

**In this Issue—Your Ratification Meeting—Time, Date and Place**

# Utility Reporter



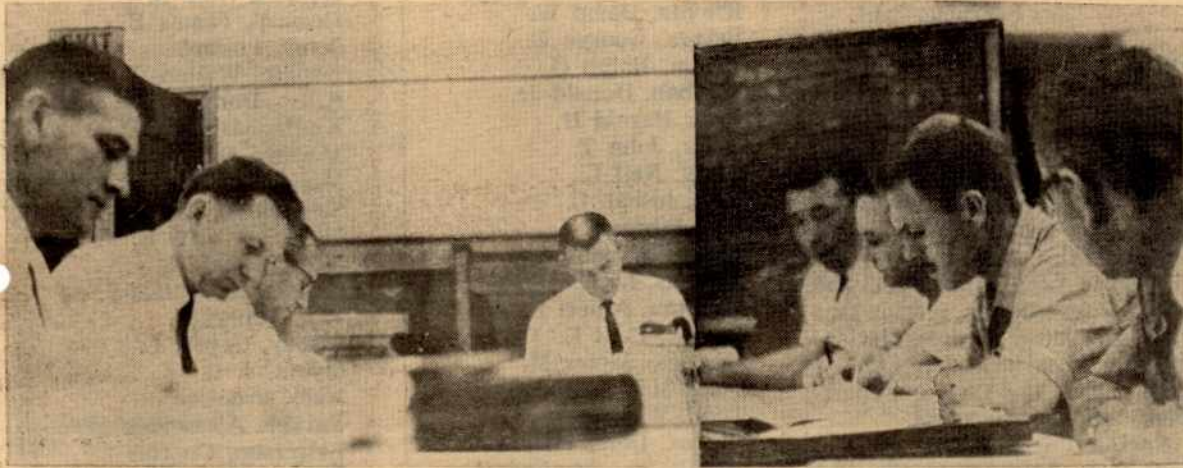
Official Publication of I. B. E. W. Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland 12, Calif.

VOL. X—No. 3

OAKLAND, CALIFORNIA

JULY, 1962

## Membership to Vote on 1245-PG&E Package



### SPECIAL MEETINGS HEAR OFFER DETAILS

The System Negotiating Committee announces that tentative agreement has been reached in PG&E negotiations. The announcement came after 14 full committee meetings between Union and Company and a number of subcommittee meetings.

The package is subject to ratification by members employed by PG&E.

Ratification voting will take place at special Unit meetings to be held throughout Company's service area.

Details of the package proposal will be made available by the Business Representatives at these meetings.

The latest list of dates and locations for these meetings is printed below.

#### RATIFICATION MEETINGS

	Regular	Shift
<b>MONDAY, JULY 30</b>		
1117 Wasco—Power Club	7:30 P.M.	
1121 Coalinga—Zenith Club 184 Cedar Street	7:30 P.M.	
1213 King City—Soledad—Grange Hall 1213 E. Oak Street, Greenfield	7:30 P.M.	
2314 Hayward—So. Alameda County Labor Temple 1050 Mattox Road, Hayward	8:00 P.M.	1:00 P.M.
3212 Redding—Retail Clerks Bldg. Locust & Garden Streets Shift Mtg.—Lyons' Hall, Cottonwood	7:30 P.M.	
3716 Napa—Labor Temple 1606 Main Street	8:00 P.M.	
3717 Fort Bragg—Eagles Hall Curry & Adler Streets	7:30 P.M.	
3811 Sacramento—Labor Temple 2525 Stockton Boulevard	8:00 P.M.	12 Noon
<b>TUESDAY, JULY 31</b>		
1112 Bakersfield—Plasterers' Local 26 Bernard Street	7:30 P.M.	1:00 P.M.
1113 Madera—Memorial Hall 6th and "G" Streets	7:30 P.M.	
1211 Salinas—American Legion Hall 14 W. Laurel Drive	8:00 P.M.	1:00 P.M.
1512 Belmont—Good Shepherd Hall 1336 - 5th Avenue	8:00 P.M.	1:00 P.M.
2311 Oakland—Porter Hall 1918 Grove Street	8:00 P.M.	1:00 P.M.
2413 S.F. Gas—Local No. 6, I.B.E.W. 55 Fillmore Street, San Francisco	8:00 P.M.	1:00 P.M.
3213 Fall River Mills—Veterans' Hall	7:30 P.M.	10:00 A.M.
3216 Trinity—The Gables Weaverville	7:00 P.M.	
3601 Marysville Clerical— Marysville Hotel	5:00 P.M.	

(Continued on Page 4)

### YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

This will be a short column due to the press of time at the windup of lengthy negotiations with the Pacific Gas and Electric Company.

The System Negotiating Committee considers our tentative settlement to be the best in the industry this year and recommends acceptance by the affected membership.



While our money package is a good one, the Committee felt that PG&E was lagging in some fringe benefit areas and that not enough movement was forthcoming to settle for a two-year contract.

(Continued on Page 6)

### Amundson Named To Community Services Post

Norman Amundson, former Clerical Business Representative and former editor of this publication, has been named Director of Community Services for the Alameda County AFL-CIO. One of his new duties will be to provide a liaison between union members and community social welfare agencies in the county.

Members of Local 1245 who reside in Alameda County may contact Norm at GL 1-3132 if they have any problems in the community services area involving either private or public local welfare agencies.

The members and staff of Local 1245 wish Norm well in his new position. He has given long and competent service to the membership and the labor movement. He continues to do so, not only as Unit Chairman of the East Bay Clerical Unit and delegate to the Alameda County Central Labor Council, but also in his new capacity.

**STILL GOING STRONG** after two midnight sessions in a row are members of the 1245 System Negotiating Committee, shown here at work on intricacies of contract language. Left to right, Wayne Weaver, Jim Fountain, Tony Boker, Assistant Business Manager L. L. Mitchell, Nick Garcia, Bill Fleming, Ron Fields and, closest to the camera, Mel Robins. Present but not shown are Dick Kern, John Zapian, Bruce Lockey and Business Manager Ron Weakley.

### Municipalities Roundup

By Asst. Bus. Mgr. M. A. WALTERS

#### ALAMEDA BUREAU OF ELECTRICITY

On July 9th, Local Union 1245's Negotiating Committee met with representatives of the Bureau of Electricity in order to outline and substantiate Union's proposals for improvements in certain fringe benefits and working conditions together with increases in wages. The proposals are currently being studied by the Bureau in preparation for further discussions between the parties. Action on one item in the proposals submitted by the Union has already been concluded. Union had proposed that "means be provided wherein employees, who so desire, may have coverage under the Kaiser Foundation Health Plan"—this in lieu of the available Blue Cross Plan. Due to a pending premium increase to be effective August 1st in the Blue Cross Plan, the Board of Utilities took this matter up on July 12th and after an appearance by your correspondent and Negotiating Committee member Robert Cole, voted to concur with the Union's request—that is to continue the policy of paying the full cost of the employee's coverage under the Blue Cross Plan (\$6.38 per

month, an increase of 98c) and to pay the same amount toward coverage under the Kaiser Foundation Health Plan.

**CITY OF BERKELEY, Electric Department**—The Berkeley City Council on June 26th voted to increase employees' salaries 2½% effective 7/1/62 with an additional 2½% to be applied 12/30/62. Salaries for journeymen are now \$660 per month and will go to \$676 per month on 12/30/62, while Helpers received \$517 per month and will be increased to \$530 per month.

At the same time, the City Council voted to grant four weeks' vacation after twenty years' service with the City, instead of twenty-five years, and increased the City contribution

(Continued on Page 6)



President Gibbs bangs down the gavel and the new Executive Board goes into session. Left to right, the members of the Board are: Nick Garcia, Central Area; Gerald Watson, Northern Area; Orville Owen, Treasurer; Scott Shaw, Recording Secretary; President Gibbs; Ronald T. Weakley, Business Manager-

Financial Secretary; International Vice President Charles Foehn who presided over the obligation given to the members; Marvin C. Brooks, Vice President; and, Lee Thomas, Southern Area. Not shown in the picture is John Michael, Executive Board Member-at-large.





# The UTILITY REPORTER



**RONALD T. WEAKLEY** . . . . . Executive Editor  
**BRUCE LOCKEY** . . . . . Assistant Editor  
**L. L. MITCHELL** . . . . . Assistant Editor  
**M. A. WALTERS** . . . . . Assistant Editor

**Executive Board:** J. E. Gibbs, Jr., Marvin C. Brooks, M. Scott Shaw, Orville Owen, Leland Thomas, Jr., Juventino Garcia, Gerald F. Watson, John W. Michael.

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## On Balance

Probably too much has now been said about the so-called "Ugly American." Although we should still be concerned about how this country is represented abroad by individuals, we should also move on to a consideration of how it is represented by institutions.

The last few years have seen an increase in the number of American companies setting up business in foreign countries. Leaving aside what this does to our balance of payments, the impact of this has not been disruptive in the developed economies of Western Europe. These countries have a balance of institutions—management, government and labor.

However, for many years we have been exporting American business to the underdeveloped nations of South America. This has been euphemistically passed off as the free enterprise system and we have been led to believe that this was the American Way of Life that was being exported when it was really only a part of it.

In International Affairs, there is a tendency to oversimplify. We would not, in this country, go back to the days of the robber barons. We would not take away the countervailing power of labor to management and of government to both. We recognize that various interest groups create conflict. We adhere to our system of checks and balances, not only within government, but also between government, management and labor.

Yet we look to the problems of other countries and tend to provide oversimplified solutions. We fail to realize that efforts we have made to develop the economies of these countries have resulted in the export of only one institution when in this country we have for two decades depended upon the balance of at least three. We have exported an institution unchecked by its natural deterrents. A dangerous vacuum has been left in the institutional and social structure of these underdeveloped Latin countries.

An article reprinted from "Business Week" indicates what is being done by the AFL-CIO to fill this vacuum in a peaceful, constructive way. However the same article points out the tendency to distrust everything "Yanqui." We have failed to tell these people that the actions of certain American corporations are not the actions of the American people. Not only have we failed to communicate—we have failed to balance the impression of the United States exported by our mass circulation magazines.

