

As life is action and passion, it is required of a man that he should share the passion and action of his time, at the peril of being judged not to have lived—Oliver Wendell Holmes Jr., 1884.

**YOUR
Business Manager's
COLUMN**
by Ronald T. Weakley

As a result of "Operation Security—II," proposals will be offered by this Local Union to the Pacific Gas and Electric Company on the subject of job security.

This is not a new subject. It has been an item in our bargaining program for a number of years and we have made some strides in this direction in some of our settlements to date. Now, our membership has come to realize that a major move is necessary this year if we are to properly meet this growing problem.

It is notable that certain major utilities in the United States have adopted policies which provide basic assurances to their employes on the question of job security.

The "System News," published by the System Council of Local Unions on the properties of Commonwealth Edison of Chicago, recently carried an item on the Tenth Annual Union-Management Conference held at the University of Notre Dame. Over 500 labor and management officials were gathered from 36 states to participate in this recent meeting. I quote from the "System News:"

"Commonwealth Edison Company Vice-President Thomas G. Ayers spoke on 'Changing Technology and Employment.' Ayers outlined what has happened in the last seven years at Commonwealth Edison in regard to new machines and work methods and the resulting impact on the employees.

"The Company has increased its production capacity by 60 per cent, added some 318,000 new customers, while taxes rose 93 per cent to 28c of every revenue dollar and construction costs went up to 20 per cent. Yet, the price of electricity went up only 3½ per cent.

"Ayers went on to say that, seven years ago our employment was at its high mark. Today, we are doing 50 per cent more business with 2,500 fewer employees. Yet, this was accomplished without lay-offs, pay cuts, or loss of pay increases.

(Continued on Page 2)

Job Protection Top Concern—Weakley

"Within our own house, more and more members are recognizing the need for a protective program on the issue of job security," stated Business Manager Ronald T. Weakley in his speech to the delegates at the Local Union Conference on March 31 and April 1.

This is not just a local problem, Business Manager Weakley pointed out, but a concern of utility unions nationally.

"It is a major issue in the utility industry and our utility union brothers are finding that it overshadows all other considerations as time marches on," he stated.

In his speech, Brother Weakley reviewed the program of the Union's leadership over the last several years. Repeated warnings have been sounded on this subject and the growing awareness of the members has developed as the effects of technological change are being felt



Utility Reporter

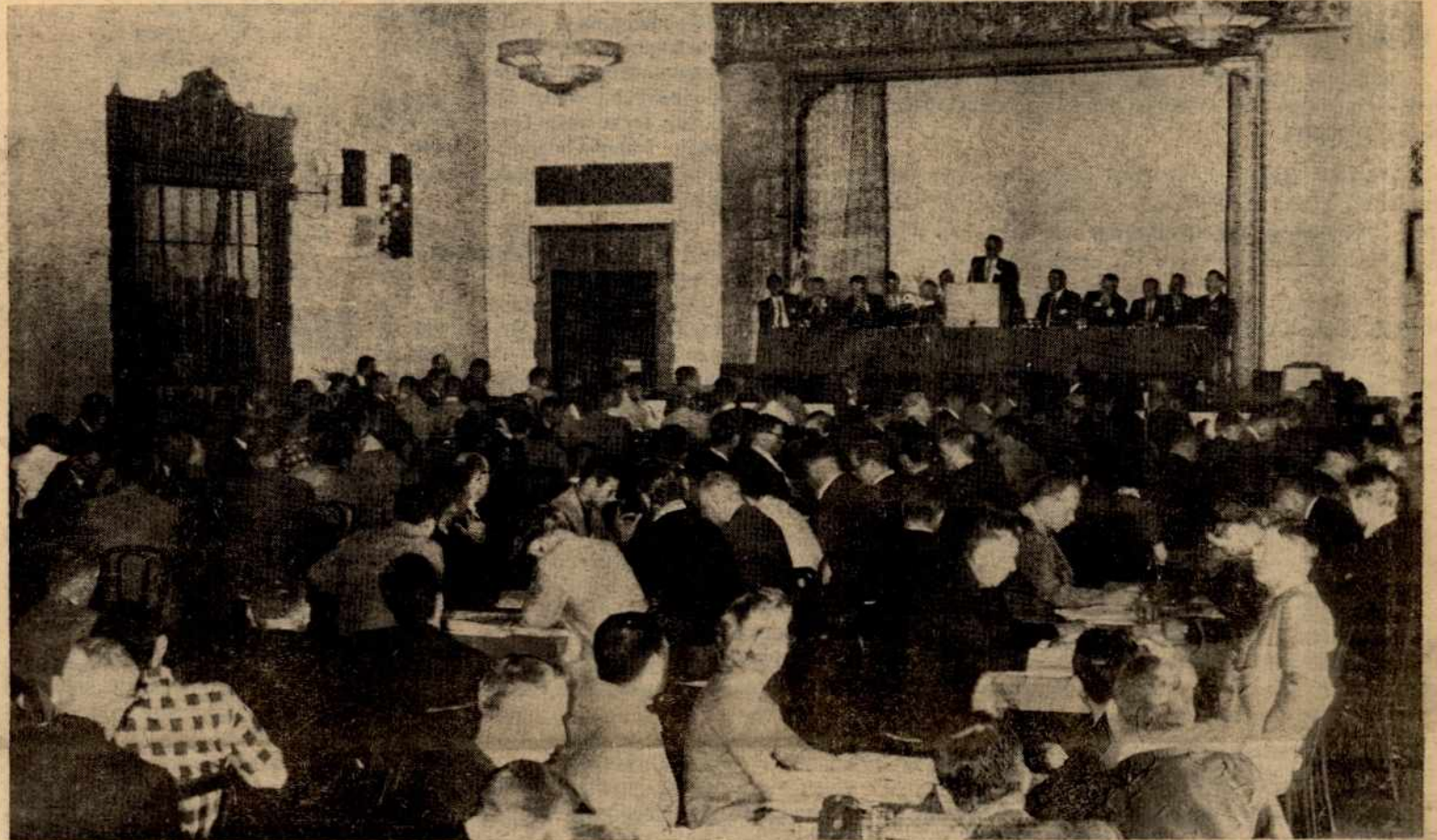
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OAKLAND, CALIFORNIA

APRIL, 1962

Delegates Set Negotiating Program



The Ballroom of the Leamington Hotel in Oakland was crowded with delegates as the Fifth Annual Conference of Local 1245, Operation Security—II, began on Saturday, March 31. During

the two-day meet the Negotiating Program of the Local for 1962 was developed in an atmosphere of free and open discussion of all issues.

