Lawrence who retired on January 1, 1962. Brother Lawrence was a Local 1245 member from Stockton Division:

"Lodi, California
"2-16-62

"Dear Sirs:

"I am enclosing \$10.00 for the months of November and 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 find there are many still working under conditions similar to what we had here from 1920 to 1933 and was surprised that they were not corrected. Very few employees are left that 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 area and I have 9 years and 15 days with General Construction, totaling 44 years and 15 days.

"Again I want to thank the Union for the wonderful improvements that have been made over my period of time with this Company.

"Will you please make me out or issue me a withdrawal card as I would like very much to have one. (Thanks again.)

"Respectfully,
"Lloyd Lawrence"

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

Dear Brother Lawrence:

"In response to your letter dated February 16, 1962, I enclose your official receipt in the amount of \$10.00 for your November and December, 1961, dues, along with your Honorary Withdrawal Card.

"Your remarks concerning your vacation experiences and those relating to improvements through Union organization, are worthy of serious consideration by those who are employed in our jurisdiction today.

"Only through the efforts and determination of Union men such as yourself over the period of many years do we stand today as a responsible and effective instrument of service to the membership, their families, the industry and the general public.

"Please accept the sincere gratitude of the officers and members of Local 1245 for your long and faithful service to our Union. May your retirement be a long and happy one."

Two Local 1245 Members Candidates For City Councils in Tracy, San Pablo



GEORGE A. STEELE



THOMAS A. BURNS

Brother George A. Steele, Shop Steward and Foreman's Clerk, Tracy, has filed as a candidate for the Tracy City Council. The Executive Board, in recent action, endorsed Brother Steele's candidacy.

Brother Steele approaches the forthcoming election with the proposition that — "It is the working man of today who must live with the burdens of the future and pay the bills. Like the ostrich, failure to face issues only compounds them. Workingmen, like business and professional people, must be equally aware of the actions of civil government and participate to the extent that they are equally represented.

Brother Steele says "Many young Tracyites tell me they would like to take an active part in municipal government, but they are busily engaged in raising a family and working. This is true. The demands are great. If the demands are great, however, so are the rewards. Isn't it worth protecting this heritage by introducing into your civil government a person who can identify himself with your interests?"

Regardless of the outcome of the election, Brother Steele and the citizens of Tracy, those who participated, will have made a worthy contribution to the cause of "democracy". They identified issues, they discussed issues and they participated.

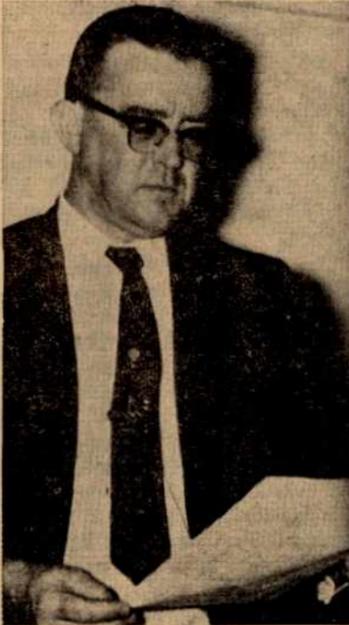
Local 1245 member Thomas A. Burns has filed and is now actively campaigning for a seat



A welcome break for a quick cup of coffee, a stretch, and some relaxed discussion during the recent Advisory Council Meeting.



Shown 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.



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 them in their bi-monthly check on Union expenditures.

In Memoriam

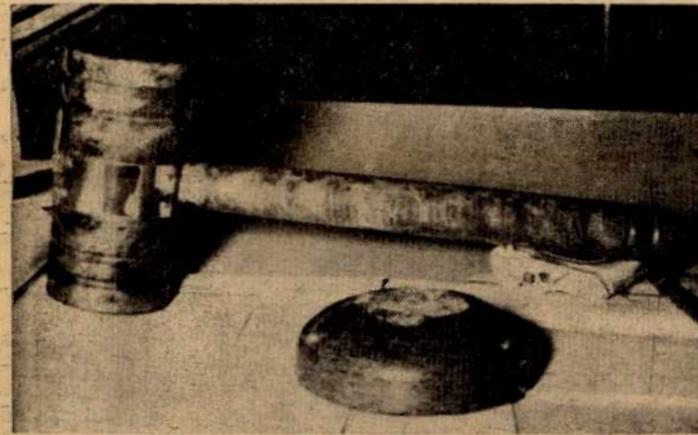
JOSEPH J. BRUGLER, Senior Control Operator in the San Francisco Division, died March 9, 1962. Brother Brugler was initiated into the I.B.E.W. in April, 1955.

CLIFFORD E. GIBBONS, a member of the I.B.E.W. since October 5, 1950, passed away in February, 1962. Brother Gibbons was a Subforeman in the East Bay Division, and had 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 1, 1951.

HAROLD A. McLASKEY, Senior Control Operator from Coast Valleys Division, passed away February 13, 1962. Brother McLaskey was initiated into the I.B.E.W. on April 1, 1951.

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.



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.

84 in IBEW Win \$96,000 In Shutdown

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

The 84, members of Local 1944, 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 rehired by the York company.

Arbitrator Donald A. Crawford ruled that the contract clearly obligated Bell to give separation pay. He pointed out in a 30-page opinion that the employees were laid off and not given "reasonably equivalent" employment by their new employer.

Twelve of the IBEW members will receive more than \$3,000 and one will get more than \$8,000.



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.



Advisory Council member Henry Lucas reported at the February meeting of the group on his recent trip to Olympia, Washington, to observe a demonstration of techniques for working bare-handed on high voltage line work.

DELEGATES TO 1245 CONFERENCE

(Continued from Page 1)

Rader; LeRoy Dowd. (2311) Oakland — Cyril P. Henneberry; Paul A. Groves. (2312) Richmond — Patrick F. McEvoy; Bruce G. Gunter. (2314) Hayward — Harry J. Souza; M. L. Johnson. (2316) Concord — John R. Didier; Tim D. Daniel.

SAN FRANCISCO DIVISION: (2401) San Francisco Clerical — Stanley A. Butera; Mike Escobosa. (2411) San Francisco Electric, Garage & Warehouse — Alvin Mattila; Charles R. Pace. (2413) San Francisco Gas — John Zapian; Claude Branum.