Others rush to fill this vacuum. They do not wish reform. That would be too constructive and would not serve the ideological ends those powers pursue.

Through neglect, through ignorance of the individual countries, through mental numbness occasioned by the daily fight to determine the whole truth from what we read about the global contest—we are afraid to move and to think. For want of reform, we risk in these countries, by default—revolution.

Here we pay the price for our dependence upon such phrases as "way of life" and "free enterprise." We fail to define the content of these phrases in the various situations in which they have been applied in the so-called underdeveloped nations. What we mean in this country by the American Way of Life might include a system of institutional checks and balances operating in a classless perception of a social structure. What we are told is the introduction of the American Way of Life into a South American country is probably the insertion of a corporation into a situation of an autocratic landowning class, a military-dominated governing class, a small insecure middle class and an impoverished, unorganized working class. Without the balance of labor, or without support of the free labor movement already there, (and with little hope for reform from within among the autocracy and the military)—we have, under the guise of the free enterprise system, introduced an imbalance into the social fabric of the country. We should be giving more consideration to the form in which our labor movement might be exported and put to work in the individual countries of South America.

## In Memoriam

**MURL W. MASSENGALE**, a Storekeeper in the Department of Pipe Line Operations, died June 18, 1962. Brother Massengale was initiated into the I.B.E.W. on May 1, 1958.

**GEORGE F. FULMER**, a member of the I.B.E.W. since October 14, 1942, passed away on June 29, 1962. Brother Fulmer was retired from the Key System, where he had been a signalman.

## Mail Bag

TO THE EXECUTIVE EDITOR  
 P.O. Box 596  
 Tracy, Calif.  
 June 30, 1962

I.B.E.W., Local No. 1245  
 1918 Grove Street  
 Oakland 12, Calif.  
 Dear Sir:

In accordance with the result of our vote for your local to represent our group (Local 659 to Local 1245), I wish you and the officers of Local Union 1245 the best of success, as I know we will get better representation, and the Local will have closer contact with the various departments here at the plant.

Enclosed is a check for my dues from July 1st to the end of the year 1962. My dues as an "A" member are \$9.50 per month. The check is in the amount of \$57.

I enjoyed the first meeting your representatives had here with our local group.

Thanking you again,  
 Fraternally,  
**James B. Howard**

## Washington School Begins Courses for Latin Labor Leaders

An institute to train Latin American labor leaders in democratic trade unionism has been opened in Washington under the joint sponsorship of the AFL-CIO and a group of U.S. employers.

Classes in Spanish and English will teach such technical skills as collective bargaining. They will also cover "the broader concepts of the trade union as an essential element in a democratic society — including the defense of unions from infiltration by Communists, Fascists, or crooks," according to J. Peter Grace, president of W. R. Grace & Co., and AFL-CIO Pres. George Meany, board chairman and vice-chairman.

The three-month courses will be followed by nine-month internships on social projects in the students' home countries. The institute also will establish regional or national training centers in Latin America to give short-term, part-time courses and to serve as local union headquarters.

The project was begun with \$20,000 appropriated by the AFL-CIO executive council in August, 1960, supplemented by additional grants. Several U.S. foundations have indicated plans for support, Meany said.

Within AFL-CIO, enthusiasm for the institute was mixed—although all groups approved its ends. Some unionists argued that training in the United States tars a Latin American labor leader with the Yanqui brush; he loses influence at home no matter how skilled he becomes. Training in Latin America, under less specifically U.S. auspices, would be better, they said.

The prominent role played by Grace—whose company former-

## Welcome! To These 152 New Members



—BA— APPLICATIONS  
**SAN JOAQUIN**  
 Bowlby, Chris R.  
 Henry, Barbara A.  
 Johnson, W. C.  
 Mulrooney, Michael E.  
 Tinsley, Louise

**COAST VALLEY**  
 Brown, Paul J.  
 Moore, Rayford  
 White, Albert S.  
 Woodworth, Bill

**PIPE LINE OPERATIONS**  
 Noland, Sonny C.  
 Wickham, Harvey J.

**SAN JOSE**  
 Brown, James D.

**CITY OF PALO ALTO**  
 Brichta, David W.  
 Briggs, George E.  
 Daken, Ralph G.  
 Esteban, Donald Jr.  
 Fain, Harold H.  
 Gillis, John T.  
 Gully, Neil L.  
 Hall, Joseph L.  
 Loo, Edward  
 Lopez, Manuel J.  
 Mathias, Raymond S.  
 McEwan, Albert E.  
 Maslov, Paul L.  
 Morales, James M.  
 Suitt, Mervyn C.  
 Todd, William  
 Wilcox, Delmar D.  
 Zigelhofer, Edmund C.  
 Zigelhofer, Frank P.

**STANDARD-PACIFIC**  
 Carling, Duane S.  
 Mattson, John R.  
 Mattson, Jay D.

**STORES**  
 Fleming, Lorna  
 Herndon, Alice  
 Stoner, Robert L.

**EAST BAY**  
 Ball, Henry A. III  
 Bower, William R.  
 Butler, Lenord E.  
 Harskamp, Robert L.  
 Otto, James B.  
 Stagmeier, Leland C.  
 Tennant, Gerald L.

**SAN FRANCISCO**  
 Giberson, Carol L.  
 McNeal, Fred  
 Schultz, Edward C.  
 Ware, Brian T.

**GENERAL OFFICE**  
 Bonnet, Faith M.  
 Brusuelas, Gloria  
 Caldwell, Joelle  
 Cuschieri, Rose  
 Dahl, Ruth E.  
 Jacobson, Joanne  
 Morris, Barbara A.  
 Weckerle, Arline  
 Wolfenden, Robert J.

**STOCKTON**  
 Forbes, James H.

**HUMBOLDT**  
 McGowan, Daryl J.  
 Tremaine, Edward  
 Vienna, Joseph F.

**SHASTA**  
 Jones, Barbara C.

**NORTH BAY**  
 Wehmeier, Rodney A.

**SACRAMENTO**  
 Penland, Allen L.

**BUREAU OF RECLAMATION**  
 Anderson, Clayton  
 Bannon, Laurence A.  
 Barbera, Ambrose  
 Bateson, Eddie C.  
 Bayless, Marvin M.  
 Beets, Everett K.  
 ondietti, Dante  
 Briggs, Weston E.  
 Burrell, Lester  
 Busby, Cecil J.  
 Chase, Norman W.  
 Chervier, Ernest  
 Cline, Russell E.  
 Cook, Carl H.

Cordi, Richard M.  
 Deaton, Charles W.  
 Deleski, Edward J.  
 Dixon, Delbert H.  
 Dyer, Melburn C.  
 Elliott, Jack  
 Forbes, Roland H.  
 Fouts, Charles M.  
 Fowler, Carl H.  
 Hale, Dale C.  
 Harrington, Joseph J.  
 Haslett, Emery E.  
 Henderson, Ralph W.  
 Hoppes, Alan R.  
 Howard, James B.  
 Jeter, Pollard  
 Kaplan, Wallace H.  
 Killis, Donald W.  
 Kinilau, Daniel N.  
 Marney, Homer W.  
 Matson, William E.  
 McMichen, A. L.  
 Miller, William R.  
 Mills, Ronald L.  
 Missildine, Arnold J.  
 Mix, Robert H.  
 Moody, Gerald L.  
 Myers, J. B.  
 Neel, Prentice  
 Parker, Alexander M.  
 Patterson, Charles  
 Payne, John E.  
 Pederson, Ove  
 Peitz, William H.  
 Phillips, William  
 Pickard, Ray O.  
 Reid, Edwin J.  
 Rendahl, E. P.  
 Rhoads, Stanley  
 Rogers, Cecil D.  
 Schrader, W. G.  
 Schreiber, Hugo K.  
 Schulte, Henry W.  
 Shaw, Donald C.  
 Shelton, Clyde L.  
 Sherry, Bernard T.  
 Strain, M. O.  
 Stroh, Raymond G.  
 Swofford, James A.  
 Terry, Thomas  
 Thompson, George R.  
 Watkins, Julian L.  
 Webber, Jake W.  
 Wetherell, Gerald W.  
 Wood, David J.  
 Sawdey, James J.

**CITIZENS UTILITIES**  
 Flatt, Harold G.

**GENERAL CONSTRUCTION**

Alvidrez, Aurelio  
 Bell, A. J.  
 Bryan, Raymond R.  
 Cobbler, Roland E.  
 Conner, Loyd  
 Criss, Roland O.  
 Daly, Roland E.  
 Fissette, Donald L.  
 Foss, Robert  
 Gaddy, Floyd L.  
 Galligani, Dino M.  
 Hinton, Emmitt R.  
 Jeklin, Daniel D.  
 Johns, Gary A.  
 Jordon, George R.  
 Lackey, Willard  
 Lynch, Ivan J.  
 Marsh, Earl A.  
 McColl, Dale  
 McKrarty, Richard A.  
 Moody, Richard W.  
 Moran, John F.  
 Murphy, Pliny O.  
 Myers, L. D.  
 Peoples, Andy C.  
 Rittenhouse, John  
 Rook, Arthur L.  
 Saunders, Patrick E.  
 Seymour, John W.  
 Sharr, George  
 Teach, William C.  
 Turpin, William L.

**UTILITY TREE SERVICE**  
 Rhodes, Carl M.

**DAVEY TREE SERVICE**  
 Duncan, Robert J.  
 Reaves, Charles F.  
 Tindall, Robert

—A— APPLICATIONS  
 Cunningham, Ernie  
 Sheets, Donald J.

ly symbolized U.S. "colonialism" to many Latin American workers—also compromises the institute's effectiveness, the critics felt.

—Business Week



# What Kind of Tax Cut?

AFL-CIO President George Meany has made public an important memorandum he has sent to President Kennedy. The memorandum deals with the nation's lagging economic recovery. It points out that there has been less improvement in unemployment in the 15 months since the 1950-61 recession than there was following the three previous post-war recessions. To help speed the recovery, Mr. Meany urges both an immediate tax cut and an increase in Government spending. Here are excerpts from Mr. Meany's message:

**WE BELIEVE THAT** an immediate temporary tax cut, concentrated in the first individual income tax bracket, is not only necessary but vitally essential to avoid slowing the rate of economic growth.