How to Meet Automation Threat Is Major Topic at Conference

In a two-day conference, March 31 and April 1, delegates from the many Units comprising Local 1245, put together a negotiating program for 1962 negotiations which emphasizes meeting the needs of working people who face technological changes.

Proposals for improving and implementing present "Job Security" clauses, along with new proposals and ideas were all given the thorough examination that debate in a democratic open meeting can achieve.

The report from the conference, an unofficial body, was submitted to the Advisory Council for their meeting of Monday, April 2, 1962. After further dis-

cussion in that group and a review by the Executive Board, a final conference report was approved which is being reported on in all Unit meetings during the month of April.

Proposals for changes in the Agreements with the Pacific Gas and Electric Company will be submitted to the Company by May 1.

The conference was opened by President James E. Gibbs at 1 p.m. on March 31. He introduced our various guests and then the serious work began with the report from the Rules Committee given by its Chairman, John W. Michael. Credentials Committee Chairman, Robert E. Staab, reported on the delegates officially present and their per capita votes.

Following this report, Charles H. Tupper, Assistant Director of Utility Operations in the I.B.E.W., presented a picture of the financial conditions of the utility industry today with special emphasis on its meaning for utility industry employees.

A new documentary movie, "The Awesome Servant" was viewed by the conference next.

This movie presents a graphic picture of the grim realities of automation.

Final speaker of the afternoon was Business Manager Ronald T. Weakley, whose speech is reported elsewhere in the UTILITY REPORTER. Bro. Weakley briefly reviewed the Union's efforts to meet the expressed need of its members for greater job security.

Saturday night was devoted to caucus groups where delegates gathered to examine the report of the Negotiating Committee on the 655 proposals submitted by the units in February. Amendments were prepared for submission to the conference body on Sunday morning.

At 8 p.m. on Sunday morning the conference got underway again on the serious business of negotiating policy. The discussions and debates which ensued were open and sometimes heated but never marked by bitterness nor rancor. At 3 p.m. the conference ended with everyone in unanimous support of a motion calling for a united effort in the year's bargaining efforts.

Sierra Pac. OK's Terms Of New Pact

Local 1245 members employed by Sierra Pacific Power Company ratified the results of this year's negotiations at a meeting in Reno, Nevada, on Monday, April 23.

Bargaining with the Company commenced on April 4 and tentative agreement was reached on April 19 subject to approval by the membership.

The settlement provides for a two-year agreement with wage adjustments on May 1, 1962 and May 1, 1963 and the establishment of an Interim Study Committee on the Benefit Program which will be bargained on in 1963.

On the Union's Negotiating Committee were Orville Owen, Robert Newberry, Clarice Jensen, Business Manager Ronald T. Weakley, Assistant Business Manager L. L. Mitchell and Business Representative Roy D. Murray.

Representing the Company were O. J. Toulouse, Director of Employee Relations; R. A. Holdcraft, Secretary of Sierra Pacific Power Company; and Frank Sperry of New York City, Consultant from Stone & Webster Company, who was present during the first week of negotiations.

Details of the Settlement will be printed in the May issue of the Utility Reporter.

(Continued on Page 7)



The UTILITY REPORTER



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Living With Automation

Automation can be a blessing to our economy or it can be a blight. It all depends on what we do with it.

Certainly America cannot continue blithely down the path of automation without making every effort to find out where it leads.

WE DO NOT believe that machines can continue to displace the human hand and brain at an increasing pace and that everything automatically will be just dandy. The sociological dislocations are too great to adjust themselves.

If this great country can plan years ahead on the enormously complicated problems of conquering space, it can plan with equal vigor and dedication how to manage the means of progress so that its benefits are shared by all. To do this successfully will require a solid front of labor, management and government, with the enlistment of the brains and research talents of our universities.

GOV. BROWN'S request of the Legislature to set up a commission to investigate the problem is an encouraging beginning on the state level.

Nationally, President Kennedy's request for funds to retrain workers automated out of jobs shows an awareness of the immediacy of automation's impact in terms of human beings. The reasoned question of some labor leaders: "Retrain them to do what?" demonstrates the complexity of the problem. Unless carefully administered, this program could turn out to be a giant boon-doggle.

Implicit in any long-range study, of course, is the recognition that automation is here to stay and that there will be more of it. Says Max D. Kossoris, Western regional director of the Bureau of Labor Statistics: "We must realize that technological changes are necessary . . . We must anticipate changes and be ready for them."

MR. KOSSORIS says there is need for a change in our education the better to prepare the emerging worker for changes in the manpower market. He lists a number of jobs machines can never do, including the service trades, and calls for greater emphasis on technical skills. Not everyone is suited for college and a professional career.

In this regard, he has the support of School Supt. Harold Spears who told the National Education Assn. in Washington earlier this year that "we are educating people away from work." As a result, he said, too many look down on service occupations and other jobs. It is a fact that we in America suffer from a certain "white collar snobbery."

AUTOMATION GOES to the very roots of our society. And that's where the study of it has to follow.

Automation has fundamental possibilities of improving our lives. It can mean better, new and cheaper products, enabling more people to buy. It can stimulate profits and, with higher productivity, raise wages.

All we have to do is understand it and make proper use of it.

—From News-Call Bulletin, San Francisco, Mar. 30, 1962

NEW STEWARDS

Following are the new Shop Stewards appointed in March:

PACIFIC GAS & ELECTRIC COMPANY: C. P. Williams, Coast Valleys Division; Joe F. Lopez, General Construction Department; Nils H. Soderstrom, Jr., General Construction Department; Laura Lai, General Office; Armand M. Lugon, General Office; Walter R. Fritsche, San Joaquin Division; Pleasant B. Brewer, Shasta Division.

DAVEY TREE SURGERY COMPANY, LTD.: Clarence M. Hughes.

NOLAN TREE SURGERY COMPANY: Eugene K. Peglow.

UTILITY TREE SERVICE COMPANY: Harold J. Hornaday.

Retired Employees

PACIFIC GAS & ELECTRIC COMPANY Oscar E. Larson, Humboldt Division, Retired 4/24/62.

LeRoy Chestnut, Colgate Division, Retired 4/1/62.