STOCKTON DIVISION: (2511) Stockton — Tony Munoz; N. Richard Maier. (2513) Jackson — Stanley Williams; Everett G. Davis. (2515) Modesto — Sam Rushing; C. J. Simmons. (2516) Lodi — Charles Scoggins; Don Rasmussen. (2517) Sonora — Louis H. Decker; Fred M. Rouse.

HUMBOLDT DIVISION: (3111) Eureka — George E. Tully; Fred M. K. Lucas. (3112) Garberville-Weott — Robert Rowe; Allen Lindsley.

SHASTA DIVISION: (3211) Red Bluff — Cecil Langberg; Ronnie Reynolds. (3212) Redding — L. E. Hackler; R. McKray. (3213) Fall River Mills — William Ward; James R. Moore. (3216) Trinity — Harry Jackman; Gene Henderson.

DE SABLE DIVISION: (3411) Chico — Roy Bechhold; Warren Dreiss. (3413) Feather River — J. Vaughn; Robert M. Weinholdt. (3414) Willows - Orland — Ted Stokes; James Kelly. (3417) Paradise — E. Harte; M. Aicega.

DRUM DIVISION: (3511) Auburn — Alonzo K. Hazen; E. W. Berge. (3513) Grass Valley — Rudolph P. Yelenich; Robert M. Butler.

COLGATE DIVISION: (3601) Marysville Clerical — Henry Phillips; Victor Murdock. (3611) Marysville — Larry Barbour; Art Sinner. (3612) Colusa — Harold Patrick; Gerald Rose. (3613) Oroville — Joe A. Farmer; Walter Rebish.

NORTH BAY DIVISION:

(3711) San Rafael — Wallace Holmes; Marcus Mills. (3712) Santa Rosa — Harold P. Vogensen; Orman C. Gaspar. (3714) Ukiah — Don Peterson; John Kaser. (3716) Napa — Alan Hodge; Francis A. White. (3717) Fort Bragg — Walter E. Ojanpera; Jack A. Lemos.

SACRAMENTO DIVISION: (3811) Sacramento — Mark Golich. (3812) Vacaville — Alonzo M. Castro; William Cherimisin. (3813) Placerville — Bill J. Carter; A. D. Schneider. (3814) Woodland — Albert Miller; Robert G. Baldwin. (3815) Davis — Joseph Mayes; John Roman.

STANDARD PACIFIC GAS LINE INC: (2011) Nesbit G. Ford; Walter M. Treat.

SACRAMENTO TRANSIT AUTHORITY: (3011) George J. Smith; Morris E. Wilson.

SACRAMENTO MUNICIPAL UTILITY DISTRICT: (3911) William E. Wright; Victor Mitchell. **SIERRA PACIFIC POWER COMPANY:** (3311) Don Sites; Clarice Jensen.

CITIZENS UTILITIES COMPANY OF CALIFORNIA: (4012) Susanville — Ken Wheeler; Julia Baker. (4013) Alturas — Jeanne L. Williams; Helen McPeak.

CALIFORNIA PACIFIC UTILITIES COMPANY (NEEDLES DIVISION): Buster R. Shields.

CLERICAL-AT-LARGE
SAN JOAQUIN DIVISION: Floyd T. McLean.

COAST VALLEYS DIVISION: Lachlan A. Van Bibber.

SAN JOSE DIVISION: Robert R. Wood.

NORTH BAY DIVISION: Thomas R. Fleming.

STOCKTON DIVISION: Volney M. Willson.

DE SABLE DIVISION: John F. Jaster.

HUMBOLDT DIVISION: Slaton E. Keplinger.

SHASTA DIVISION: H. S. McClintock.

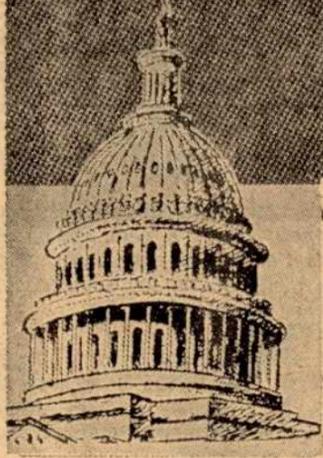
GENERAL CONSTRUCTION - AT - LARGE
William G. Barrett, Steward L. Fountain, Lester C. Price, Beldon H. Trigg, Clifford Andrews.



Intent listeners as the discussion proceeds are Gloria Gonzalez and Joan Bynum, who appeared with two other Clerical delegates at the Executive Board Meeting of February 2. Gloria works in the Power Accounts Bureau in San Francisco and Joan is a Clerk in the Hayward Commercial Office.

Medical Care for Aged

Must Become Law this Session



Labor Speaks for Nation in Demanding Justice

BAL HARBOUR, Fla.— Proposed substitutes for Pres. Kennedy's program of health insurance for the aged through social security have served to underscore the need for prompt enactment of the Administration plan, the AFL-CIO Executive

Council declared at its meeting here.

While the substitute plans "represent a significant shift in the position of their proponents," the council observed, they provide no ground for lessening public support" of the Administration measures sponsored by Sen. Clinton P. Anderson (D-N.M.) and Rep. Cecil R. King (D-Calif.).

"On the contrary, they confirm our contention that the enactment of the Anderson-King bill is the most important and immediately necessary step toward the development of well-rounded protection for older citizens in meeting the costs of their health care," the council declared.

It said swelling public support of the social security approach had "apparently inspired" oppo-

nents to re-examine their position and come up with alternatives.

PASSAGE PROSPECTS GOOD

All of this, AFL-CIO Pres. George Meany told reporters at a news conference, points to a better outlook for enactment of the Anderson-King bill.

Meany said prospects for passage of the measure "are much brighter now than a few months ago." He predicted that if it clears House and Senate committees and reaches the floor in both chambers, it will pass by a "substantial vote."

The Executive Council's statement analyzed five proposed substitutes for the Anderson-King bill and concluded that they are "unacceptable as alternatives but contain elements that can be made to work usefully as supplements to the basic social security coverage."