A tax cut concentrated in the low and middle-income groups can be achieved in a variety of ways — dividing the first individual income tax bracket, increasing personal individual income tax exemptions, setting a tax credit for all taxpayers or reducing the withholding tax for a limited time.

We are vigorously opposed to an across-the-board individual income tax cut. We find no justification for, or basis of facts in, the argument that all income tax groups will spend whatever money is involved in such a tax cut.

Obviously, the low and middle-income levels are those most likely to spend money from a tax cut. Many in these groups tend to spend even more than they earn. People with higher incomes tend to save substantially more than they spend.

Tax cuts for the low and middle-income groups, therefore, find their way into the spending stream, while tax cuts for upper-income recipients usually move into savings. At present, spending, not savings, is the most urgent need to stimulate the economy.

**WE FEEL THAT** another suggestion currently discussed, a corporate tax cut, would also be unwise. Incentives to business are already quite great . . . Cash-flow (money left over after payment of all costs and taxes) data shows that currently business can expand its capacity and improve its operations, if it so chooses, without further tax incentives.

Yet there is continual talk about a further tax incentive to encourage plant and equipment expenditure. We do not believe that this is wise or necessary. It therefore seems appropriate to recommend as a stimulus to the economy a tax cut which concentrates its impact on the low and middle-income families. Moreover, a temporary tax cut now is necessary as an emergency effort to reduce unemployment.

Additional steps should also be taken at the present time. On June 30, the Korean war-time excise taxes are due to expire. Congress should allow these excise taxes, now being considered for extension, to lapse on June 30. This would be a \$900,000,000 stimulus to the economy.

Action to increase and accelerate the rate of government expenditures from funds already authorized and appropriated is essential. While this does not constitute a huge amount of funds, it would be an important immediate stimulus to the economy.

**ENACTMENT OF the** McCarthy-King Bill to improve the unemployment compensation system is imperative. However, recognizing that the demanding schedule of Congress may delay consideration of this measure, we urge immediate extension of the temporary extended unemployment compensation with additional weeks of benefits in or-

der to provide payments for the long-term unemployed through 1962.

The economics of a tax cut are quite clear. We believe the politics of it are also equally clear.

A clear distinction should be made between an immediate tax cut, which is designed to shore the economy, and the long-term structural tax reform proposal, which you have indicated you hope to submit to the Congress later this year for consideration by the next Congress.

Such structural reforms, designed to close loopholes and broaden the individual income tax base, will permit changes in the individual income tax rate up and down the line. But, such changes must not be confused with changes designed to stimulate economic activity.

They may have that effect in part, but the loss in revenue from the reduction in rates should be offset by increases in revenue resulting from broadening the income tax base through a variety of loophole closing measures. The stimulus to the economy resulting from the temporary tax cut now should be augmented next year by large-scale increases in government expenditures.

**THE NEEDS OF the American economy** are many. To cata-

logue them is to emphasize the great need — urban renewal, mass transportation, housing for low and middle-income families, aid to education at all levels, hospital and health facilities, further development of our natural resources.

A fear of government expenditures and an archaic approach to handling budgets should not prevent the United States from boldly facing up to the unmet needs of our American society. America cannot long tolerate slums, urban blight, deterioration of our central-core cities, crowded roads, insufficiently educated individuals, unavailable mass transportation.

It is time we realize that unless we meet these great public needs, our American economy will not be able to attract the necessary levels of private investment for new industry that basic research should be developing in the coming years.

In the long run, therefore, a vigorous tax and expenditure policy by the United States Government will do more to help our balance of payments and gold problems by stimulating economic growth, private investment and job opportunities, than reliance on stimuli designed to have private enterprise alone promote economic growth.

Larger scale government expenditure to meet our great social needs will bring our Federal budget into balance at a level of economic activity whose growth rate would so stimulate private investment that this nation could "once again get on the move."

## Labor Federation Praises Governor Brown's Plan For Economic Growth

Governor Edmund G. Brown's action to expand the scope of California's Office of Planning to study and coordinate a sound, statewide, long range master plan for economic growth has been hailed by Thos. L. Pitts, state AFL-CIO leader, as "a bold, positive stride forward in harnessing this state's economic power to maximal advantage."

Brown, speaking at the recent Governor's Conferences on Planning for California's Growth in Los Angeles and in San Francisco, announced that the Federal Housing and Home Finance Agency (HHFA) had just approved a grant of \$376,000 in U.S. funds to prepare the first phase of a comprehensive economic development plan for the state.

Pointing out that the state will provide an additional \$188,000 in staff time and funds, the Governor said:

"We are greatly pleased to mark the grant as a breakthrough in our efforts to give California a sound basis for orderly physical growth."

Pitts, secretary-treasurer of the California Labor Federation,

### New Shop Stewards

The following new shop stewards were appointed in June: **PACIFIC GAS & ELECTRIC COMPANY:** Leda S. Sletten, Central Stores; Clarence J. Jander, Coast Valleys Division; Donald L. Burch, East Bay Division; Roy J. Goguen, East Bay Division; Carlton A. LaFranchi, East Bay Division; James Mazzie, General Construction Department; Marcus A. Mills, North Bay Division; Richard H. Pederson, San Joaquin Division.

## Short History of I.B.E.W.

### Early Days Were a Time of Wonders, but Also of Perils

"Let there be light!" Thousands of years ago the Creator uttered these words and an earth, spinning away in darkness, came to be warmed and lighted by the sun.

And that is where the Electrical Workers' story actually started, because men, knowing light and warmth, could never be satisfied until they had learned to capture the sun's rays and turn night into day. And while men suggested through many centuries to bring this miracle about, it took electricity, and the men who learned to capture and control it, to actually bring the goal to fruition.

Men of the 18th and 19th centuries, such as Benjamin Franklin, Michael Faraday, Joseph Henry, Samuel Morse, Thomas Edison, Alexander Graham Bell, and many others, contributed their scientific knowledge and research to the vast world of electricity as we know and work with it today.

From the very inception electrical work was exciting, mysterious, and challenging to men—an occupation with a tremendous future. Yet, it was the most dangerous of all occupations and there were few attempts made by employers to protect the men on the jobs.

The work was hard, the hours long, and the pay small. Many of the workers were burned to death on the high lines. Insurance companies refused to give

coverage to the men who insisted on performing such hazardous jobs.

#### THE EARLY YEARS

This was the situation in 1890 when a "glorious display of electrical wonders" was held in St. Louis. Wiremen and linemen from all parts of the country flocked in to wire the buildings and displays. These men talked together of the hard work, the dangers, and the poor compensation, and the impulse toward unionism was born.

They called in an organizer from the American Federation of Labor who chartered them as Federal Local No. 5221 of the A.F. of L.

To these far-sighted men this was just a starting point. They were convinced that only a national organization of electrical workers with jurisdiction covering the entire industry, could force the concessions that would better the lot of all electrical workers, from the large and widespread corporations of telephone, telegraph and power companies, electrical contractors and manufacturers of electrical equipment.

A first convention was called in St. Louis on November 21, 1891. Ten delegates attended, representing some 300 members. The name adopted for the organization was the National Brotherhood of Electrical Workers. The delegates worked for five days and nights, drawing up a constitution, general laws, rituals, and an emblem, which is the well-known fist grasping the lightning rays. Henry Miller was elected as the first President and J. T. Kelly as the Secretary-Treasurer.

As Charles Ford, International Secretary in later years, expressed it, "This was the time and manner in which our Brotherhood was born. There was little to encourage this small group of men. Opposition to unions at that time was active and bitter. The obstacles seemed insurmountable. Hearts less courageous would have given up in despair."

One month after our Brotherhood was founded, President Miller carried the request of the new union for a charter to the convention of the American Federation of Labor. In December, 1891, the charter was granted with a sweeping jurisdiction over electrical workers in every branch of the trade and industry.

During that first year of existence splendid progress was made. President Miller traveled far and wide, working at the trade to support himself, organizing wherever he went.

Many were the problems in those early years. There was a lack of money for operational costs, opposition on all sides, hostility of employers and a severe depression before the turn of the century.

These stout-hearted union pioneers refused to accept defeat, and were determined that their union would not die. They proceeded to establish a sound financial policy, which has continued and grown stronger through the years.

ernor Brown proposes, be planned, promoted and nurtured by a bold, imaginative and comprehensive master plan that refuses to compromise with excellence."

In his Los Angeles address the Governor said the HHFA funds would be used for intensive studies of six key subjects: Land use and transportation; agricultural land policy; natural resources; forestry; capital outlay; and population and economics.

In addition, supporting policies in such fields as housing, transportation, industrial development and recreation will be developed, he said.

In both addresses he expressed a concern to preserve "some of the most magnificent scenic and recreational lands on this continent" and in San Francisco he pledged that he would wage "a battle for beauty throughout California" in scenic highways, freeway construction and public buildings.

### RETIRED MEMBERS

June 1, 1962: Thomas E. Williams, Coast Valleys Division.

July 2, 1962: Ray Haws, Coast Valleys Division; Walter G. Odneal, Colgate Division; Forest A. Hendrickson, De Sabla Division; Henry F. Kolar, De Sabla Division; Mack B. Haley, Stockton Division; Ed J. H. Nobis, Stockton Division; Charles H. Woest, Stockton Division.

August 1, 1962: Chester D. Sorensen, Sr., San Joaquin Division; Max Zamora, San Joaquin Division.



# DROPOUTS—

The following people have left Local 1245 and are no longer entitled to the rights, benefits and privileges of the membership.

**PHYSICAL**

**SAN JOAQUIN DIVISION**

- Beryl F. Farmer
- Elmer W. Hansen
- William J. Heckel
- Robert C. Orr
- Ivan T. Shipley
- Charles W. Turner
- Frank O. Wisel

**COAST VALLEYS DIVISION**

- R. C. Shoff, Jr.

