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.

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 discussion in that group and a review by the Executive Board, a final conference report was approved which is being reported 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 Committee by May 1.

The conference was opened by President James E. Gibb 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 Chairmen, John W. Michael, Credentials Committee Chairman, Robert E. Stash, 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 company and a special emphasis in its meaning for utility industry employees.

A new documentary movie, "The Awesome Servant," was viewed by the conference members. 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. Ron Weakley briefly reviewed the Union's efforts to meet the extreme 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 unions 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 with the serious business of negotiating policy. The discussions and debates which ensued were open and sometimes heated but never marked by bitterness or smears. At 2 p.m. the conference ended with everyone unanimous support of a motion calling for a united effort in the year's bargaining efforts.

The Ballroom of the Lexington 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 twoday meet the Negotiating Program of the Local for 1962 was developed in an atmosphere of free and open discussion of all issues.
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 what it is doing.

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 to them.

First, there is the human element. If we do not get automation under control on the enormously complicated problems of conquering space, it can plan with equal vigor and dedication how to manage the masses of men that it compels to do what it wants; but to do this successfully will require a solid front of labor, management and government, with the enlistment of the brains and resources of the nation.

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 retain unskilled workers automated out on jobs shows an awareness of the imminence of automation's impact in terms of human beings. The reasoned question of some labor leaders: "Retraining in what to do when automation destroys the complexity of the problem. Unless carefully administered, this program could turn out to be a giant boondoggle.

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. Kososki: 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. KOSOSKI says there is need for a change in our education the better to prepare the emerging worker for changes in the manpower market. He lays a number of job mistakes we can never do; including the service trades, and calls for greater emphasis on technical skills. Not everyone is suited for technological changes are necessary.

In this regard, he has the support of School Supt. Harold Sponer who told the National Education Assn. in Washington recently: "We should prepare the emerging worker for changes in the manpower market. He has a number of job mistakes we can never do; including the service trades, and calls for greater emphasis on technical skills. Not everyone is suited for technological changes are necessary."

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, can stimulate profits and, with higher productivity, raise wages.

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


NEW STEWARDS

Following are the new Shop Stewards appointed in March:


DAVYE TREE SURGERY COMPANY, LTD.: Clarence M. Hughes, Retired.

YOUR BUSINESS MANAGER'S COLUMN

(Continued from Page 1)

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

"Ayers cited the following when a作了 a specific proposal that we have found valuable in carrying out our policy on hiring, placing; changing, packing changes inelligible pieces and timing them to limit impacts; reaching understanding with our unions well in advance of changes, doing the best possible for each individual, charging a central staff department to attend to the overall responsibility for placements, retraining but only after there is a real need for it, and swapping of forces between areas to match surplus people with prospects.

Narrow sectional groupings and inequities which result from certain department and geographic lines, were also commented on by Mr. Ayers. Problems in connection with re-establishing people under Commonwealth's basic policy, according to the "System News."" The importance of Mr. Ayers' statement on his Company's behalf is that it concludes a philosophy which can be related to the importance of Local 1245's proposals to PGE & EE. In his specific proposal, the personal and family welfare of our members is an important consideration of those of the IBEW members at Commonwealth Edison.

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

Our recent conference delved into the package to our PGE & EE's System Negotiating Committee which will require a lot of serious discussion over the bargaining table. As the responsible officer charged with conducting these negotiations, we are privileged to work with eleven responsible committees 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 management can form a vast army of interest and support to avoid any misunderstandings at Unit meetings and taking up our program during the coming months.

Remember, May Is C.O.P.E Dollar Drive Month

The following people have been welcomed into Local 1245 during the month of March:

SAN JOAQUIN

Nuris, John E. Raney, Arvill L.

COAST VALLEYS

Baron, Randolph C. Kennedy, Stephen D. Mills, M. Jere

FIRE LINE OPERATIONS

Agee, Robert W. Barr, William D. Gilliland, Lary W. Longnaker, Donald A.

SAN JOSE


EAST BAY

Barry, Joseph J. Brabash, Mary P. Brown, Paul D. McDowell, Gordon L. Enos, William J.

URGENT UNITS TO PRESS FOR REGISTRATION

The Executive Board of Local 1245 recommended to all the Unions 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 13, 1962, but registration lists for the General Election in June 6 were registered on and people can register until September 13. For the November 6 General Election, the Business Representatives of the Unions will work with the Unions in establishing the Registration Committees.

In Nevada, the Primary Election will be held on September 13 and members may register up until General Election on 1245 recommended. This election year. Registration lists for the General Election in Nevada will not be closed until October 6. In addition to the above items, which promise to be the most important in the history of labor-management relations between Local 1245 and the Pacific Gas and Electric Company.
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 York, 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 Staub.

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.

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

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

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

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 York, 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 Staub.

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.

Deep in thought as Gerry Watson explains an item are the members of the San Jose-Shasta Division caucus. Clockwise around the table they are: Fred Bancy, R. McKay, L. Hackler, CeeH Langberg, Gerry Watson, Gene Smith, Art Earson, Ron Reynolds, Harry Jukins, Gene Henderson, LeeBoy Thomas, John Crawford, and Leland Thomas.

Bob Ewe of Local 337, Phoenix, was an attentive guest at the Conference.

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

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.

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

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.
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.

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

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 Leland Thomas, Humboldt Division.
th Annual Union Conference of Local 1245

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 Roue, Stanley Williams, Everett Davis, Charles Songim, Bob Rowe from Local 247 in Phoenix, Arizona, Sherman Powell, Tony Munoz, N. R. Maier, C. J. Simmons, and Robert Stringham (back to camera).