The council found that:

- 1. The proposal offered by Blue Cross and the American Hospital Association is commendable for its recognition of the need for government aid and its departure from earlier opposition to the use of the social security mechanism.

But the plan rejects the principle of health care benefits as a matter of right during retirement, based on premium payments during working years. And by insisting on operation of the plan by Blue Cross, it appears to display "a self-serving lack of faith in the social security and railroad retirement agencies, which have worked effectively on behalf of the American people for 26 years."

- 2. A parallel proposal of Blue Shield and the American Medical Association on careful reading amounts to no more than a "press release" saying that "after a while, if the 69 Blue Shield plans agreed, they would offer a nation-wide plan to cover doctors' bills for persons over 65, at an approximate cost of \$3 per person per month."

Cost of the plan, plus the estimated \$12 monthly premium for the proposed Blue Cross hospitalization insurance, would add up to one-sixth of the average individual income—about \$1,000 a year—of persons over 65.

- 3. A substitute proposal of Sen. Jacob K. Javits (R-N.Y.), while containing some sound elements and accepting the social security approach, has major weaknesses in that not all workers contributing through the social security system would be eligible for benefits, the railroad retirement system is ignored, and needless costs would be added through provision of some coverage by commercial insurance companies.

- 4. The plans of the commercial insurance industry itself still do not offer adequate protection for older people at rates within reach of those who depend on retirement incomes.

- 5. The Kerr-Mills Act, adopted more than a year and a half ago, "simply has not worked." Less than half of the states have both passed enabling legislation and appropriated funds to implement its provisions and only

16 had programs in operation as of Feb. 1.

Among these 16 states there is "fantastic variation" in benefits, ranging in some cases down to a maximum of six days of hospital care, the council said, and the means test of the act is "highly distasteful to the vast majority of self-reliant citizens."

Nevertheless, the approach of the Kerr-Mills Act, the council said, will always be needed not as a "first line of defense" but as a supplement to the basic social security program.

The council was encouraged by the "common conclusion" evident in recent developments that "action must be taken to meet the needs of older people for a practical way to finance health costs."

This need was outlined statistically in a background paper issued with the council's statement showing, among other things, that:

- Older persons have more days of illness, go to the hospital more frequently and stay longer. A study by the U. S. Public Health Service in 1957 found that on the average people under 65 use about 883 days of hospital care a year per 1,000 persons, against 2,332 days a year for every 1,000 persons over 65.

- Older persons have less income. Census bureau figures for 1960 list the median annual incomes of 2-person families at \$5,314 where the head of the family is under 65 and \$2,530 where the head is over 65. The figures also place the median annual incomes of persons living alone or with non-relatives at \$2,570 for those under 65 and \$1,050 for those over 65.

- Hospital stays are costly, and growing more so. Figures compiled by the AHA show that the average cost per day has risen from \$9.39 in 1946 to \$23.12 in 1955 to \$32.23 in 1960.

Basic Protection Essential
To cope with this problem of more frequent illnesses, high costs and low income, the Executive Council said, the aged need a basic floor of protection as offered in the Anderson-King bill, "just as basic financial protection in old age is provided through the Social Security Act."

"In this connection," the council said, "we hope that the American Medical Association and Blue Shield continue their efforts to make available, at a reasonable cost, the nationwide insurance plan they recently announced."

It noted, too, that with the main burden of health care for the aged borne through social security, the states would be better able to provide for the remaining needy aged through Kerr-Mills.

"In short," the council concluded, "these programs, operating not as substitutes, but as supplementary to the basic protection provided in the President's program, would make possible the development in America of a well-rounded comprehensive health care program for the aged."

West Virginia Finds Kerr-Mills Bill Inadequate; State Develops a Financial Ulcer

With medical care financed through Social Security a major legislative target in this session of Congress, 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 a most disappointing experience to say the least.

According to Newsweek, West Virginia, the state that provided 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 Mountain State was the first to participate in the medical-care-for-the-aged program—the Kerr-Mills Act—backed by the American Medical Association and passed by Congress in 1960. Now the state appears to be the first to demonstrate weaknesses of this plan—a compromise between private health insurance and social security.

"Under the Kerr-Mills Act, the Federal government has been supplying West Virginia with roughly 70 per cent of the medical costs for non-relief persons 65 or older and 40 per cent of the administrative costs. Nonetheless, this medical aid for the aged (MAA) has left state officials with a financial ulcer.

"In its first complete month of operation (November 1960), medical care—exclusive of administrative costs—totaled \$1,340 with West Virginia paying \$336. By June 1961, the monthly cost rocketed to \$301,859 with the state kicking in \$107,016.

"Unpaid Bills: For the first fourteen months of MAA in West Virginia, the medical care cost came to \$3,674,363 with the state's share totaling \$1,056,338. The total does not include \$1.5 million in unpaid bills (state share: \$445,200) or administrative costs of \$350,000 (state share: \$210,000).

"In an effort to check the staggering increase, West Virginia last Dec. 1 imposed stiffer eligibility requirements, which sliced the number of eligibles about in half. The state also reduced pay for doctor visits from \$3 to \$2, cut the hospital-cost allowance from \$35 to \$20 a day, and prescriptions from a no-limit basis to wholesale price plus a dollar handling charge.

"The result: Hospitals and doctors promptly took themselves off the non-fat-free MAA diet. The number of participating hospitals dropped from 108 to 23, the number of participating doctors to 132 among the state's 1,800 physicians.

NUMEROUS ABUSES
"What caused the overwhelm-

ing increase in West Virginia's MAA program? State welfare director W. Bernard Smith says 'an accumulation of things,' the first of which was the low eligibility requirements. Welfare officials also cite these contributing abuses:

"Hospitals with financial troubles and vacant beds somehow found it 'necessary' to keep MAA patients for 30 days (the limit) at \$35 a day.

"Patients who had been getting along on two drug prescriptions suddenly were found to be in need of as many as eight MAA-financed prescriptions.

"Doctors were found to be going into the drug-dispensing business (one collected \$1,300 a month for drugs alone).

"Because of the \$10 fee allowed for specialized treatment, many, if not most, doctors became 'specialists.'
"Welfare director Smith has come to the conclusion that there is 'a definite need for handling this problem under the social-security system,' adding: 'A state just doesn't have the resources to carry out an adequate program.'