**PIPE LINE OPERATIONS**

- Robert E. Vasquez

**SAN JOSE DIVISION**

- James R. Anderson
- Norman E. Barberi
- Jack J. Canova
- Milton R. Dibble, Jr.
- Bruce Faulkner
- Garnet C. Frost
- John G. Glau
- Joe R. Holt
- R. J. Moresco
- Joseph N. Oliveri
- Clarence L. Ploch
- Kiyoshi Sasano
- LaVern R. Vickerman
- Richard H. Williams

**CENTRAL STORES**

- Robert J. Bodenham
- Anthony J. DiSilva
- Anthony V. Radovan

**EAST BAY DIVISION**

- Rawland L. Ahlman
- James P. Anderson
- Earl Berry
- Anthony Branco
- Tom R. Broyles
- Frank A. Brum, Jr.
- Robert C. Burrough
- Donald B. Buzdon
- Franklin H. Clark
- Noe N. Delisle
- Francis W. Grieve
- Thomas Hardy
- Joseph Jackson
- Claude L. Jones
- John F. Kendall
- Viktor Lutz
- G. U. McDermott
- O. H. McNeill
- Harry Matheson
- George H. Orr
- Doyle D. Pennington
- William E. Peterson
- Richard Pfisterer
- Thomas E. Pray, Sr.
- James F. Shook
- William Silveira
- Harold M. Simmons
- Theodore J. Tollner
- Sidney Turkletop
- Joaquin Viera
- Rulon Wells
- Glenn D. Widick

**SAN FRANCISCO DIVISION**

- Bill R. Angell
- Albert J. Apodaca
- Joe R. Aviles
- Edna Bartley
- Albert J. Bianchi
- Paul F. Bingham
- Robert H. Borczon
- Clarence D. Botts
- Clare O. Bouchey
- Robert B. Burton
- Stanley E. Cadinha
- George E. Carey
- Edward P. Cochran
- Leo E. Columbini
- Edward J. Corrigan
- Harold E. Cox
- Joseph L. Darcey
- John P. Divine
- Gerald Doherty
- Timothy Driscoll
- Stanley S. Dunnaway
- Palmer A. Edhammer
- Oral S. Elledge
- Cleon Fain
- Joseph T. Foster
- David Friedland
- John W. Friedle
- Joseph E. Frith
- John E. Gates
- Joseph Goldberg
- Larry G. Gregory
- William H. Hagan

- Robert H. Hall, Jr.
- Carl C. Hammond
- Edward Paul Henshaw
- Frank W. Howard
- Harold C. Jabs
- James F. Keane, Jr.
- F. G. King
- Arthur Kirsch
- Richard L. Kramer
- August A. Lanum
- William Lechner
- Donald M. Lehane
- Ernest A. McKenzie
- Dewey W. Miller
- Paul R. Morales
- Daniel T. Murphy
- Ronald Muzio
- John M. O'Shea
- Thurston C. Peterson
- Henry K. Price
- Fernando A. Rendon
- Ignacio Rosa
- Raymond E. Rotsort
- John H. Schaefer
- Kenneth Jay Shelton
- Raymond V. Skillen
- Robert B. Spencer
- Harold A. Swartout
- Noel Turner
- Oscar Velarde
- Robert D. Warfel
- Clyde Weddle
- Clyde R. White
- Richard T. Wood
- Henry Wulf

**DE SABLE DIVISION**

- Eugene C. Folla

**COLGATE DIVISION**

- James E. Jenkins
- Kenneth M. Reusser

**NORTH BAY DIVISION**

- Jack F. Barenchi
- B. F. Bekker
- John Brayton
- Richard E. Collier
- Robert F. Davis
- Louis T. Garvin
- C. C. Gully
- Harold R. Jacobsen
- Ray V. Loberg
- Jay E. McConnell
- Ernest C. Martin
- Louis Mondelli
- Robert Lee Monti
- Kenneth B. Ouimet
- Fred Rehm
- Fred Robbins
- Raymond L. Russell
- James B. Schonbeck
- Lloyd J. Snyder
- G. T. Stillwell
- George F. Strahl
- William D. Taylor
- Russell H. Thompson
- W. T. Thompson
- Aladino L. Valenti
- Clyde Ward
- Herbert W. Young

**SACRAMENTO DIVISION**

- Richard A. Azevedo
- Leland M. Gregory
- Mark A. Stewart
- Clayton J. Smith
- Pat F. Thomas
- Don L. Warner
- A. J. Woolgar

**GENERAL CONSTRUCTION**

- Donald E. Abram
- Cecil Atondo
- Doyle E. Beard
- Barney T. Chapman
- Bob L. Ewing
- Melvin R. Hansen
- Cecil Harper
- Ferral E. Henderson
- Epgene V. Hickey
- William Lavin
- Homer Logan
- Rudy B. Moll
- Fernando E. Paredes
- Ronald J. Pannel

**CLERICAL**

**SAN JOAQUIN DIVISION**

- Audrey C. Ely
- Beverly H. Gear
- Audrey Horner
- Richard W. Johnson

## Expense Per Pupil Goes Up in State

California school districts spent \$1,616,960,000—an average of about \$455 per pupil—to operate elementary schools, high schools and junior colleges during the 1960-61 fiscal year.

State Controller Alan Cranston said figures contained in the report by his office, indicate that the average expenditure per pupil increased approximately \$15 from the previous year.

Cranston noted that the districts derived 54.7 per cent of their income from district taxes, 40.5 per cent from the apportionment of State funds, 2.6 per cent from federal subventions and the balance from miscellaneous sources.

## \$10 Million for Right Wing

"A cautious estimate would show that the business community contributed about \$10 million to the Radical Right last year."—Prof. Alan F. Westin, writing in April Harper's Magazine.

To cut down on parking tickets, simply remove the windshield wipers from your car.

- Odean Litton
- Dolores J. Meek
- Norman L. Pourroy
- Fred Rowland
- Delmer W. Stewart
- Joseph R. Trembly
- Richard L. Watson
- Jack Williams

**COAST VALLEYS DIVISION**

- Darrel M. Weaver

**SAN JOSE DIVISION**

- Elmer Bailey
- Harold L. Benton
- Donald H. Deisenroth

**CENTRAL STORES**

- George Coudeu
- Margaret DeGennaro
- Marjorie Jensen
- Natalis C. McLaughlin
- Barbara A. Matlock
- Aileen B. Tanner

**EAST BAY DIVISION**

- Wesley R. Bennett
- Rinaldo P. Caruso
- Ralph P. Chavez
- Robert C. Jones, Jr.
- Norman Jurasin
- Robert G. Kenny
- Kenneth L. Morton
- Donald S. Payne
- Howard D. Rader
- Roy Redding, Jr.
- Gary A. Schmidt
- Richard D. Strehlow
- Nils R. Swanson
- Gary Van Arsdale

**SAN FRANCISCO DIVISION**

- Patrick J. Flannigan

**GENERAL OFFICE**

- Gayle F. Archibald
- Modean L. Bamburg
- Harold F. Boswell
- Patricia Der
- Glenn W. Fehr
- Erma Fleming
- Lily Fong
- Lynne E. Kersting
- James M. Knight
- Corrine Leong
- Michael Moriarty
- Andrew Naranjo, Jr.
- Roy C. Puccinelli
- Marjorie S. Smith
- Alfred Paul Ziemann

**STOCKTON DIVISION**

- Robert R. Baylor
- Dorothy Quayle
- G. A. Starr

**NORTH BAY DIVISION**

- Robert M. Lasky
- Gerald P. Lynch

**SACRAMENTO DIVISION**

- Ronald L. Alston
- Jo Boyet
- Maxine K. Frazee

# Ratification Meetings

(Continued from Page 1)

## BE SURE TO ATTEND

	Regular	Shift
3611 Marysville—Marysville Hotel	7:00 P.M.	1:00 P.M.
3711 San Rafael—Painters' Hall 701 Mission Avenue	8:00 P.M.	1:00 P.M.
3714 Ukiah—Labor Temple Radio Station KUKI Road	8:00 P.M.	1:00 P.M.
3812 Vacaville—Eagles' Hall	7:30 P.M.	12:15 P.M.
<b>WEDNESDAY, AUGUST 1</b>		
1111 Fresno—Progressive Home Club 2630 E. Weldon	7:30 P.M.	1:00 P.M.
1114 Taft—Power Club	8:00 P.M.	
1313 Gilroy—Old American Legion Hall 5th & Egleberry	8:00 P.M.	
1511 San Jose—V.F.W. Hall 430 S. 4th Street	8:00 P.M.	1:00 P.M.
2316 Concord—I.B.E.W. Hall Pacheco	8:00 P.M.	9:00 A.M.
2414 S.F. Steam—Local No. 6, I.B.E.W. 55 Fillmore Street, San Francisco	8:00 P.M.	1:00 P.M.
2516 Lodi—Veterans' Hall 23 1/2 W. Pine Street	8:00 P.M.	
3111 Eureka—Veterans' Memorial Bldg. 10th & "H" Streets	7:30 P.M.	1:00 P.M.
3411 Chico—Memorial Building Washington & Esplanade	7:30 P.M.	2:00 P.M.
3712 Santa Rosa, I.B.E.W. Loc. 551 Bldg. 1429 Santa Rosa Avenue (Rear of Roller Rink)	8:00 P.M.	1:00 P.M.
<b>THURSDAY, AUGUST 2</b>		
1123 Merced—Fish & Game Assn. Hall	7:30 P.M.	
1311 Barstow—721 Buena Vista	7:30 P.M.	1:00 P.M.
1513 Santa Cruz—Native Sons' Hall 239 High Street	7:30 P.M.	1:00 P.M.
2312 Richmond—Carpenters' Hall 242 - 11th Street	8:00 P.M.	1:00 P.M.
2411 S.F. Elect.—Local # 6, I.B.E.W. 55 Fillmore Street, San Francisco	8:00 P.M.	1:00 P.M.
2511 Stockton—Moose Lodge	8:00 P.M.	1:00 P.M.
3112 Garberville-Weott—Fire Hall Garberville	7:30 P.M.	
3211 Red Bluff—Veterans' Memorial Oak & Monroe Streets	7:30 P.M.	
3417 Paradise—Veterans' Memorial Skyway	7:30 P.M.	
3813 Placerville—Grange Hall	7:30 P.M.	12 Noon
<b>FRIDAY, AUGUST 3</b>		
1124 Los Banos—Firemens' Hall	7:30 P.M.	
1312 Needles—Art Barn City Recreation Hall	7:30 P.M.	1:00 P.M.
2517 Sonora—I.O.O.F. Hall	8:00 P.M.	1:00 P.M.
3613 Oroville—Eagles' Hall	7:30 P.M.	
3511 Auburn—Eagles' Hall	7:30 P.M.	12 Noon
<b>MONDAY, AUGUST 6</b>		
1118 Wishon—Auberry Civic Club Shift Mtg.—Balch Power House	7:30 P.M.	
1314 Avenal—Veterans' Memorial Bldg. South Colusa Street, Willows	7:30 P.M.	1:00 P.M.
3513 Grass Valley—Labor Temple Neil & Church Streets	7:30 P.M.	1:00 P.M.
<b>TUESDAY, AUGUST 7</b>		
1217 Paso Robles—Civic Center 10th & Park	8:00 P.M.	
2513 Jackson—Carpenters' Hall Sutter Creek—1/2 Mile So. Hwy. 49	7:00 P.M.	1:00 P.M.
3612 Colusa—Atwood Hall Fairgrounds	7:30 P.M.	
<b>WEDNESDAY, AUGUST 8</b>		
1214 Watsonville-Moss Landing— V.F.W. Hall 215 - 3rd St., Watsonville	7:30 P.M.	1:00 P.M.
1215 San Luis Obispo—Vets.' Memorial Grande Avenue	8:00 P.M.	1:00 P.M.
2401 S.F. Clerical—English Room Sheranton-Palace Hotel	5:30 P.M.	1:00 P.M.
2515 Modesto—Yacht Club	7:30 P.M.	
3413 Feather River—Injun Jim School	7:00 P.M.	1:00 P.M.
<b>THURSDAY, AUGUST 9</b>		
1212 Monterey—Carpenters' Hall 738 Hawthorne	8:00 P.M.	1:00 P.M.
1216 Santa Maria—V.F.W. Hall, Battle Road	8:00 P.M.	1:00 P.M.
2301 East Bay Clerical—Holiday Room Hotel Leamington, 19th & Franklin Sts., Oakland	7:30 P.M.	
3814 Woodland—Girl Scout Cabin 430 Grand Avenue	7:30 P.M.	
<b>FRIDAY, AUGUST 10</b>		
3815 Davis—Girl Scout Cabin	8:00 P.M.	