YOUR Business Manager's COLUMN

(Continued from Page 1)

"Fundamental to this accomplishment is a basic management philosophy: We are convinced that we have a real responsibility to the employees involved in changes and we are determined to meet it."

"Ayers cited the following seven, 'implements we have found valuable in carrying out our policy: limiting hiring; packaging changes in digestible pieces and timing them to limit impact; reaching understanding with our unions well in advance of changes; doing the best possible job of placing each individual; charging a central staff department with the over-all responsibility for placements; retraining but only after there is a job to retrain for; and swapping forces between areas to match surplus people with peak-load work'."

Narrow seniority groupings and inequities which result from certain department and geographical lines, were also commented on by Mr. Ayers as problems in connection with relocating people under Commonwealth Edison's basic policy, according to the "System News."

The importance of Mr. Ayers' statement on his Company's basic management philosophy can be related to the importance of Local 1245's proposals to PG&E when we consider that the personal and family welfare of our members is just as important as those of the IBEW members at Commonwealth Edison.

While our proposals present certain problems for PG&E and this Union, the problems faced by a growing number of our members regarding job and income security are deserving of positive attention this year.

Our recent conference delivered a large package to our PG&E System Negotiating Committee which will require a lot of serious discussion over the bargaining table.

As the responsible officer charged with conducting these negotiations, I am privileged to work with eleven responsible committeemen who will do their very best to accomplish a good result from the desires expressed through "Operation Security—II."

In order to back up this effort, the membership can form a vast army of interest and support through attendance at Unit meetings and talking up our program during the coming ne-

SAN JOAQUIN
Norris, John E.
Raney, Arvilla L.

COAST VALLEYS
Barton, Randolph
Kennedy, Stephen D.
Mills, M. B. Jr.

PIPE LINE OPERATIONS
Agee, Robert W.
Ballantine, William D.
Gilliland, Lary W.
Longnecker, Donald A.

SAN JOSE
Bealer, Gordon I.
Harrigan, James D.
Johnson, Richard E.
Keeling, Louis C.
Meyer, Lester A.
Yarbrough, James B.

EAST BAY
Barry, Joseph T.
Brabbit, Mary P.
Bradshaw, Paul D.
Dudson, Gordon L.
Enos, William J.
Faletti, Helen L.
Flores, John D.
Gibson, Lonnie D.



Laughout, David
Mitchell, William B.
Pope, Patricia
Schoonover, Edward L.
Silva, William L.
Stocks, Michael G.
Thurman, Marvin J.
Van Arsdale, Gary

SAN FRANCISCO
Camarri, Richard H.
Cann, William M.
Cummings, Thomas L.
Elbing, Nancy T.
Ensign, Robert D.
Estupinian, Joseph R.
Ferguson, Patrick M.
Greenbaum, Barney I.
Mielenz, Dorothy L.
Rodriguez, Rene
Stephen, Robert E.
Taylor, Gary L.

GENERAL OFFICE
Aston, Bernice
Carter, Virginia J.
Castro, Marta G.
Chan, Mary
Dempsey, Mary J.
Duerner, Janice V.
Eisenberg, Julia
Friday, Darlene E.
Gabbay, Yvonne
Gan, Helen
Harrison, David M.
Horning, Harry J.
Jang, Kityee
Johnston, Yvonne V.
Kenneally, Maurice B.
Lugon, Armand M.
Lum, Linda
Maher, Patricia
Mak, Sung In
Manning, Janet P.
McDaniel, Sylvia J.
McPherson, Clarissa L.
Mohr, Beatrice
Notter, Judy M.
Offerson, Peter Jr.
Pack, Alexandria
Pardini, Mary J.
Quick, Dudley F.
Ranieri, Daniel J.
Rodgers, George W.
Zeiler, Norma J.

CITY OF BERKELEY
Thomson, Preston

SIERRA PACIFIC
Albrecht, Irving G.

SACRAMENTO M.U.D.
Nesbit, Frank W.

CITIZENS UTILITIES
Reeves, Leonard E.

GENERAL CONSTRUCTION
Aimo, Agostino
Anderson, Leslie B.
Blair, Jack A.
Carrola, Albert Jr.
Francis, Manuel R.
Gibson, Donald K.
Langie, Louis A.
Penney, Donald L.
Reed, Richard P.
Tachera, Leonard M.
Thomas, Michael A.

UTILITY TREE SERVICE
Mills, R. Q.
Sorensen, David

DAVEY TREE SURGERY
Adkins, Legus
Brown, Robert
Daniels, Ray
Dunlap, Leonard
Haddock, Richard D.
Holt, Ernest H.
Sivils, Billy W.
Williams, Bill
Zimmerman, John

NOLAN TREE SURGERY
Harpe, Joseph G. Jr.
Morse, Lawrence E.
Sheehan, William J.

—A—APPLICATIONS
Spidle, Douglas A.

TRAVELING CARDS
Snodgrass, Robert L.
Wilburn, James F.

Urge Units To Press For Registering

The Executive Board of Local 1245 recommended to all the Units of the Local that they establish registration committees in their Units.

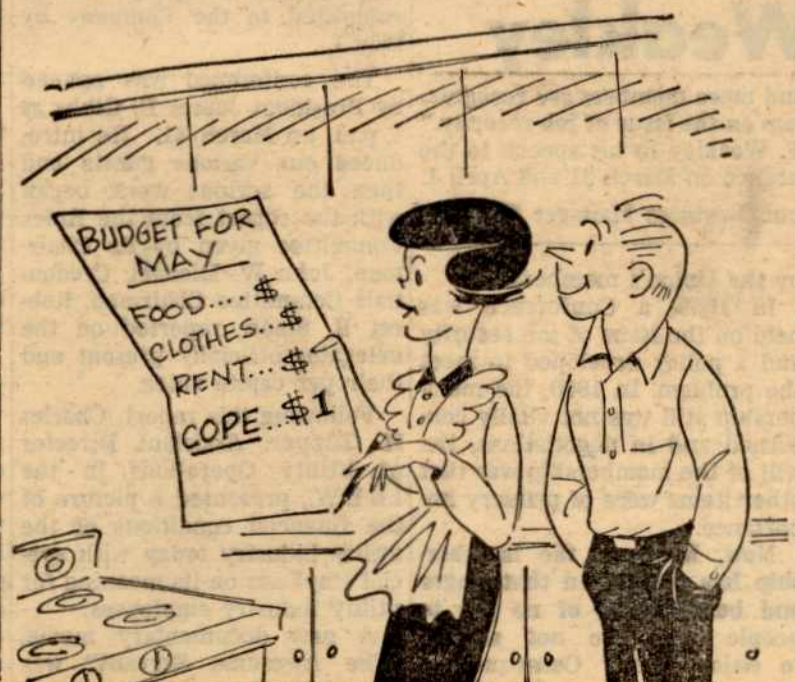
The object of the committees is to register every member so that they may vote in the coming elections in this important election year. California registration lists for the Primary Election on June 5 were closed on April 12. Immediately after the Primary Election, registration will begin again, however, and people can register to vote until September 13 for the November 6 General Election.