"Last week Smith met with representatives of doctors, hospitals, druggists, nursing homes, and legislators, and reported he was 'optimistic that we may be able to reach some solutions.

"If we can get (their) co-operation,' says Smith, 'we may be able to turn the trick. But, without that, I hesitate to say what will happen, except that the prospects won't be good.'

"In Washington, proponents of the Kennedy bill agreed that no medical-care program could eliminate all abuses. But in view of those cited by West Virginia, they said they would try to make their plan as foolproof as possible. The real argument by supporters of medical care financed under social security is that most states cannot afford Kerr-Mills health care—and they cite West Virginia as Exhibit A."

John: "How do you like that new suit you bought with two pairs of pants?"

Jack: "Not so good. It's too hot wearing two pair of pants."

Happiness is where we find it, but very rarely where we seek it.—Petit-Senn.

Opponents Using 'Scare Labels' to Fight Health Care

San Francisco Congressman John F. Shelley has charged opponents of hospital care for the aged with using "scare labels" to fight the administration's proposals.

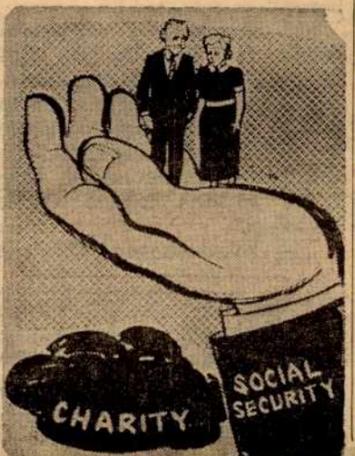
"The administration bill is a far thing from the scare label 'socialized medicine,'" the congressman declared, "and provides complete freedom for the patient in selecting both the hospital and the physician of his choice."

Shelley said his support for the measure is based on the fact that the expense of medical care has "jumped a giant 49% over the 1947 figures" and hospital room charges have increased 105% in the same period.

"These higher cost must be faced particularly and most frequently by our elderly citizens," Shelley declared, "those whose incomes are lowest and those who because of their very age require more and longer medical care and hospitalization."

The congressman's support of hospital care benefits for persons receiving Social Security was expressed on a television program in Washington.

Hospital care, he said, is the senior citizen's "most haunting problem," since "millions of our older citizens have medical bills twice those of persons under 65, when their annual income is less than half as much."



Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

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

CPS-PHYSICIANS' SERVICES

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

Under certain contracts, this amount will vary from \$4,200 a year to over \$7,000 a year.

The PSEA-CPS Health Plan has a \$7,200 family income provision in it whereby the physician members of CPS have agreed they will accept the fees paid under that contract as payment in full for the services covered by 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 indemnity contracts. The most prominent is the "surgery as often as necessary" feature. This provides you with as many surgeries as are necessary during a period of disability without the usual requirements of return to work or recovery. This feature can materially increase the total dollars paid as it also includes physician's assistant and anesthetist during surgery. The coverage of the physician assistant is one overlooked in a great many health and welfare contracts.

The fee schedule used by CPS is, to a certain degree, flexible in that additional amounts may be paid to the physician in the event of severe and unusual complications.

This is an effort on the part of CPS to pay the physician more where a greater degree of skill and time is required. Such payments, however, are the exception and not the general rule.

LIMITATIONS

It may appear from the preceding paragraph that this approaches a Major Medical plan. We should note, however, the additional charges by non-member physicians as well as certain other services are not covered under CPS contract. It therefore does not replace entirely a Major Medical plan.

COSTS

The monthly premium of all three of the contracts discussed is relatively the same for the same level of benefits. It is virtually impossible to compare costs 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 going 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 hospital-doctor bills will be 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 you and your family benefits in line 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, as in co-insurance, but the total dollars expended by the insurance company will be less than the amount of total premium. Or, it might be better stated, in a group contract the insurance company or service plan is going to endeavor to pay out less money in a year than 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 even extend to thinking!



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



Record Total Recovered in Unpaid Wages

A record-breaking \$3,074,648 was recovered in claims for 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 \$2.5 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 equalling total collections made by all other states combined," Governor Brown said.

A year-end report submitted to the Governor by John F. Henning, the Director of the Department of Industrial Relations and State Labor Commissioner Sigmund Arywitz, Chief of the Division of Labor Law Enforcement, revealed that the agency's office held 24,147 investigatory hearings on 37,032 wage case complaints.

Most of the complaints, according to the report, dealt with failure of an employer to pay wages for work which had been performed. The Division is empowered by the California Labor Code to institute action for recovery of wages and penalties on claims it deems valid and payable.

While the Division does not have the power of judicial determination, it may institute civil suit for recovery of money it finds due, or initiate a criminal complaint for violation of the Labor Code.

Last year, 854 civil suits were filed and \$372,165 gained for claimants through such action.

Foot in Mouth

Senate Republican Leader Everett Dirksen intended nothing but chivalry when, in response to a denunciation by Senator Wayne Morse, he sprang to the defense of Mrs. Clare Booth Luce. In a voice of righteous wrath, Dirksen called on Morse to "stop beating an old bag of bones."

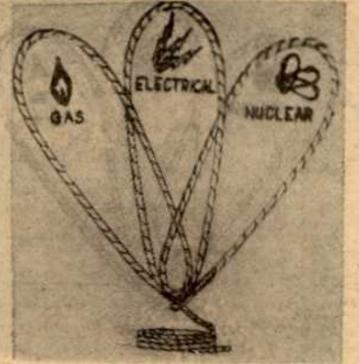
Ill-expressed chivalry also caught Sen. Paul Douglas with his phrases down during an impassioned appeal for non-lip polish on the Senate office floors. "It's been reported," he cried, "that many women have fallen in the Senate Office Building."

—Jack Anderson in Parade

Asked why she refused to take tranquilizers prescribed by her doctor, a woman said: "The last time I was taking them, I found myself being friendly to people I wouldn't even speak to otherwise."

Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT



Through action taken by Local 1245's Executive Board on February 19, 1962, my services and activities have been expanded to encompass gas and electrical safety, as well as radiation safety. This will not exclude the problems of job safety in the fields of hydro, steam, construction, and other specialties.