# The Clerical Corner . . .

Ted Cordua, former Clerical member of 1245, Steward, Grievance Committeeman and System Negotiator from Stores

—is now in Anchorage, Alaska, working for a firm which installs EDP equipment. He passes along these items from "The Random Access," published by the Anchorage Chapter of the National Machine Accountants Association.

**NEW 2,000 - YEAR OLD ARITHMETIC** — Computers that work 20 times faster without a change in basic design is the goal of a Lockheed Missiles and Space Company program sponsored by the Air Force. The secret, Lockheed says, is a "new" arithmetic first stated in a theorem by the Chinese 2,000 years ago. Called modular arithmetic, it is ideal for addition, subtraction, and multiplication by computers, but it is no faster than the present number system for division. Instead of making a vast number of additions as a conventional computer multiplies, a machine using modular arithmetic would do a single operation with no waiting for "carries."

IBM is promising delivery in about a year on a new device that the company claims will make changing magnetic tapes on computers as easy as changing phonograph records.

What happens when the computer slips a circuit and runs amok? "The Random Access" points to a few instances: The federal government's computers sent a tax refund for \$4 million to a taxpayer entitled to \$40. A mass circulation magazine dumped 3,000 copies of an issue on the doorstep of a single subscriber.

Our thanks go to Editor Cordua for the above items.

**LEE SLETTEN**, Steward in Stores and Clerical member of the Stores Grievance Committee, announces her marriage, retroactive to February 10, 1962. Lee and Romano Martinich have been secretly married since that date. They will reside in Berkeley.



"I think my boy friend may propose. Last night he asked me how much I was earning."

← **Shirley Birkmaier** has been selected to represent P.G.&E. employees at the eighth annual Union Square Fashion Show. She is in the running for the title of "Miss White Collar," the girl who has received the most votes from the public attending the July 19th and 20th show. Shirley's fellow members wish her well.

## New Talkie Typewriter to Slaughter Jobs --- Stenos Demanding 4-Day Week

**KANSAS CITY**—Delegates to the 9th convention of the Office Employees have voted to press for a four-day, 30-hour week in future collective bargaining negotiations.

Pres. Howard Coughlin told the 300 OEIU convention delegates that the four-day week is "inevitable" in the white collar field because "the ever-increasing adoption of electronic data processing computers is wiping out white collar jobs at a fantastic rate and the automation revolution in the office is just beginning."

He described the successful development of a phonetic typewriter by the RCA Sarnoff laboratories and by Kyoto University in Japan which could affect the jobs of 1.5 million stenographers, typists and secretaries. The phonetic typewriter is actuated by the words spoken into a microphone and what is printed on the paper are words spelled according to their sound, not according to their normal spelling. A common business language code would be adopted so that the addressee could read the letter without difficulty.

Coupled with the shorter work-week resolution was another which called for federal government action to cushion the effects of automation on working people. The OEIU called for unlimited retraining for displaced workers, early retirement, extension of unemployment compensation and payment of expenses from depressed to job-surplus areas. Additionally, local unions were urged to include in future contracts an

"automation" clause to provide for training of present employees to fill mechanized jobs and liberal severance pay in case of layoffs.

To assure a greater income to the international as well as local unions, the delegates after several hours of debate voted an increase in monthly dues effective Oct. 1 from the present \$2 minimum and \$5 maximum to \$3 and \$6. However, the President is empowered to waive the new minimum in "special organizing situations."

A 10-cent across-the-board per capita increase will go into effect Oct. 1 and an additional 5-cent increase will take effect Oct. 1, 1963. The roll-call vote resulted in 459 and nine-twelfths for the increases and 87 and eight-twelfths against.

A special organizing drive among stock brokerage employees in New York and Chicago was announced by Coughlin as a major effort by the OEIU this year and next. The union now has contracts with the New York Stock Exchange and the American Stock Exchange. This new organizing campaign would center on the brokerage houses themselves which, Coughlin estimated, employ about 25,000 in Wall Street alone.

## Marysville Clerical Unit Honors Retiring Twenty-Year Member

Al Schoof, Clerk "B" at Marysville was guest of honor at a surprise retirement party held at the home of Marysville Clerical Unit Chairman Henry Phillips on the afternoon of June 15.

A cocktail hour followed by an outdoor picnic supper prepared by the wife and mother of Chairman Phillips provided the opportunity for Clerical members to review with Al Schoof his accomplishments as an active member of the Local Union

for 20 years, and to wish him well on his retirement from active employment with the P.G. and E. Company, after 37 years of continuous employment.

Schoof was one of the first clerical employees of the P.G. and E. Company to join the Union when the Clerical organizing drive was commenced in the Marysville area twenty years ago, and has remained an active and loyal member of the Union

continuously ever since. During the twenty years that he has been an active member, Schoof has held various Unit offices, served as a clerical organizer, and has served as a member of the bargaining committee which negotiated the original Clerical Agreements between the Local Union and the P.G. and E. Company. For the past 11 years his wife, Zoe, has been a clerical employee of the Company and an active member of the union. Zoe still has a few years to go before she will reach retirement age.

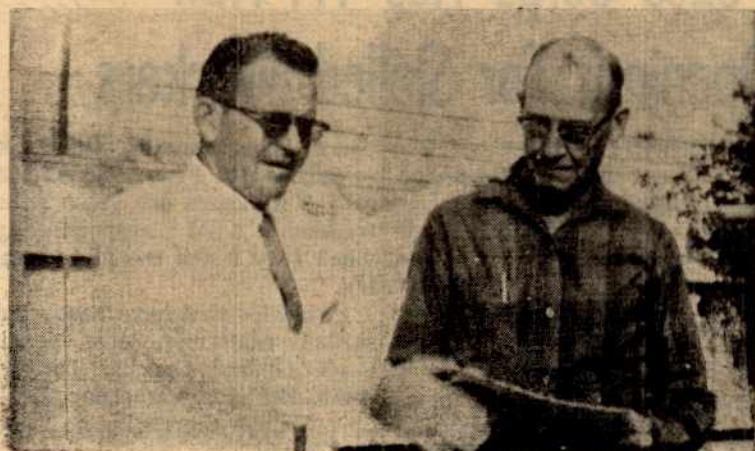
Clerical members presented Al with a beautifully decorated "retirement cake" to celebrate the occasion; and Local Union officers Business Manager Ronald Weakley and President James E. Gibbs arranged for a Citation of Honor to be presented to Schoof by the Area Business Representative Roy Murray honoring him for 20 years of loyal and faithful service to the Local Union.

Retiring from his job as Clerk "B" in the Meter Department at Marysville, Al will spend his

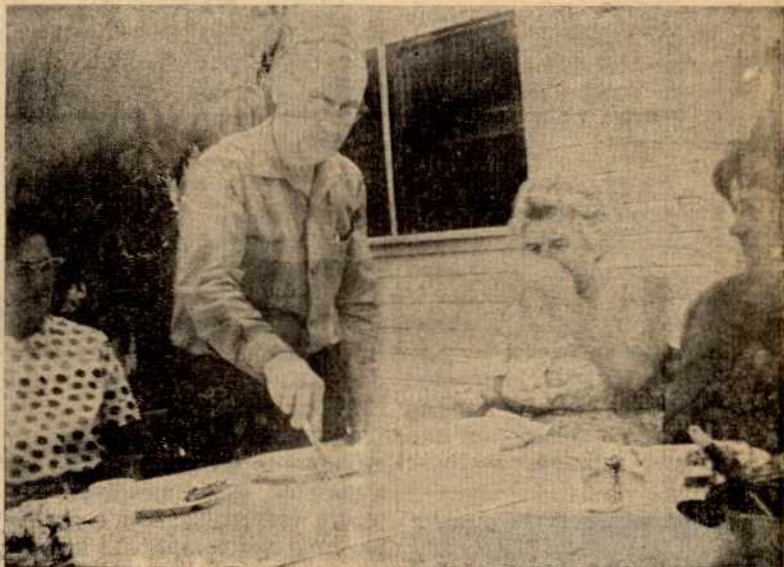
time running his fruit ranch just outside of Marysville and enjoying some of the leisure he has looked forward to for many years.