The Business Representatives of the Union will work with the Units in establishing the Registration Committees.

In Nevada, the Primary Elections will be held on September 4 and members may register up until August 4. Registration for the General Election in Nevada will not close until October 6.

gotiations, which promise to be the most important in the history of labor-management relations between Local 1245 and the Pacific Gas and Electric Company.

Remember, May Is COPE Dollar Drive Month



Operation Security—II Oakland, March 31-April 1



Local 1245 President James E. Gibbs, Jr. is shown above as he opened the two-day conference. In the picture from left to right are Allan Terk, Treasurer, M. Scott Shaw, Recording Secretary Charles M. Tupper, Assistant Director of Utility Operations in the IBEW, President Gibbs, Business Manager Ronald T. Weakley, General Construction Executive Board Member John Michael, and Southern Area Executive Board Member Robert Staab.



Deep in thought as Gerry Watson explains an item are the members of the San Jose-Shasta Divisions caucus. Clockwise around the table they are: Fred Baney, R. McKray, L. Hackler, Cecil Langberg, Gerry Watson, Gene Smith, Art Barson, Ron Reynolds, Harry Jackman, Gene Henderson, LeeRoy Thomas, John Crawford, and Leland Thomas.



The Pipe Line Operations-Stan Pac caucus included, left to right, J. Keener, W. Kruesch, Andy Clayton, R. Maloney, R. Shields, K. Dulany, and, with his back to the camera, M. Farson.



"What Price Job Security" was the title of the speech delivered to the Conference by Business Manager Ronald T. Weakley.



Bob Rowe of Local 387, Phoenix, was an attentive guest at the Conference.



Gerry Watson and John Michael (partially hidden) chat with Clarice Jensen as Charles Hasty asks Les Price about his retirement plans.



Guest at the Conference was Charles M. Tupper, Assistant Director of Utility Operations in the IBEW, whose speech is reported in another part of the paper.



LeRoy Dowd and Howard Rader take a well-deserved break between sessions.



Pictured outside the hotel, viewing the Oakland scene, are Frank Stephens and Ken Wheeler.



Above is pictured Assistant Bus. Manager L. L. Mitchell as he discussed the grievance procedure at the Conference.



Business Representatives John Wilder and Ed James combined to form a genial, alert welcoming committee for the delegates arriving at the Hotel Leamington for Operation Security II.



AL BELOISE
San Mateo



GEORGE TULLY
Eureka



WALLY HOLMES
San Rafael



JOHN JASTER
Chico



LEE ROY THOMAS
San Jose



LACHLAN VAN BIBBER
Monterey



ELBERT HARTE
Paradise



MERLE H. BRANSON
Santa Maria



COMMODORE BURR
Bakersfield

Membership Participation Was Feature of F



The two microphones on the floor were used by speakers from the floor to express their views during the lively discussions which ensued during the Conference. At the mike above is Andrew A. Clayton, Stan Pac Advisory Council Member.



Don Bennett chaired the Coa right, the members of it are: Herb Mauer, Owen Watkins, George Bailey.



Participating in the joint caucus of the San Jose and Shasta Divisions were C. R. Reynolds, Harry Jackman, Gene Henderson, LeeRoy Thomas, John Crawford, Leland Thomas, James Branster, A. Banson, George Smith, Fred Baney, Al Beloise, Cecil Langberg, and standing in rear Negotiating Committee members Roland W. Fields and Mel Robins.



Gene Hastings, G. C. Business gates, Bill Cherimisin and Al



Above the participants in the conference are shown assembling on Saturday as the meet began. L. to R. above are Marvin C. Brooks, Local 1245 Vice President, Sam Rushing, Stockton Division, Helen McPeak and Julia Baker, Citizens Utility Company, and Slaton Keplinger, Humboldt Division.



Richard D. Kern, Clerical Nego scores a telling point on the Re Mike Escobosa, San Francisco C ment at how the art of gamesn



N. R. MAIER
Stockton



SHIRLEY McPHERSON
San Mateo



RAY HEYL
Chico



PATRICK McEVOY
Richmond



KELLEY CALLAGHAN
Wasco

th Annual Union Conference of Local 1245



Valleys caucus. Seated left to right: Hollis, John Natalia, Don, etc. Tindall, Don Nelson and



Pictured above is the Stockton Division Caucus on Saturday night. Standing at left is Wayne Weaver, Negotiating Committee member. Around the table clockwise are Sam Rushing, Louis Decker, Fred Rouse, Stanley Williams, Everett Davis, Charles Scoggins, Bob Rowe from Local 387 in Phoenix, Arizona, Sherman Powell, Tony Munoz, N. R. Maier, C. J. Simmons, and Robert Stringham (back to camera).



FRED LUCAS
Eureka



ARTHUR BARSON
Santa Cruz



ep, gives directions to two dele-astro of Unit 3812—Vacaville.



Pictured at the rostrum during the Conference is Leland Thomas, San Jose Division Advisory Council member.



Delegates from SMUD, Sierra Pacific, Citizens Utilities and other properties met to discuss their forthcoming negotiations. Left to right, they are: Orville Owen, Frank Stephens, Ken Wheeler, Julia Baker, Jean Williams, Robert Calzasia, D. Dougherty, Helen McPeak, Clarice Jensen, Victor Mitchell, Bill Wright and Don Sites.



ANDREW A. CLAYTON
Stanpac



ating Committee member, right, earch Analyst, Bruce Lockey, as erical delegate, blinks in amaze-ship should be conducted.



Alvin Mattila, Lineman, San Francisco Division, engaged in an earnest conversation during the Coffee Break on Saturday.