BIG JOB AHEAD

Obviously the safety problems alone arising from a large and varied membership such as Local 1245 would keep several full-time industrial hygienists busy. The purpose of our safety activities will not be to supplant any company program, but to supplement them in whatever way is necessary.

THE SYSTEM SAFETY COMMITTEE

The workload for providing answers to the many and varied safety problems has been diligently carried by the members of the System Safety Committee. Meeting bi-monthly, this committee comprised of its Chairman, Vernon Franklin; Secretary, Glenn Larson; and members Herb Brooks, Earl Howerton, John Hink, and Earl Storkson, has made real progress. It will be my pleasure to work regularly with this committee and provide whatever technical assistance possible.

MARCH 3RD MEETING

The System Safety Committee meeting of March 3rd pointed up the many safety problems confronting workers in the utilities. Among those discussed were: Adequate safety instruction before an apprentice reaches the journeyman level, and some means of assuring that he knows the rules and PRACTICES THEM.

The problem confronting certain Eastern linesmen of having to work 13 KV lines with rubber gloves and 138 KV lines using the "bare-hand technique".

The unsafe condition caused when natural gas filters into electrical cable sheathing and boxes, or into walls, basements, and other voids. And the possibility that natural gas loses its odor when it filters through soil was discussed and will be researched.

Effective Workman's Compensation Laws and procedures, tailored to today's technology. These are just a few of the problems discussed by your System Safety Committee. But to be really effective, we must know what the individual safety needs are.

LET US KNOW

To be aware of what problems are creating unsafe conditions in the field, we will attempt to set up avenues by which your views can be communicated to the committee. The Utilities Accident Report should be filled out and sent into the Local's office after each reportable accident. The report should include your comments on what appears to have caused the accident, and what you believe can be done to prevent its recurrence.

IS SAFETY FOR "SQUARES"?

The alarming number of highway accidents and those occurring on the job and in the home, points out the need for more than slogans and posters. Safety is an ATTITUDE. It's knowing your limitations and those of your equipment, and never going beyond the abilities of either. It's taking into account that when you go on the job you never quite leave all of your problem at home. And the bigger the problems (and we all got 'em), the more careful you have to be while doing your work.

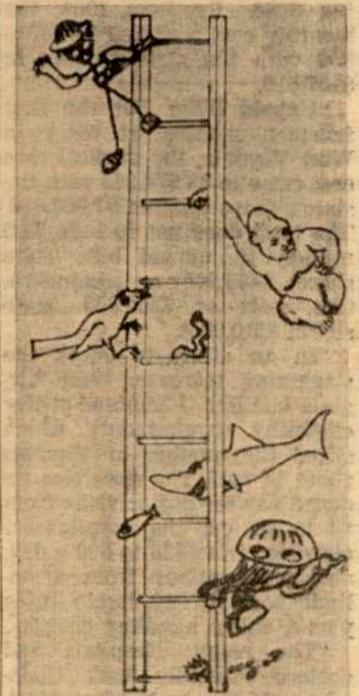
Those who think that it's O.K. not to follow safety procedures once in a while, or don't wear the proper safety equipment, or show-off, sometimes tend to give the impression that "all this safety talk is for 'squares'". But rectangular cemetery plots are filled with people who didn't want to be "square".

LIFE'S SHAKY LADDER

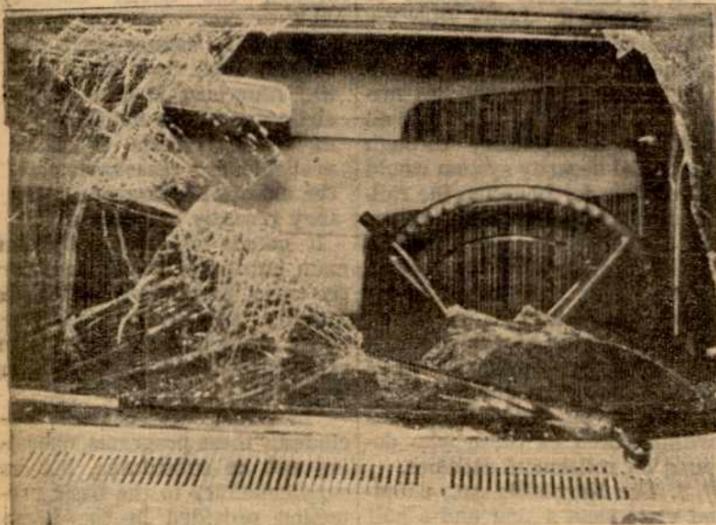
Man comes into this world needing more care and protection than any other creature of the Animal Kingdom. If the animal kingdom were represented by a ladder with the more complicated animals such as man at the top, you would find that the farther down the ladder you go, the fewer chances of living a full life span the critter has. In fact the lower animals tend to produce offsprings in proportion to their survival chances. For example, the lowly oyster produces up to sixty million eggs each season. Since fish eat so many of these eggs, only a few grow to maturity. Man also eats oysters so between the fish and the dish, not many make it.

A little farther up the ladder the chances for survival of a fish is somewhat better depending on where he lives. A cod living in the Atlantic Ocean has to lay about five million eggs in order to keep the species going. A rainbow trout lays only a couple thousand eggs, presumably because life is not so tough in an inland stream.

The higher mammals, such as man, produce relatively few offsprings because nature endowed



him with a highly developed brain to help us survive. But with a billion years of evolution behind man, he still allows himself to be exterminated on the battlefield and maimed on the highway or on the job.



Business Representative James McMullan had a surprise recently while driving through the mountains between Red Bluff and Eureka. A deer jumped onto the front of his car and ended up in his lap. Picture above shows the hole in the windshield where he came through.

AMA Lobbyists Invading Church Conventions Now

By REV. CLAIR M. COOK
Religion and Labor Council of America

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

The story of their success at the international convention of Christian Churches (Disciples of Christ) at Kansas City is told by Rev. Robert Fangmeier in the denomination's "Social Action News Letter" under the headline, "AMA Beats Lindenwald 4 to 3."