Al will be greatly missed by

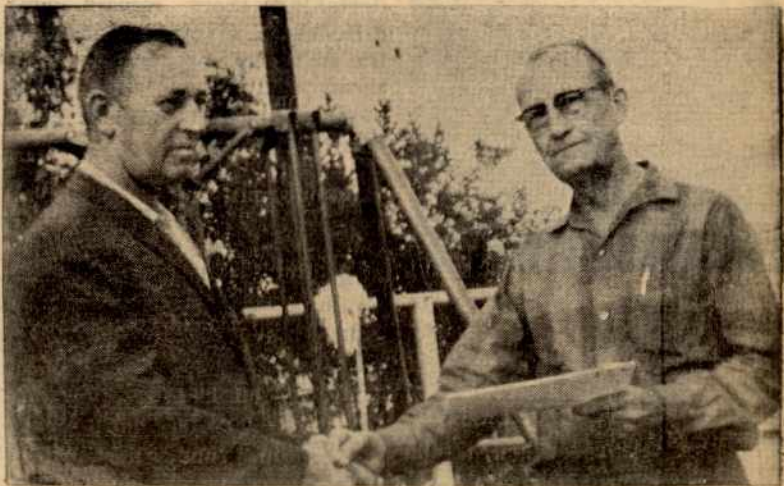
his fellow members in the group he helped organize and support during the 20 years of his active membership. The members of the Marysville Clerical Unit wish him well in his retirement.



Unit Chairman Henry Phillips congratulates Schoof on his 20 years of active union membership.



"Al" cuts the cake specially decorated for the occasion. Watching are his wife, Zoe, Lola Case, and Ruth Benton, clerical members.

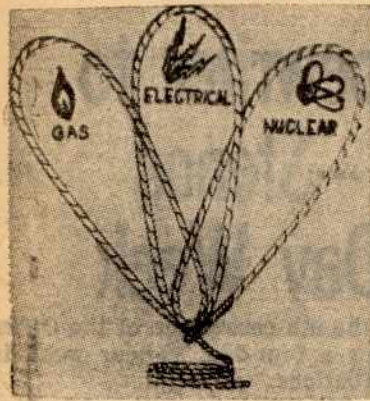


Area Bus. Rep. Roy Murray presents Schoof with 20-year citation of honor in behalf of Bus. Manager Ron Weakley and Pres. James Gibbs.



Al Schoof's retirement party was a festive occasion attended by old friends and fellow union members wishing him happiness.





# Safety Roundup

By SAM L. CASALINA  
SAFETY CONSULTANT

Mounting evidence gathered from Union accident reports, State agency statistics, and the evaluations of your System Safety Committee shows how some members contribute to their own injuries on the job.

**DOING YOUR PART**—As I have reported before, the California Labor Code states that the employer shall provide a reasonably safe place of employment. This relates to adequate instructions for doing the job safely (procedures), and appropriate safety devices for protecting the health and safety of the worker. The next step is for the company to provide adequate supervision to see that all these things are carried out.

BUT, if the employee says that he understands the directions WHEN HE ACTUALLY DOESN'T, or when he fails to check his equipment, or doesn't work with common sense, HE CONTRIBUTES TO HIS OWN INJURY OR DEATH! Latent chiding of the employer in the form of State Agency citations for unsafe conditions, or small cash awards for the loss of a leg or an eye is small consolation in the long run. There used to be a saying in the service, "take care of number one." Doing this on the job is still a pretty good idea.

## STATE AGENCY HELPS

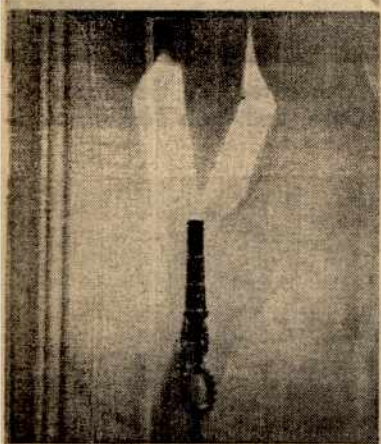
As taxpayers and workers we have a right to call on a State agency to determine whether working conditions are safe or not. In California the responsible agency is the State Division of Industrial Safety. The recent fatality at the Oakland Powerplant was investigated by DIS upon our request. The results showed several safety deficiencies on the part of PG&E. These were discussed with PG&E management by the DIS representative in an effort to stem the mounting number of accidents.

## NEW REPORT FORMS

Revised accident report forms are now available in all areas of the System. These forms not only have space for reporting accidents which have occurred, but also for reporting potentially hazardous conditions or toxic substances. USE THESE, AND HELP YOUR UNION HELP YOU!

## "CELLON"

A new process for preserving utility poles and other wooden structures has been contracted for by PG&E. The process is called "Cellon" and is a means by which the preservative pentachlorophenol (PCP) is injected under pressure into the wood in a gaseous form. Absorption into the wood's cellulose is more



Gas fixtures of a bygone era are being uncovered in Oakland homes slated for redevelopment. This fixture, with its "fish-tail" flame (well known to some of our more experienced citizens), is cast in brass with a scallop design. Gas was first sold in Oakland in 1865 by the Oakland Gas Light Company.

rapid and complete than the old soak and paint-on method. Once into the wood, the gas precipitates into crystal where it becomes non-leachable in this form. Freshly cut green wood can also be treated in this manner.

## SAFETY ASPECTS

Pentachlorophenol is still highly irritating to the skin, eyes, and respiratory system regardless of what form it's in. Skin contact with the dusts and shavings from wood treated with PCP should be avoided. Sawing, sanding, or other operations should be done with good ventilation. Washing with ordinary soap and water will remove PCP from the skin. This method has come a long way from the old highly toxic use of creosote.

## AEC LOOKS AT HUMBOLDT

The Power Reactor Safety Branch of the Atomic Energy Commission recently printed a report of their evaluation of the soon to be completed Humboldt Bay Reactor. It is an interesting document in that it reflects the cautious optimism so often found when a regulatory agency attempts to set ground rules for a growing, sometimes over-optimistic, enterprise. The report is too long and complex to be adequately covered in this column, but in essence it says that while PG&E appears to be doing a good job in this tremendous undertaking there remain some differences of opinion between the AEC staff and PG&E. This shows that no one has all the nuclear answers even if they like to think so.

## FATHER FAILED

Johnny Crawford of "The Rifleman" TV show likes the one about the father who told his son: "What a boy you are for asking questions. I'd like to know what would have happened if I'd have asked as many questions when I was a boy as you do."

"Perhaps," suggested the youngster, "you'd have been able to answer some of mine."

## YOUR Business Manager's COLUMN

(Continued from Page 1)

Therefore, we will be wide open again in 1963.

As Chairman of our Committee, I wish to give credit to Assistant Business Manager L. L. Mitchell and the rest of the Committee for the best job I have seen over the past ten years. These fellows are as competent as any Union negotiating team in the industry and deserve the thanks of all those for whom they worked so hard.

It is a continuing source of amazement to me that our Committeemen will willingly work under conditions that would make the members they serve scream to high heavens.

The diligence and responsibility displayed by the Committee should be recognized by the membership in terms of response to the call for a full turnout at the ratification meetings.

As soon as the PG&E Contracts are wrapped up, we shall complete negotiations on Standard Pacific and Pacific Gas Transmission. Then we must pick up the routine work that includes grievance settlements, organizing programs, and the improvement of internal operations as soon as we can get to them.

At any rate, we shall be busy during the balance of 1962 and we hope we can get the decks cleared for a big job in 1963 which will include negotiations on wages, working conditions, and benefits on most properties within our jurisdiction.

## Municipalities Roundup

(Continued from Page 1)

to the employees' health insurance program from \$3.50 per month to \$5.50 per month.

**CITY OF OAKLAND, Electric Department** — While failing to grant any general wage increase this year, the Oakland City Council on June 26th did grant salary adjustments to most classifications effective July 1, 1962. Employees represented by Local Union 1245 received increases of from 2.1% to 3.9%. Some of the new rates are: Foreman — \$746 per month; Journeymen — \$676 per month; Cablesplicer — \$710 per month; and semi-skilled Laborers — \$478 per month.

In another action, the City of Oakland has approved procedures wherein Local 1245 members employed by the City may authorize payroll deductions for Union dues.

**CITY OF PALO ALTO**—Effective July 9th the monthly salaries of Local 1245 members employed by the City of Palo Alto were increased 3 3/4%. Journeymen now receive \$654 per month, Groundmen \$508 per month and Equipment Operator II (Line Truck Driver) \$585 per month.

## Safety Violations Enjoined By Court

WASHINGTON, D.C.—Acting on a petition by Secretary of Labor Arthur J. Goldberg, the U.S. District Court in Charleston, S.C., has issued an injunction restraining Detyens Shipyards, Inc., of Wando, S.C., from future violations of the U.S. Labor Department's safety regulations under the Longshoremen's and Harbor Workers' Compensation Act as amended.

**Register to Vote in November**

# Health & Welfare

By EDWIN M. BURR  
Consultant on Insurance and Pension Plans

## A NEW APPROACH FOR COVERAGE AT OLDER AGES

The coverage to be provided for retired people has always been a problem and is becoming increasingly important with the expansion of Social Security plans, local pension plans, etc. These increases in benefits allow more people to retire and the new medical and surgical procedures that are extending the longevity of the employee increase this problem considerably and it is anticipated that this will become one of the major areas for improvement in hospital and surgical coverage in the coming times.

## NEW APPROACH

A completely new method has been adopted in a bill that was passed by the Connecticut legislature. This bill, backed by 32 participating insurance companies, authorized these companies in the state of Connecticut to pool their resources to offer to any resident of the state 65 years of age and older insurance against major financial loss from accident or disease.

The special legislation was necessary to permit the insurers to participate without violating anti-trust laws.

## NEW COMPANY

Ten of the companies have banded together to form the Associated Connecticut Health Insurance Companies. These companies are now active in the group field and such participants include Aetna Life Insurance Company, Connecticut General Life Insurance Company, Travelers Insurance Company, etc.