Fred Lucas chaired the Drum, Colgate and Humboldt Divisions caucus. Paying attention are, clockwise around the table, George Tully, C. McBride, Jim Noel, Vern Franklin, standing beside Henry Lucas, Stanley Justis, standing on the right, Earl Berge, Rudy Yelenich, Robert Butler, Lonnie Hazen and Larry Barbour.



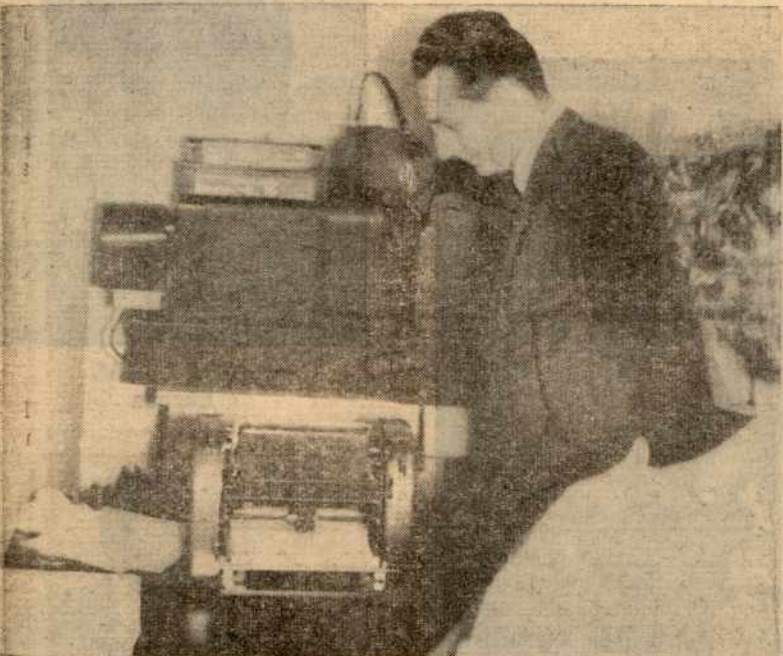
JOHN VAUGHAN
Caribou



The Clerical caucus listens intently to co-chairman Bynum. Delegates who could be identified (clockwise from Floyd McLean with his back to the camera) are: Slaton Keplinger, Shirley McPherson, Bus. Rep. Norman Amundson, Stanley Butera, Mike Escobosa, LeRoy Dowd, Richard Kern, Joan Bynum, Charles Tupper, from the I.O., Howard Rader, Vonley William and John Jaster.



Shortly after the Conference started the above picture was taken of delegates listening to the proceedings. Around the table are Mike Escobosa, Stanley Butera, Richard D. Kern, Bus. Rep. Mark Cook, Lachlan Van Bibber, Fred Baney, Al Beloise and Shirley McPherson.



Office Manager Howard Sevey makes sure that one of the many copies duplicated by the office staff members at the Conference, Delores Olander and Florence Hall, is running smoothly.



Presiding over the San Francisco and East Bay Divisions Caucus was Juventino "Niek" Garcia. L. to R. are Harry Souza, Paul A. Groves, Safety Consultant Sam Casalina, Garcia, William Kennedy, and (backs to camera) John R. Didier and Tim D. Daniels.



Steward Fountain indicates a point to Tony Boker as the rest of the General Construction caucus looks on. From left to right: Joe Mayes, John Roman Jr., Lester Price, John Scheeringa, William Barrett, Belden Trigg, Cliff Andrews, Tony and Steward.



Sacramento and DeSabra members caucused together on Saturday night to go over the negotiating program of the Local. Starting at left and going around the table are: Al Castro, William Cherimisin, Mike Aciega, John Vaughan, Charles Hasty, Dwain Zahn, Elbert Harte, Robert G. Baldwin, Robert M. Weinholdt, Bill J. Carter, and A. D. Schneider.



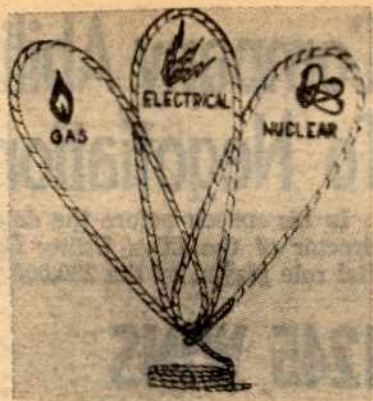
Florence Hall of the office staff formally welcomes Nick Garcia, Advisory Council and Negotiating Committee member, to the Conference with an official Operation Security II kit.



Three of our female members found themselves surrounded by males as this shot of the conference shows. The ladies pictured above are Helen McPeak, Jeannie Williams, and Julia Baker. Right foreground is Stanley Justis. In the Back row are James Fountain, Cliff Andrews, William Fleming and Steward Fountain while the middle row contains Neal Smith, John Scheeringa and Anthony J. Boker.

Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT



SAFETY, HISTORY, AND LABOR

The question is often raised as to who is responsible for job safety in general, and safety equipment, training, and surveillance in particular. Before we attempt to answer these controversial questions it would be well to learn from the past. To those of us who are rightfully impatient with the slowness with which some things come about, a look at the past shows us how far we have come, and what we can expect to achieve.

THE LONG PULL

Historically, the Labor Movement developed — at least in part — due to the unsafe working conditions which were so prevalent during the nineteenth century. As the Industrial Revolution made itself felt in America, the long hours, the lack of safety precautions, and potential loss of income to the breadwinner's family in case of injury or death, caused a few social leaders to think and act.

Well into the nineteenth century men, women and children worked exceedingly long hours in factories and shops. Employment of eighty-four hours a week and fifteen hours a day was the general rule. The long hours caused great fatigue, and machines without guards took a heavy toll of limbs and lives. The fatigue also lowered the general body resistance to disease, and life spans were counted in a few dozen years.

DRIVE FOR SHORTER HOURS

As early as 1791 various segments of Labor attempted to shorten the work periods. The 1820's saw great efforts in this direction, but it wasn't until the 1840's that the ten-hour day was won by some of the more tenacious unions. By the early 1900's the effort was toward the forty-four hour week and the eight hour day. As these gains were being won (and this was no easy struggle during depressed times when many companies attempted to wipe out all previous gains), other safeguards were achieved by unions inducing the state legislatures to adopt safety laws and standards.