Lindenwald Christian Church, a 225-member congregation at Hamilton, Ohio, had discussed the question, then sent a resolution to the convention office with the required signatures, expecting "earnest pro and con discussion" by delegates at the convention.

But they "were not prepared to invest several thousands of dollars in a pre-convention campaign to defend their position—as delegates reported the AMA did."

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," says Mr. Fangmeier, "would deny the right of the AMA to present its views to our delegates, and we would particularly expect medical men to take an active interest in the discussion."

"But when these doctors are part of a powerful lobby that can put large sums of money into such an effort, then Disciples should realize that the nature of their deliberations at international conventions has changed. What would delegates to the convention have said if the same pressures had been exerted by the AFL-CIO?"

This is not the first time the AMA has fielded its team for a church convention fight. Last May, every voting delegate to the general assembly of the United Presbyterian Church received a packet of materials attacking medical care for the aged through Social Security. Many delegates then also received personal letters from doctors in their home areas. The Presbyterians, like the Disciples, voted down the favoring resolution.

In the Disciples' case, the list of delegates was obtained by "boot-legging" it from some other organization which had secured it—rather than asking the convention office for it.

Mr. Fangmeier says that church convention lobbying by the AMA dates from "its major defeat by a church organization."

Despite all the pressures applied to prevent such action, the

general board of the National Council of Churches last February unanimously supported the principle of Social Security prepayment of old age health insurance.

Since then, says Pastor Fangmeier, "church conventions have not been the same."

The John Birch Society claims that Communists have infiltrated and subverted our churches. Their comments on infiltration by the AMA are eagerly awaited.

Construction of 2nd PG&E Geysers Unit Will Start

Construction of the second unit of The Geysers Geothermal Power Plant of Pacific Gas and Electric Company is scheduled to start this week, S. L. Sibley, PG&E Vice President and General Manager, announced recently.

The new 12,500 kilowatt installation will double the capacity of the plant. The initial unit, which was put into operation in September 1960, was the first commercial geothermal unit in the United States. Both units will use natural steam, gathered from underground sources and sold to PG&E by the Magma Power Company and the Thermal Power Company. The new turbine-generator will be located immediately adjacent to the first unit. Each requires approximately 250,000 pounds of team per hour, withdrawn from seven steam wells now existing on the property. Wells supplying the steam for the plant have been drilled to depths of 500 to 700 feet, and the steam is piped from the wells to the units.

Both units were designed by PG&E engineers. Contractor for the construction of the foundation and building of the new unit is C. Norman Peterson, of Berkeley, and Horace Moulton, of PG&E, will be resident project engineer. The plant is scheduled to be in operation next summer.

Of unusual interest is the fact that, because of high chemical content in the natural steam, turbine blades are made of a special alloy of stainless steel. Examination of Unit No. 1, revealed virtually no corrosion of the blades.

The power from the new unit, as well as from the old, will be delivered into PG&E's integrated power system by means of an

Typical Jobless In Illinois: Man 20-44, Unskilled

SPRINGFIELD, Ill. — A composite portrait of the Illinois jobseeker is beginning to emerge from a survey of 143,650 unemployed.

The typical jobseeker in Illinois is . . .

- Male.
- Young (20 to 44).
- Unskilled.
- A high school drop-out.
- Ready, able and willing to accept training in a school to learn a new skill.

Gov. Otto Kerner appointed a committee last summer, headed by Frank H. Cassell, an Inland Steel Co. executive, to examine unemployment in Illinois and suggest what to do about it.

During August, the committee made a survey through the State Labor Dept. Applicants at the Illinois State Employment Service and at unemployment compensation offices were questioned on their personal and occupational characteristics, educational background and length of unemployment.

The results haven't been published yet, but some of the information gathered was disclosed by Kerner at a meet of the Chicago Association of Commerce and Industry.

Students returning to school and workers involved in a labor dispute were excluded from the survey. All of those surveyed were unemployed and seeking permanent full-time jobs.

Among the findings: Nearly 65 per cent of the jobseekers were men.

A full 60 per cent were 20 to 44 years old.

Unskilled workers were the largest single occupational group. Sixty-eight per cent had not even completed the eighth grade.

Seventy per cent of the jobseekers said they would take training in a school to learn a new job skill.

"It is likely that an even higher number would take training were it made available without cost, as is contemplated by current and pending legislation," said Kerner.

Illinois is the first state to conduct a pilot study for use in planning a vocational retraining program. A full report will be issued early this year, the governor said.

"It will be useful in planning for retraining of workers whose present occupations are becoming obsolete or are in surplus supply for some other reason," said Kerner.

A wife pointed to her husband stretched out in the hammock and explained to her friend:

"Fred's hobby is letting the birds watch him!"

existing 60,000-volt line, 10 miles long, which connects with a transmission line near Geyserville.

Little Progress is Made For Underprivileged Farm Wkrs.

"The year 1961 was one of only slight progress for the American farm worker," concludes the National Sharecroppers Fund in its annual report issued March 19. "He continued to receive the lowest wage rate and suffer the highest unemployment rate in the entire economy."

"Despite his urgent need for such coverage, the American farm worker continued to be excluded from most laws providing a minimum wage, unemployment insurance, workmen's compensation, legal safeguards of the right to bargain collectively, and other legislation long accepted as necessary protection for the great majority of workers."

A 10-point program designed to end this exclusion of farm

workers from existing social legislation was recommended by the Senate Subcommittee on Migratory Labor, headed by Senator Harrison A. Williams, Jr. About half of this program was incorporated into legislation which the Senate passed but which the House had not acted upon by the end of 1961. In the various state legislatures, the 105 farm measures introduced in 1961 only 23 were enacted, and some of these were of a restrictive nature.

The National Sharecroppers Fund report includes detailed information on the plight of small family farmers, employment and earnings of hired farm workers; conditions of sharecroppers; union organizing gains among employees of big western corporation farms, and the problems of imported farm labor. The average farm worker earned only \$879 for the year, according to the report, supplemented by earnings of \$246 for off-farm labor.

The report quotes Arthur Goldberg, Secretary of Labor and Chairman of the President's Committee on Migratory Labor, as stating at the end of 1961: "The time has come when we must strive to accomplish in agriculture what we have already accomplished in other sectors of our economy — the restoration of respect and dignity, based on good wages, good working conditions and steady employment to the men, women and children who labor for hire on American farms."