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.

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 Justin, standing on the right, Earl Berg, Rudy Yeatesich, Robert Butler, Leonale Haven and Larry Barbour.
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, Lefray Dowd, Richard Kern, Joan Bynum, Charles Tappan, from the L.D., Howard Rader, Stanley William and John Jasper.

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.

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

Sacramento and DeSahla 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 Cheromishin, Mike Aciega, John Vaughan, Charles Hasty, Dwain Zahn, Elbert Harte, Robert G. Baldwin, Robert M. Weinholdt, Bill J. Carter, and A. D. Schneider.

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

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

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, Jeanne Williams, and Julia Baker. Right foreground is Stanley Justin. In the back row are James Fountain, Cliff Andrews, William Fleming and Steward Fountain while the middle row contains Neal Smith, John Schoerlings and Anthony J. Baker.
SAFETY, HISTORY, AND LABOR

The question is often raised as to who is responsible for job injuries and the prevention of such accidents. To answer these controversial questions, we must be familiar with the situations in which some of the workers performing work in any of the states.

COMPETITION
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 an even greater factor: the protection of the employer and the public. This is the so-called "no-fault" doctrine. The compensation law has thus been a public service measure. And the public has been well served. The cases presented were brought by typical American workers. The outstanding characteristic of the cases was that they continued for many years. The cases present an important and significant lesson for all parties involved. The cases are presented as an example of the difficulties faced by employers in dealing with workers and in the handling of claims. The outstanding feature of the cases is that they continued for many years. The cases present an important and significant lesson for all parties involved.

RADIATION HELPS THE ELECTRICIAN

When we talk about "safety" in industry, we are talking about safety in general. The electrician's job involves a high degree of safety, and the job is not only a matter of personal safety but also of the safety of those around him. The electrician is responsible for keeping the workplace safe, and this includes the proper use of electrical equipment and the maintenance of electrical systems.

VULCANIZING WITH RADIATION

Actual safety and protection of the individual are necessary for safety in the job. A summary taken from a report presented by the National Bureau of Standards shows that the individual is more important to the success of the company than the cooperation of each responsible person who subscribes to this theme, these

RESPONSIBILITIES

Prescribed in California Labor Code

EMPLOYER

No employer shall fail or neglect:
(a) To provide and use safety devices and safeguards.
(b) To adopt and use methods and processes to reduce hazards and place of work and employment and of place of employment, safe.
(c) To do every other thing reasonably necessary to protect the life and safety of employees.

EMPLOYEE

No employee shall fail or neglect:
(a) To provide and use safety devices and safeguards.
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STATE OF CALIFORNIA • DEPARTMENT OF INDUSTRIAL RELATIONS

DIVISION OF INDUSTRIAL SAFETY

945 Mission St., San Francisco 2
357 S. Hill St., Los Angeles 13

Job Protection Plan Concern of Union

(Continued from Page 6)

strong support from the members for the"r.commission and job security and income security has developed.

Achieving real "job recov- ery" will be the key to the enhancement of the safety and awareness of the members, said Paul Manager Wou- ney. When a commission, he has been called upon to answer the questions of the members, and the success of the union's Commission for Safety, the American Minnesota Federation of Labor in the general community.

With the sense of responsibility spread completely among us and with the good will and friendship of our allies, there is no need to worry about the prospects of the union and its influence. Our Union has a fine reputation, in Labor, in industry, and in the general community. On the contrary, we feel that our influence is strengthened by the fact that we have built our influence on a solid foundation of honesty, integrity, and competence over a decade of struggle and accomplishment."

HEALTH AND SAFETY LAWS

The safety laws which pro- tect the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro- tected the American worker had been achieved by unions induc- ing the state legislatures to pass laws covering workmen's compensation, forty-four hour work week, and the eight-hour day. The safety laws which pro-

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.

The endorsed candidates are

Governor, Edmund G. Brown, Jr.

Lt. Governor, Glenn Anderson

Attorney General, Stanley Mosk

Treasurer, Bert Retts, Controller, Alan Price,

Secretary of State, Don Rose

State Senator, Richard Richards.

**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 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 at 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—1311 Gilroy; 2311 Oakland; 2411 San Francisco Gas; 2511 Red Bluff; 3511 Willows-Oroville; 3811 Sacramento; 2311 Fresno-1111. The Governor has been talking about the economic development agency, to assure the protection of the employees of Pacific Gas and Electric Company, to turn on the investment of our money in public affairs, and WHEREAS: He has already set the financial stage for the really effective means of negotiating agreements by the establishment of the P.E.P. Act (Fair Employment Practice Act).

**RESOLVED:**

Resolved that all of the IBEW demand that the employees of Pacific Gas and Electric Company Ability to Pay, Key To Negotiations — Tupper

In his speech before the delegates, the Governor, Edmund G. Brown, Jr., during the vote of the Executive Board meeting of April 2 and 3, reiterated his establishment of the P.E.P. Act (Fair Employment Practice Act). The employees of Pacific Gas and Electric Company, to turn on the investment of our money in public affairs, and WHEREAS: Governor Edmund G. Brown stated in the 1960 California Labor Federation, that the California Labor Movement is the most respected and admired in the United States, the Advisory Council is to convene, but any change shall be for not more than thirty (30) days before or after the original date.

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**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 230,000 utility workers who are members of the I.R.E.U. He set the financial stage for negotiations by establishing the Company's ability to pay. By referring to the financial statements 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 would have blood, sweat and tears, just as if we were back in the light of our labor, we would have physical effort.”

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