HEALTH AND SAFETY LAWS

The safety laws which protect the American worker had their beginnings in government reports on health hazards in industry. The first was written in 1837, but it wasn't until the beginning of the 20th century that a general safety movement was undertaken. The sweat shop, children with stunted bodies — due to the fact that their meager nutrition was diverted to work energy rather than normal growth—all lent impetus to the states enacting several types of safety laws.

Generally, they provide for the protection of the health of the employee and the general public. Some are more specific, for example the laws prohibiting women and children from doing night work. Many states have provided mandatory rest periods during working hours, as well as requiring on-the-job equipment such as fire apparatus, safety and first-aid equipment, machine guards, eye protection devices, and sanitary facilities. Also, toxic chemicals and materials are regulated.

The federal government also has general health and safety standards which must be met

by their contractors performing work in any of the states.

WORKMAN'S COMPENSATION

Dr. R. D. Leiter, Professor of Economics at the New York City College has written: "Although workman's compensation does have as one of its objectives the assurance of economic security to the injured worker and his family, it has emphasized to an even greater extent the factors connected with THE RESPONSIBILITY OF THE EMPLOYER AND THE INDUCEMENT TO INCREASE SAFETY CONDITIONS."

STATE ADMINISTERED

Workman's Compensation is administered almost entirely by the individual states. It is the oldest form of social security insurance, dating back to 1908. In that year the federal government passed a law covering a part of its civilian work force. Between 1908 and 1911, there was strong industry opposition to workman's compensation, and even a question as to its constitutionality. In 1911, a few states passed effective W. C. laws, and by 1920 three-quarters of the states had such legislation. At the present time all states have workman's compensation laws, providing varying benefits.

WHO'S RESPONSIBLE?

As a partial answer to our original question asking who is responsible for what safety on the job, a summary taken from the California Labor Code is reproduced below.

The complete answer can only come from a constant effort to achieve safety a little at a time, as history has shown it must be. Through the efforts of your union's officers, who believe that the safety of the individual member is of utmost importance, and the cooperation of each responsible person who subscribes to this thesis, these

Job Protection Top Concern of Union

(Continued from Page 1)

strong support from the members for the Union's program on job security and income security has developed.

Achieving real "job security" will depend on the interest and awareness of the membership, Business Manager Weakley warned.

In his closing statement, he called upon the membership to accept its responsibility in these words: "You have a great responsibility to discharge here and our Union has a fine reputation in Labor, in industry, and in the general community.

"With the sense of responsibility spread completely among us and with the good will and feeling of brotherhood which we all hold, let us again prove that we can handle our problems in a manner consistent with the tradition we have built through honesty, integrity and competence over a decade of struggle and accomplishment."

gains in human values will be made.

RADIATION HELPS THE ELECTRICIAN

When polyethylene ("squeeze bottle") is passed through a high gamma radiation field it develops traits which are of benefit to people from electricians to housewives.

CROSS-LINKING

In its untreated state a polymer or plastic is made up of long parallel strings or chains of molecules. In this condition it looks and feels like the finished product, but it melts and deforms easily.

But while in its "soft" form, it can be easily extruded as electrical wire insulation, electrician's tape, and baby nursing bottles. After the product is irradiated by cobalt 60, for example, the melting point is raised considerably and the plastic becomes tougher.

VULCANIZING WITH RADIATION

Actually, this is vulcanization and superior automobile tires have already been produced with radiation. What happens is that the parallel chains of molecules send out side links which tie the entire mass together. This is somewhat like the two long sides of a ladder being linked together by the rungs. This chemical process is called cross-linking, and is finding an ever-increasing use.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

MENTAL ILLNESS, "BIG HEALTH CARE ISSUE"

The Employee Benefit Plan Review reports that the coverage of mental and nervous conditions under group insurance is coming in for an increased amount of discussion but comparatively little action so far by insurance companies or insurance plans. The importance of the problems which these cases present was brought out by Doctor William D. Stewart, Chief, Division of Public Health Methods, U.S. Public Health Service, at a symposium sponsored by Group Health Insurance, Inc., New York.

He cited statistics indicating that mental illness and its impact on the nation's health care resources will be one of the big health care issues in the 1960's. He pointed out, also, that in the consideration of hospital utilization any discussion of who gets what health care must not overlook the utilization of beds in the psychiatric hospitals. While only 4 per cent of the non-Federal hospitals are listed as "psychiatric" they account for 48 per cent of the beds.

Of much greater importance is the fact that with admissions to psychiatric hospitals in 1959 constituting only 1.5 per cent of those to all general and special hospitals, they accounted for 53 per cent of the total days of hospital care. Doctor Stewart pointed out that these 440,000,000 days of hospital care for a population of 180,000,000 mean 2.4 hospital days per year per capita, or 2,400 hospital days per thousand population.

The use of mental hospitals rose from approximately 1,300 days per thousand population in 1930 to 1,650 per thousand immediately after World War II. Since 1955 it has shown a general downward trend, but with an upturn again during the last year or two.

A more direct illustration of how the mental illness problem applies to insured group health care programs is given in the survey made by the Metropolitan Life Insurance Company of the incidence of hospitalization under group health insurance contracts held by six large corporations in and around Pittsburgh, which were selected as indicating the general experience in a large industrial area. Each contract covered both employees and dependents under several different benefit programs.

Separate analyses were made of surgical and non-surgical hospital claims, as to the number and duration, with reference to age, sex, and employment status

of claimants. The outstanding fact in this connection is the extended stay for mental and nervous disorders, particularly among females. One-sixth of all the days spent in the hospital by females was for psychoneurotic disorders and psychoses.

DOCTOR MENNINGER MORE OPTIMISTIC

A somewhat more optimistic view of the situation is taken by Dr. William C. Menninger, internationally known psychiatrist and president of the Menninger Foundation. Speaking before the annual meeting of the Life Insurance Association of America in New York, he said that mentally-ill persons, including hospitalized patients, could probably have the highest recovery rate of any group of illnesses, but in most places this is not being accomplished. He called for "a revolution in our program of treatment for people who are frankly mentally sick. Hundreds of thousands of patients in mental hospitals could recover if we gave them a chance," he said. Dr. Menninger characterized mental illness as the No. 1 neglected health problem, and said its financial cost is really beyond estimation. It includes a tax cost of \$1.7 billion for hospitalized patients, \$1.3 billion for private care.

FEW BASIC PLAN RESTRICTIONS

Very few group health insurance plans have any reference whatever to mental illness in connection with basic benefits. Such cases apparently are handled on a routine basis, except for some possible limit on the period of hospitalization.