A major fund project during the year was a pilot effort in Fayette and Haywood Counties, Tennessee, where 700 Negro sharecroppers and their families have been evicted. The continuing project includes a concerted effort to broaden local administration of the 1961 Area Redevelopment Program, to bring its loan and technical assistance aid to the low-income groups in need of its help. The NSF representative in the area has formed a local bi-racial committee, and federal assistance has been promised to aid the group in developing industry to employ displaced farmers in Fayette County.

As a result of the growing interest in the conditions of farm workers, the National Sharecroppers Fund, whose officers include Frank P. Graham, chairman, A. Philip Randolph, vice-chairman, and Eliot D. Pratt, secretary-treasurer, received increased financial support in 1961 which enabled it to expand its action program and its educational activities.

YOUR Business Manager's COLUMN

(Continued from Page 1)

plex problems. The needs of our members are of great concern to them and to we who work in their interests. Our organizational responsibility, integrity and competence will be put to the acid test.

In spite of the factors involved, the attitude of your Committee is positive rather than negative. We are confident and we urge a confident attitude on the part of the membership as the first ingredient of a successful venture.

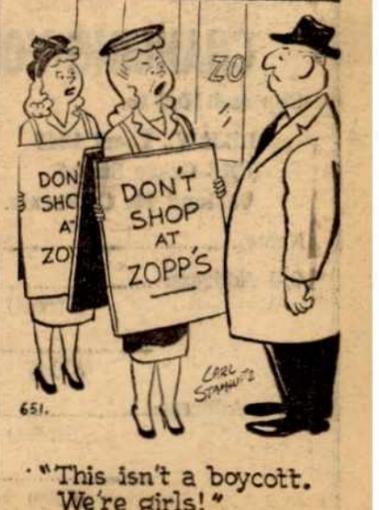
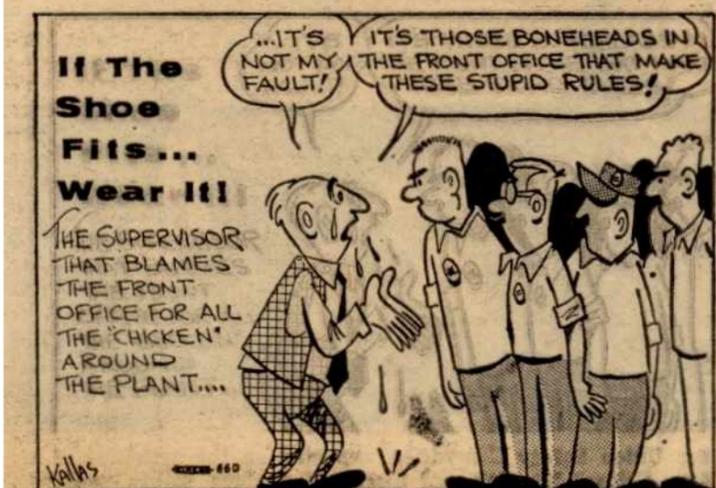
You need your Committee and your Committee needs you. It's that simple. Let's get on with the job together and make 1962 a banner year for all in terms of progress.

14,000 Killed at Jobs in a Year

Nearly 14,000 people were killed in the U.S. and another 2 million were hurt at their jobs during 1960 and it looks like work casualties will be even higher when the 1961 returns come in.

Only 2 out of 10 accidents happened in factories, where the danger might be expected to be highest. Hence, 3,000 American leaders met March 6-8 in Washington D.C. at the Presidents' Conference on Occupational Safety to explore ways of reducing accidents on jobs in agriculture, construction, trade and service businesses, materials handling and government.

CLEVELAND — A survey of 103 business executives shows that only two believe honesty and decent methods succeed in reaching high place in management.



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 \$605,825 to pay for the additional scholarships in his Budget Message which was presented to the Legislature in Sacramento.

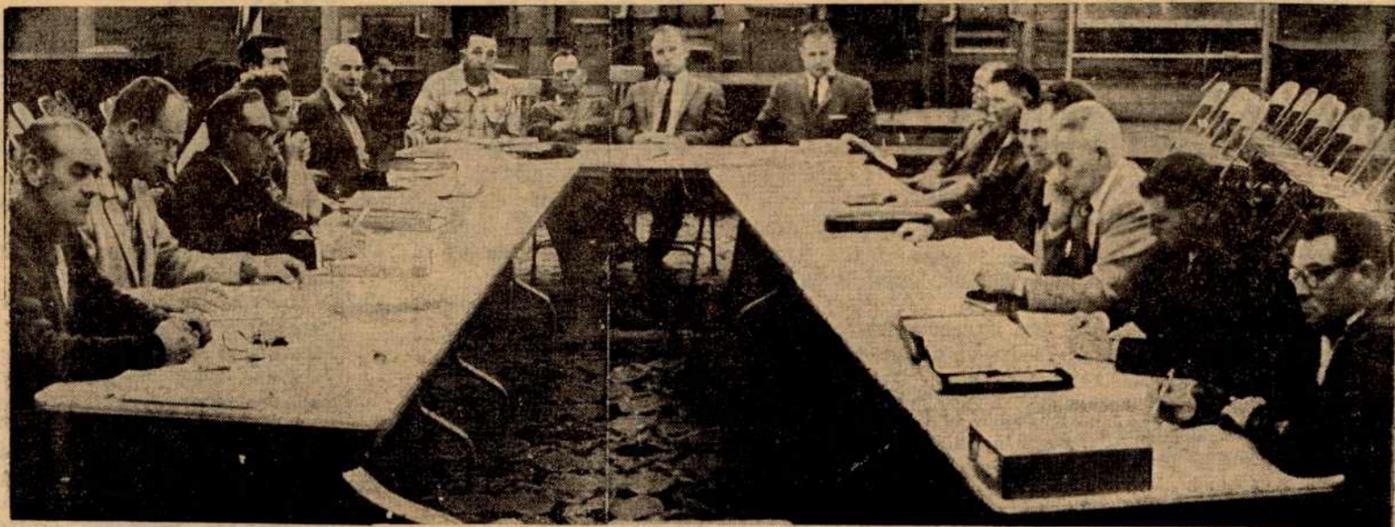
"Our most precious human resource is the gifted student," the Governor said. "Too often that resource is wasted or lost because the student cannot afford a college education.