## MAJOR MEDICAL OPTIONS

"High option" and "low option" major medical plans, similar to the group program offered Federal employees, are being offered the residents of Connecticut with maximum of \$10,000 and \$5,000 respectively. Premium for the major medical has been tentatively set between \$7.50 and \$10.00 per month, with an additional plan of basic coverage which may be purchased for \$7.00 a month additional.

Many states are watching this pilot program with great interest as great possibilities are seen under such a setup to provide adequate protection for our aging population.

As we have discussed in this column previously, it is extremely difficult for people over 65 to provide any type of hospital and surgical care unless they are able to continue a plan from their employment days. With the risks being shared under this pooling plan it is possible to provide such protection for many more. At this time there are 22,000 citizens of Connecticut who have purchased such insurance.

## OTHER AREAS

Legislation authorizing insurers to operate under a pooling plan similar to the one in Connecticut was adopted in 1962 by legislatures in New York, Massachusetts and Mississippi.

It can be expected that other legislatures will implement the necessary laws to allow insurers in their states to provide this coverage.

## FEDERAL COVERAGE

As all of us have been aware for some time, there is Federal legislation pending under the title of the "King-Anderson bill" which also provides coverage in the same field of insurance that we have discussed in this article. This is quite a timely offering by the insurance companies and apparently an effort to provide coverage for this older age group without the benefit of Federal legislation or subsidy. It remains to be seen which course of action will be followed.

# Peace Corps Has 114 New Openings For Skilled Workers

WASHINGTON, D.C. — The Peace Corps now has 114 opportunities for persons trained in mechanics, trade skills or vocational teaching, said Sargent Shriver, director of the agency. The requests for these skills are from 13 countries around the world.

The jobs cover virtually every facet of craft skills. The requested skills include shop teachers, carpenters, general mechanics, ceramics instructors, metal workers, radio-T.V. repairmen, auto mechanics, electricians, printers, textile workers, electrical engineers, rock drill operators, tinkerers and well-drillers, among others.

A college education is not required for many of the positions, if the volunteer has had prior practical experience. "We feel that the experience may well be as important as a degree in some work," Shriver said.

The American craftsman is one of the most highly trained in the world. Many times they can be of more practical and immediate benefit to a developing

country than can any other type of person, the Peace Corps head said. Volunteers are given wide freedom and responsibility when they reach the host country.

Countries that have requested skilled craftsmen are Nepal, Peru, Ghana, Cyprus, Turkey, India, Ecuador, Cameroon, Ethiopia, Malaya, Sierra Leone, Togo and Brazil.

The minimum age limit for Peace Corps volunteers is 18; there is no upper age limit. Married couples are eligible if they both qualify and have no dependent children under 18. The length of service is for two years.

The volunteers receive allowances to cover food, clothing, medical care and incidentals, plus a termination payment of \$1,800 based on \$75 for each month served.

Application questionnaires are available at most post offices.

The speed that thrills can be the speed that kills. Slow down and be safe.



# What Unions Think of Electric Utilities

(From Management Newsletter in "Electrical World")

Electric utilities are between two worlds when it comes to labor negotiations. They are unlike other public services, such as police and fire departments: the possibility of strained negotiations ending in a strike is not unthinkable. And, unlike most other industries, the consequences of a utility strike are not merely economic. Electric service is vital to the community, and utility negotiators must carry a sense of public responsibility to the bargaining table.

Union negotiators in the utility industry are faced with the same responsibility, and it makes their footing equally uncertain. On the one hand, the union has to satisfy the desire of its members for higher wages, more extensive fringe benefits, and better working conditions. On the other hand, it must keep in mind, while pressing these claims, the public's need for uninterrupted service.

If the record of work stoppages is any indication of how well both parties have met these responsibilities, then congratulations should be in order all around. A strike against an electric utility is rare; a prolonged strike resulting in a deterioration of customer service is almost unheard of. But utilities tempted to take this situation for granted need only to recall the number of railroads that have been tied up for weeks in the grip of a strike while the public was forced to look for alternate means of transportation.

ONE REASON FOR THIS enviable record of electric utility negotiations has been the healthy respect for one another that management and labor have generally brought to the bargaining table. Lelan F. Sillin, Jr. president of Central Hudson Gas & Electric, in addressing the Third District Progress Meeting of the International Brotherhood of Electrical Workers (IBEW), expressed his high regard for the leadership of the union. "Your union is recognized throughout the country for its responsible, fair, and constructive bargaining," he said, "and it is a tribute to you that your union has accomplished so much for its membership and been so successful." Of course, it's misleading to talk of a union in general. Individual locals vary, and while some may be completely responsible, other locals undoubtedly are not. But the record of work stoppages in the industry indicates that Sillin's compliment has rather broad application.

The unions, too, have a high regard for utility management's sense of responsibility. Officials of the IBEW and the Utility Workers Union of America (UWA) told *Electrical World* that for the most part, their relations with utilities have been excellent. Of course, from the union's viewpoint, there are exceptions. Said one UWA official, "Some utility companies have an enlightened labor relations policy that has accepted union representation as the proper way to carry on their collective bargaining obligation . . . others have fought it every inch of the way."

FOUR DISTINCT STEPS in the evolution of union-management relations were outlined by Sillin in his talk. First, there is the stage of outright opposition of employers to all forms of organized action on the part of employees—a stage of basic distrust and hostility. Second is the stage of legalized toleration of each other. Third is the stage of mutual accommodation of the parties to the relationship. And, finally, there is the period when management and unions understand and appreciate the positive values to be derived from mutual trust and accommodation. Sillin said that this last stage is becoming the hallmark of union-

management relations in the utility industry.

The IBEW and the UWA tend to agree with Sillin's observation. In most of their contacts with utility management, they feel that there is a positive acceptance and understanding of each other, resulting in sound solutions to mutual problems. The unions hope that this relationship will continue, and will spread to those companies and locals which haven't yet reached stage four in the evolutionary process.

But despite the healthy atmosphere of harmony, utility management and utility unions are still cast in adversary roles, one representing the stockholders, and the other the workers. And while in many cases, the interests of these two groups are synonymous, there are still areas, especially in the short run, where the interests of the two groups are in conflict. Hence, it's helpful for utility management to know the views and objectives of the International Brotherhood of Electrical Workers, and the Utility Workers of America, which together have succeeded in organizing about 90% of the industry.

OF THE TOTAL UTILITY INDUSTRY, the IBEW claims about 75% of the organized workers as its members. The IBEW has approximately 250,000 members, while the UWA has about 75,000 members. Both unions say their membership has been relatively static—that they have gained members to offset losses through automation. But they have shown little net growth despite the increase in output by the industry.

The unions don't expect this situation to change drastically. In the past, larger generating units, and the emphasis on system interconnection have meant a loss in the number of jobs required to furnish a given quantity of energy. In addition, many utility functions have been automated, and these two factors have just about balanced the new jobs created by the vast increases in the industry's sales. In the future, the unions see continued growth, with new job opportunities balanced by job losses due to interconnections and automation.

The unions are also in the investor-owned utilities' camp on the public power issue. A quick look at some of the figures explains why. Of 2,000 municipally owned electric systems in the country, only 3 per cent recognize either of the two unions. Only 17 per cent of the nation's one thousand REA's accord union recognition. And of the 63 Public Utility Districts, the two unions have been able to organize only 35 per cent. Compare these percentages with the figure for the investor-owned utilities—a bit better than 90 per cent—and you can see why the IBEW and the UWA would prefer to see more of the growth of the industry go to the investor-owned segment.

But the two unions can't campaign actively for the investor-owned utilities' interests. The first reason for this is that some of the locals represent workers in the public power systems. These locals are quite naturally firmly in the public power camp, and the national unions

don't want to push too strongly with a viewpoint that would be detrimental to even a few of their locals. Hence the national unions say little on the subject, and leave it up to the locals to express their own views.

Another reason for the two unions' avoidance of the issue is the position in support of public power taken by the AFL-CIO—with which both are affiliated. The utility unions feel that to some extent, they have an obligation to the union movement in general. And in order to avoid squabbles within the family, they don't push hard for what they quietly admit is their own best interest in private power-public power debate.

Even with the many areas of agreement, the unions do have several differences with the utilities. One of these is what the unions consider utility resistance to their efforts to organize all the workers in the industry. Many utilities, say union spokesmen, will not resist a union effort to organize their outside workers. But they take on an entirely different attitude when the union begins wooing inside workers such as clerical help. This attitude strikes the unions as illogical. And utilities with non-union clerical employees can expect to be the target for stepped-up organization drives in the future.

The growing practice of hiring outside crews for line construction work is another area in which electric utilities can expect increased union opposition. Companies may, in many cases, find it more economical to keep their own crews at a minimum, used mainly for main-

## IBEW Says 'Assets' Represents Pension Funds, Not 'Wealth'

WASHINGTON — The Intl. Brotherhood of Electrical Workers has moved to correct recent newspaper accounts that it is the "wealthiest union" in the United States with assets of more than \$111 million and yearly "receipts" of more than \$65 million.

To set the record straight, the IBEW made these comments on news stories based on a report by the Bureau of Labor-Management Reports on "Union Financial Statistics, 1959-1960":

Total assets of \$111.1 million include pension and death benefit funds of more than \$102 million. The remaining \$9 million is in the general fund and available for all operating expenses of the 771,000-member IBEW.

Actual per capita receipts, turned over to the general fund, were a little more than \$6.6 million and not the \$65.3 million reported in the newspapers. The difference was laid to the fact that government bonds, in which pension funds had been invested, matured last year and were reported as receipts at their face value but actually were old assets.

Every year, the IBEW said, it pays death benefits of more than \$3 million and pension benefits of more than \$10 million. Most of its assets are held in trust and cannot be used for any other purpose except to pay pension and death benefits, it said.

The union said the New York Times and a number of other papers had reported the overall figures and had then stated incorrectly that "in general these figures do not include welfare and pension funds."

tenance, and to contract construction work to outside firms. From the union point of view, this process merely shifts the work from union members to non-union members, or at least to workers of a different union. Union spokesmen say that the membership is extremely sensitive about work which they are capable of handling going to other workers. And they expect the locals to get very insistent about the inclusion of no-contracting-out clauses in labor agreements.