Most of the plans available to members of IBEW Local 1245 do not cover mental illnesses under a basic contract. Some of the contracts cover them to a limited degree but we can expect material changes in this field in the near future.

MAJOR MEDICAL LIMITATION

Major Medical Plans quite generally contain some sort of restrictions, applied in most cases only when the patient is not hospitalized, thus making any check on the extent of treatment more difficult. Provisions of this type are included in the Major Medical contracts available to you.

RESPONSIBILITIES

Prescribed in California Labor Code

EMPLOYER

Section 6403
No employer shall fail or neglect:

- To provide and use safety devices and safeguards.
- To adopt and use methods and processes reasonably adequate to render the employment and place of employment safe.
- To do every other thing reasonably necessary to protect the life and safety of employees.

Section 6404
No employer shall occupy or maintain any place of employment that is not safe.

EMPLOYEE

Section 6406
No person shall do any of the following:

- Remove, displace, damage, destroy or carry off any safety device, safeguard, notice, or warning, furnished for use in any employment or place of employment.
- Interfere in any way with the use thereof by any other person.
- Interfere with the use of any method or process adopted for the protection of any employee, including himself, in such employment, or place of employment.
- Fail or neglect to do every other thing reasonably necessary to protect the life and safety of employees.

**STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF INDUSTRIAL SAFETY**

965 Mission St., San Francisco 3
357 S. Hill St., Los Angeles 13

In Memoriam

EMMITT EARL BARR, Gas Foreman from the Sacramento Division, died April 7, 1962. Brother Barr was initiated into the I.B.E.W. on December 1, 1943.

HARRY C. GORDON, a member of the I.B.E.W. since June 1, 1951, passed away on April 13, 1962. Brother Gordon was a Heavy Driver in the General Construction Department.

HAROLD K. JENKINS, a Pipeman from Central Stores, died on April 14, 1962. Brother Jenkins had been a member of the I.B.E.W. since his initiation on November 1, 1955.

MERLE G. TAYLOR, a Lineman from North Bay Division, died on April 13, 1962. Brother Taylor was initiated into the I.B.E.W. on May 8, 1950.

Exec. Bd. Votes to Support Gov. Brown and Richards

Official support and endorsement of seven candidates for public office in the California Primary Elections was approved by the Executive Board of Local 1245 at its meeting of April 2 and 3.

SPECIAL NOTICE

Voting Dates---Bylaw Amendments

The second reading and vote on a proposed amendment to Article V, Section 4, Paragraph 1 of the Local Union Bylaws will occur during Unit meetings in May. Below is a list of Unit meetings and dates. Consult your bulletin board for time and place.

The amendment 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 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."

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.

May 1, 1962—1313 Gilroy; 2311 Oakland; 2413 San Francisco Gas; 3211 Red Bluff; 3414 Willows-Orland; 3811 Sacramento; 3011 Sacramento Transit Authority.

May 2—1511 San Jose; 2316 Concord; 2414 San Francisco Steam; 3212 Redding; 3411 Chico; 3911 Sacramento Municipal Utility District.

May 3—2312 Richmond; 2411 San Francisco Electric, Garage & Warehouse; 3216 Trinity; 3417 Paradise; 3813 Placerville.

May 8—1117 Wasco; 1211 Salinas; 2301 East Bay Clerical; 2314 Hayward; 2513 Jackson; 3111 Eureka; 3612 Colusa; 3712 Santa Rosa; 3812 Vacaville.

May 9—1114 Taft; 1121 Coalinga; 1214 Watsonville-Moss Landing; 2401 San Francisco Clerical; 3112 Garberville-Weott; 3601 Marysville Clerical; 3611 Marysville 3711 San Rafael; 2211 Oakland General.

May 10—1112 Bakersfield; 1124 Los Banos; 1212 Monterey; 2511 Stockton; 3613 Oroville; 3716 Napa; 3814 Woodland.

May 11—3815 Davis.

May 15—1113 Madera; 1217 Paso Robles; 1311 Barstow; 1513 Santa Cruz; 2517 Sonora; 3213 Fall River Mills; 3511 Auburn; 3717 Fort Bragg.

May 16—1111 Fresno; 1213 King City - Soledad; 1215 San Luis Obispo; 1312 Needles; 2515 Modesto; 3513 Grass Valley; 3714 Ukiah; 4013 Autaras, 3311 Sierra Pacific Power Company.

May 17—1123 Merced 1216 Santa Maria; 2516 Lodi; 4012 Susanville.

May 22—1118 Wishon; 1314 Avenal; 3413 Feather River; 2011 Tracy (Standard Pacific Gas Line Inc.)

May 23—1512 Belmont.

The endorsed candidates are:
Governor, Edmund G. Brown.

Lt. Governor, Glenn Anderson.

Attorney General, Stanley Mosk.

Treasurer, Bert Betts.

Controller, Alan Cranston.

Secretary of State, Don Rose.

U.S. Senate, Richard Richards.

This action was taken in accordance with Article I, Section 2 of the Local Union By-Laws.

In addition, the following resolution was adopted as reported to the April Unit meetings:

Resolution No. 8 RESOLUTION TO SUPPORT GOVERNOR BROWN FOR RE-ELECTION.

WHEREAS: Governor Edmund G. Brown stated in the 1960 California Labor Federation, AFL-CI, that the California Labor Movement is the most respected and admired in the United States, and

WHEREAS: The Labor Movement in this State has always epitomized the very things the Governor has been talking about when he was discussing the growth problems of our State and the need for leadership in public affairs, and

WHEREAS: He has already supported the higher minimum wage standard, aid to education, real medical care for the aged, and

WHEREAS: He supports the Roosevelt Economic Bill of Rights, the right to useful and remunerative jobs, to a decent wage, a decent home, a good education, adequate medical care, protection from the economic disasters of old age sickness and accidents, unemployment, freedom for business, large or small, and from unfair competition and monopoly and

WHEREAS: Through his leadership in his first term he has brought about the F.E.P. Act (Fair Employment Practice Act), the largest social insurance gains for our workers since the program began, and

WHEREAS: Governor Brown requested the Legislature to establish the position of a Consumer Counsel in the Governor's office, to assure the protection of the consumer in California, and the Legislature did by statute during the 1959 session so concur, and

WHEREAS: He established an economic development agency to assist in finding solutions to the business problems and help bring new industry to California, which increases employment opportunities and creates a healthy business climate,

NOW, THEREFORE, BE IT RESOLVED:

That the Executive Board of Local Union 1245 congratulate the Governor on all his achievements in his first term in the highest office in this great State of California, and

BE IT FINALLY RESOLVED:

That the Executive Board of Local Union 1245 work toward full registration of our membership and their families and recommend full support in the endorsement of Governor Edmund G. Brown for his second term in the State of California.