"In a small way, our State scholarship program meets this challenge which our free society cannot ignore. This year, 3200 high school graduates will benefit from the program. Next year if the Legislature approves, the number will be 3840."

The current State Scholarship Commission budget is \$1,845,952. The proposed budget is \$2,451,777, an increase of 32.8 per cent.

The Scholarship Commission, consisting of 9 outstanding Californians appointed by the Governor, administers a statewide program of competitive scholarships.

Awards are made on the basis of the student's ability, potential and the need for financial assistance. It is estimated



The Advisory Council of Local 1245 is pictured above during one of the lengthy business sessions at their meeting of Saturday and Sunday, Feb. 17 and 18. Left to right, the members are Vernon Franklin, Walter Kreusch, Andrew Clayton, Joan Bynum, Juventino "Nick" Garcia (not visible), Leland Thomas Jr., Wil-

liam F. Kennedy, Richard D. Kern, Henry Lucas, James Branstetter, Frank Anderson, Orville Owen, Dwain Zahn, Robert Calzascia, Richard Daugherty, John Hinkel, Charles Hasty, Don Bennett and Robert I. Stringham.

Members Honored For Safety Record At Bakersfield

Local 1245 members in the Substation Department in Bakersfield were honored at a recent dinner where the employees were presented with citations for a total of one million work hours without a lost time accident.

The record achieved by the 29 employees in the Department started on March 1, 1944 and was reached on November 1, 1961.

The group received awards from the Edison Electric Institute, the PG&E Safety Department, and the Kern County Central Safety Committee. Awards were presented by Mr. Ray White, claims Manager; Mr. H. W. Haberkorn, Vice President in Charge of General Construction Department; and Mr. Parker, President of the Kern County Central Safety Committee.

that 19,000 applications will be received in the Spring of 1963. This compares with an estimated 17,000 applications for this year. The average award is \$600 per scholarship.

There are also 100 yearly awards in an Agricultural Scholarship Program at an average of \$125 per scholarship.

Nominate Officers At April Meeting

(Continued from Page 1)
tional information.

ARTICLE III

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

Section 11. Provides that nominees shall have been members in continuous good standing for two years prior to April 1, 1962. A nominee should not have his name recorded in the minutes as a candidate if he knows he will not qualify.

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

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

The election of officers will be by secret mail ballot as provided for by Article III of the By-laws. Ballots will be mailed to all members eligible to vote before June 1. The ballots must be mailed to arrive at the post office in Oakland by 10 a.m. on Saturday, June 16.

Voting instructions will be mailed along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union By-laws.

The May issue of the Utility Reporter will carry a list of all candidates together with a factual record of their activities, committee assignments, offices held and experience gained for and in behalf of Local 1245.

Davey Tree Shop Stewards Meet

Traveling from as far away as Tucson, Arizona, and San Diego in the South and Red Bluff to the North, 18 out of 19 Shop Stewards employed by the Davey Tree Surgery Company, Ltd. met at the Local Union headquarters in a day-long conference on Saturday, March 3, 1962.

Under the leadership of Assistant Business Manager M. A. Walters, who acted as moderator for the conference, various members of the Local Union's staff led discussions of the organizational structure and oper-

ation of the Local Union, the role of the Shop Steward, the development and use of effective communications, organizational activities and grievance handling. In addition, considerable time was spent in reviewing the provisions of the collective bargaining agreement between Union and Company.

In order to assist this newest group of Shop Stewards in the conduct of their duties, they were issued Shop Steward Handbooks, copies of the newly-printed Agreements and forms to be utilized in the communication process.

First Reading on By-Law Change At April Meeting

At the Advisory Council meeting of February 17 and 18, 1962, the following action was taken as reported in the Advisory Council minutes:

"e. MSC to overrule the Executive Board action of non-concurrence on the Eureka Unit No. 3111 recommendation dated October 10, 1961 in regard to the Advisory Council Meetings per year."

Meeting on March 9 and 10, 1962, the Executive Board took action to submit the proposed Bylaw Amendment to the Unit meetings for a first reading in April and second reading and vote at the Unit meetings in May.

The recommendation reads as follows:

"That Article V, Section 4, Paragraph No. 1 of the Local Union Bylaws be amended to read as follows: This Council shall meet with the Local Union Executive Board four (4) times a year on the first weekend of February, May, August and November. The Executive Board shall have the power to change the date on the Advisory Council is to convene, but any change shall be for not more than thirty (30) days after the original date."

Article V, Section 4, Paragraph 1 presently reads as follows: "This Council shall meet with the Local Union Executive Board twice a year on the first Sunday of February and August. The Executive Board shall have the power to change the date on which the Advisory Council is to convene, but any change shall be for not more than thirty (30) days before or after the original date."

The effect of this change would be to have four regularly scheduled Advisory Council meetings per year instead of two regularly scheduled meetings per year.



"Of course I know the value of a dollar, Pop. That's why I need five instead of one."

If You're Moving, Please Tell Us

You can help your Union and yourself if you will let us know immediately whenever you change address.

When you move and say nothing about it, the Post Office informs us of it and charges for this service. The rate has just been doubled for this service—so we must now pay 10 cents for each and every change of address sent to us by the Post Office.

This can prove to be very costly, and we are asking your help. You also help yourself because you'll get your paper more promptly and keep up with important union news.

Otherwise you may miss 2 or 3 issues of the paper while we are waiting for Uncle Sam to make your address change for you at 10 cents per change.

A Change of Address form is printed below for your convenience. Thanks for your help!

CHANGING YOUR ADDRESS?

Clip and Mail to:

I.B.E.W., Local 1245
1918 Grove Street
Oakland 12, California.

Name

Old Address:
(Street)

(City)

New Address:
(Street)

(City)



Vernon Franklin, Chairman of the Union Safety Committee, reported on the activities of his committee at the February Advisory Council Meeting and discussed various safety problems which the members of the Union are currently facing.