Wage levels and fringe benefits are always an issue in labor negotiations. Wage settlements in 1961 averaged between three and five percent increase, with health, welfare, and other fringes raising the total costs to the utility companies. Like most unions, the IBEW and the UWA are putting increased emphasis on fringe benefits which already cost the typical electric utility better than \$1,200 per worker each year. Neither union expressed great disappointment in the record wage increases in the past, and both would probably be satisfied to see the level of income and fringes to their workers rise by another three to five per cent in this year's contracts. Of course, individual locals may well see the situation differently.

The utility unions feel that they are beneficial not only to the workers but to the company, and to the community as well. Advantages to the workers center around countervailing power against the company if such power should be necessary, a systematized grievance procedure, the democratic role that members play in controlling their own futures and increased job security. Non-union companies frequently argue that their workers have most of these advantages and are not paying dues. But the unions take the view that non-union companies provide these benefits only to make the union less attractive to their workers. If there were no union, say IBEW and UWA officials, you can bet non-union companies wouldn't do nearly as well by their employees. So, even the workers in the non-union companies are benefiting because of the existence of the union.

Benefits to the community stem from the more equal distribution of wages that organized labor has been able to bring about, union officials say. This distribution makes the economy more stable and provides a broader base of buying power for mass production industry. In addition, the union is a social force in the community, giving the voters a collective voice in community affairs which would be missing if they were left to their individual action.

The companies benefit from the central union authority that helps control the workers, utility union officials continue. The grievance procedure works both ways. Where good relations exist with the union, management need only point out areas where worker performance is not measuring up to standards which have been jointly set. A responsible union will take the problem from there leaving management free from the time-consuming task of raising worker performance.

The utility unions feel that they make a valuable contribution not only to their workers but to the entire industry. Management, they feel, recognizes that fact, and so, for the most part, the unions feel they are ahead of unions in other industries. But a labor union which is completely content ceases to



"Oh, you must be Daddy's boss! Come in, Mr. Fathead."

## McKnight is PG&E Personnel Chief Succeeding Noia

Harry M. McKnight of Orinda has been promoted to manager of personnel relations for Pacific Gas and Electric Company at its San Francisco headquarters, effective August 1. He succeeds Alfred J. "Al" Noia, retiring after 38 years of service with the company. The appointment was announced today by S. L. Sibley, PG&E vice president and general manager.

In his new post, McKnight will take over from Noia the responsibility for administering the personnel policies affecting more than 18,000 employees, working in dozens of different jobs to provide utility service to seven million Californians.

McKnight is a native of the Middle West. Born in Blanchard, Iowa, he attended the local schools before coming to California, where he joined PG&E as a warehouseman in Oakland in 1924. Among numerous early jobs, he was laborer, field clerk and estimator, all in the gas department in East Bay. He joined the company's San Francisco personnel headquarters in 1942 as personnel representative, and has since January 1961, been director of employee development and salary administration. He and his wife Grace live at 14 Camino Sobrante, Orinda, with two school-age sons.

Noia was born in Nichols, California. He graduated from Mt. Diablo Union High School and from the University of California at Berkeley. He received his degree in mechanical and electrical engineering in 1923, after a two-year break for service with the U. S. Navy in World War I. Shortly after graduation he joined PG&E as an estimator.

He moved to the personnel department in 1929 as a job analyst, moving upward through several positions to become supervisor of personnel relations in 1949. He was named manager in 1959. Noia and his wife Louise (but better known as Peggy) live at 2702 Clay Street, Alameda. They have one married daughter.

### CLEVER JUDGE

The judge pounded his gavel for the court to come to order then turned to the woman in the witness box. "The witness will please state her age," he ordered, "after which she will be sworn in."

serve its members. And the utility unions are a long way from being completely content. Despite the over-all atmosphere of peace and cooperation, the unions will continue to press for what they consider the best interests of their workers with their customary vigor.



# JOBS FROM AUTOMATION? DARNED FEW

A decade of experience with automation has exploded many "myths and platitudes" about its ability to produce new jobs, the AFL-CIO Industrial Union Dept. has declared.

The IUD, in a 28-page study, quoted 1955 predictions of business leaders who foresaw "a continuing shortage of labor for the next 10 years" and the creation of "whole new industries."

"The economic behavior of our nation over the past decade has made a mockery of these and similar predictions," the study said. "We have been witness to the paradox of higher levels of output and productive potential while the ranks of the unemployed grow."

The IUD said only the federal government can acquire the know-how and has the resources to deal with rapid technological change. It called for creation of a permanent commission on technological change which would make recommendations to Congress and to the President "to insure that the social gains and social costs of technological progress are fairly shared."

Legislation also is needed, it stressed, to improve the jobless pay system, expand educational and retraining opportunities.

The IUD said labor and management in a more limited way can "cushion the impact of automation on people and jobs" by including in contracts supplemental jobless pay, early retirement, seniority and transfer rights, retraining and shorter hours.

# Labor Hits at New Mgt. Methods to Get Speed-Up

WASHINGTON—Union officers and members have learned so much about the time study man with the stopwatch and how he operates that factory management is replacing the time-honored technique with new work measurement systems.

One of the most popular is "standard data," the development, use and limitations of which are discussed in the current Collective Bargaining Report, a feature of the AFL-CIO Federationist.

"It is not the method used by management in setting production standards that is the prime concern of unions," the article warns, "but rather the effect of a method of workloads and earnings."

"Unions must protect workers against unreasonable workloads and ensure that workers receive equitable compensation for their efforts. To accomplish this, union representatives must be equipped to meet those 'newer' techniques just as they have learned to handle stopwatch time study problems."

The organized development and use of standard data is rather new, the article points out, but the principles upon which it is based have long been recognized. It recalls that in early piecework shops the price of a new job was often determined by comparing the job to other jobs in the shop. If an old job could be found which was "similar" to the job, the old job price was established for the new job.

"In modern applications of standard data," the article explains, "the comparisons are based on time rather than money, and parts of jobs (called work elements) are usually the basis for comparison rather than the whole job. In its sim-

plest form, the use of standard data involves applying the times for work elements of prior time studies to similar work elements on jobs set up in the future."

The Federationist discusses in some detail the claims made for standard data by its proponents and points out the pitfalls for unions and their members around which contract clauses should erect safeguards.

"When management uses stopwatch time studies of individual operations as the means of setting production standards, unions may question through the grievance procedure any individual standard with questioning or threatening the total system," it notes. "Adjustments may be made by management in any individual time study without fear the adjustment will cause any chain reaction."

"But when unions question a production standard set from standard data, a different situation exists. If an investigation

shows the times for one or more elements taken from the tables of standard data are wrong, then every job which contains the same elements also may have an incorrect standard. . . . Agreements on adjustments to production standards are harder to arrive at."

Many unions, on the basis of experience, oppose the use of standard data in any form, the article says, and have negotiated contract clauses guaranteeing the establishment of production standards only through stopwatch time studies of each operation.

"When proper safeguards are negotiated," the article adds, "when management fully recognizes the limitations of standard data and when the data is properly and carefully developed and applied, then standard data may provide an economical and at the same time 'acceptable' means for setting time standards."



International Vice President Charles Foehn spoke briefly to members of the new Executive Board following the recent installation ceremonies.

## "A" MEMBERS: WATCH FOR THIS FORM AND LETTER

LU. NO. NAME CARD NUMBER

Do Not Bend or Mutilate

Please Print

SOCIAL SECURITY NO.

CLASSIFICATION

LAST NAME FIRST NAME

STREET

CITY STATE ZONE

NAME OF PRESENT EMPLOYER

DEAR MEMBER

Enclosed is a record card that we earnestly request you to fill out completely, giving us your Social Security number, classifications, present address, and the name of your present employer and return it to the International Office in the envelope provided for this purpose, which requires no postage.

This request is being made of all our "A" members and is extremely important for the following reasons:

(1) With the passage of new laws regulating the affairs of Labor Unions, additional record keeping has been imposed on both Local Unions and the International Office. We are now required to maintain individual records for that portion of your monthly dues which pays for your Pension and Death Benefit Coverages.

(2) To insure that you will receive the benefits due at the time they are requested and without delay, we must have

your Social Security number as a positive means of identification to satisfy the new regulations.

(3) Another important reason for this request is to enable the International Office to reduce the tremendous cost of the monthly returns of the Electrical Workers Journal due to incorrect addresses. A recent postal regulation increased this cost from five to ten cents per copy.

(4) Further, with the information from this card, the International will be able to provide even better service to your local union.

Before filling in the enclosed card, please check your Social

Security card and insert the same spelling of name, initials and the Social Security number shown on your card. All Canadian members must fill out the card and return it whether or not they have ever secured a Social Security number or classification while working in the United States.

This request is made for your benefit and for the protection of your pension benefits. YOUR PROMPT ATTENTION TO IT WILL BE GREATLY APPRECIATED.

Fraternally yours,  
—Joseph D. Keenan  
International Secty.

### Guest Editorial

## Labor's True Assets

THE PRESS HANDLING of the Labor Dept's report on the assets of American trade unions provides a classic example of shallow reporting and distortion by omission.

The papers dutifully reported that the total assets of the labor movement amounted to \$1.5 billion and summed up the other figures in the Bureau of Labor-Management Reports' compilation.

It remained for labor paper's generally to supply the missing ingredient—a comparison with the assets of the companies with which the unions bargain. The figures were easily at hand from either Fortune Magazine's directory of the largest U.S. corporations or from a news story in Business Week listing 57 corporations with assets over \$1 billion. The information was probably available also from a cursory reading of the business and financial pages of any large newspaper.

The comparison made by the labor press gives the story its proper significance and places it in context of the realities of power in the second half of the Twentieth Century.

Comparing the relative financial strength of unions and industrial firms helps explode the mythology, carefully built up by anti-union forces, of the financial resources of the labor movement. It also focuses attention on another element—that the strength of the trade union movement is essentially people and ideas.

These are the basic assets of unions that have carried the labor movement through times of struggle and stress: the determination to win an adequate living standard, to be treated as human beings deserving of respect and dignity and to oppose all forms of exploitation.

These assets are not measurable in dollars, but backed by minimum financial resources, they give the trade union movement its sinews of strength to help build a stronger nation.

—From the Toledo Union Journal