Lonely people get that way more by insulation than isolation.

Company Ability to Pay, Key To Negotiations---Tupper

In his speech before the delegates, Charles Tupper, Assistant Director of the I.O.'s Utility Operations Department, noted the vital role played by the 220,000 utility workers who are members of the I.B.E.W.

1245 WINS NLRB VOTE AT P.G.T.

Local 1245 was selected by the employees of Pacific Gas Transmission Company as their collective bargaining representative in a mail ballot conducted by the NLRB. Ballots were mailed on March 14 and counted on March 30.

Results were as follows:
Eligible voters 47
Total votes cast 44
Voting for Local 1245,
IBEW 35
Voting against Local 1245,
IBEW 9

Business Representative E. A. James visited the various installations where the employees are stationed between April 10 and 17 in order to consolidate organization and to discuss the Local Union's program for negotiations. He reports that the group feeling is one of elation over the election victory. They are aware of the amount of work involved in negotiating a first contract and are assuming responsibilities for this work in an excellent manner.

He also reports that the degree of participation in response to the organizing efforts is unusually high.

He set the financial stage for negotiations by establishing the Company's ability to pay. After reading some of the financial statistics involved, he said, "I think it would be nice if, after the year is past, we could work out our income accounts and balance sheets in the same manner; for, certainly, we who supply the blood, sweat and tears are justly entitled to a fair return on the investment of our labors, be they mental or physical."

Reference was made to the significance of certain new accounting procedures adopted recently.

Brother Tupper referred also to the problems presented in the later stages of negotiations by a press that is management-oriented, with only one or two exceptions.

In concluding, he said that the really effective means of negotiating is a strong union supporting its officers, and a tough, intelligent negotiating committee that is determined to gain its ends at the bargaining table without any third party intervention.



COMMITTEE GETS READY FOR LOCAL 1245'S ELECTION

Twenty-five members and five alternates were appointed to serve on the Election Committee of Local 1245 by President James E. Gibbs, Jr. during the Executive Board meeting of April 2 and 3.

This Committee is established by Article III, Section 8 of the Local Union Bylaws.

The Committee will meet on April 28 at Local Union headquarters to prepare for the coming Union elections.

Serving on the Committee are:

ELECTION COMMITTEE MEMBERS

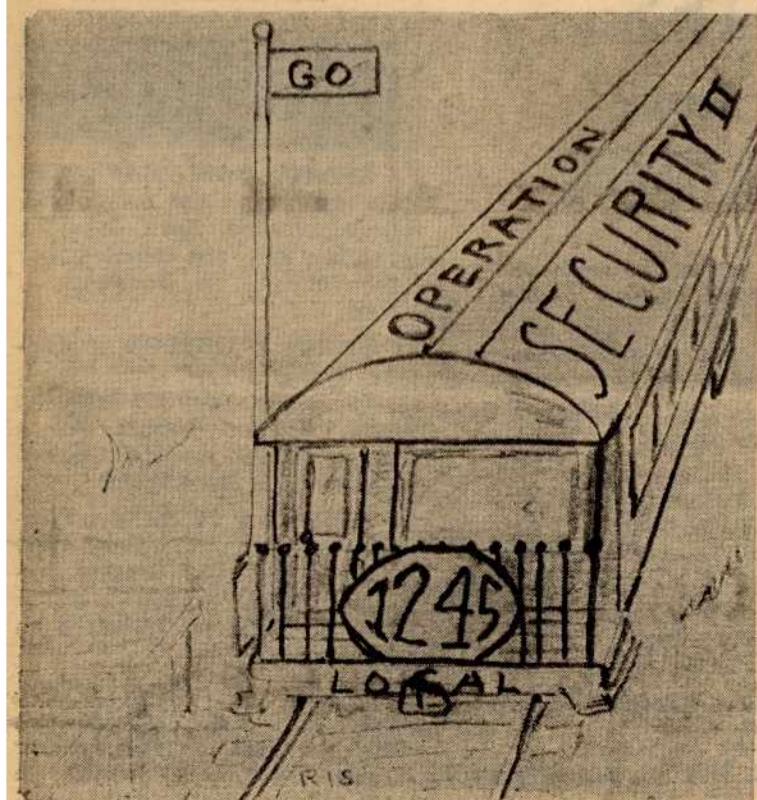
Name	Division
Irma Angus	De Sabla Division
Kenneth G. Araujo	San Joaquin Division
Robert J. Azavedo	Shasta Division
Bryant Bolen	East Bay Division
Hazel P. Cadwalader	General Office
James Couch	Davey Tree Surgery Company, Ltd.
John R. Crawford	San Jose Division
Leroy F. Dowd	East Bay Division
Mike Escobosa	General Office
Harold W. Grissom	Humboldt Division
Max M. Hoberg	San Jose Division
Richard R. Hollister	Standard Pacific Gas Line Inc.
Luther Hoover	General Construction Department
John F. Jaster	De Sabla Division
Samuel L. Longwell	Department of Pipe Line Operations
Milo J. Loveless	San Francisco Division
A. D. Lucot, Jr.	East Bay Division
Robert A. Meak	North Bay Division
Keith E. Myers	General Construction Department
Dudley Miller	Stockton Division
Donald R. Nelson	Coast Valleys Division
Roland T. Percival	Coast Valleys Division
Eugene R. Sheldon	San Francisco Division
Donald H. Sites	Sierra Pacific Power Company
Jesse M. Smith, Jr.	San Joaquin Division

ELECTION COMMITTEE ALTERNATES

Daniel Corchero	East Bay Division
Harry F. Dederman	City of Oakland
Robert B. Rausch	San Jose Division
Benjamin F. Rodgers	Coast Valleys Division
Kenneth Waters	North Bay Division

The five alternates were appointed in order that they could serve on the Committee in the event any member of the Committee accepts nomination for Local Union Office in accordance with Article III, Section 8 of the Local Union Bylaws.

THE SHOW IS ON THE ROAD



—Robert I. Stringham—Stockton Division