



## PG&E Members Ratify New Pacts

### YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Recently we have concluded negotiations and the membership affected by these negotiations have ratified the settlements on Pacific Gas & Electric Company, Standard Pacific Gas Line Inc., and Sacramento Municipal Utility District. Negotiations will soon get underway on Pacific Gas Transmission for a first agreement on these properties. In the meantime, since certification on the properties, we have established a short-term agreement which set up a temporary grievance procedure for handling interim problems pending formal contract talks. When this contract is negotiated and signed, we will have wrapped up negotiations for all groups for 1962.

Grievances again take the limelight and become the order of the day. Special attention is required for this item, for the long and difficult negotiations on PG&E have once again added to the backlog which must be tackled

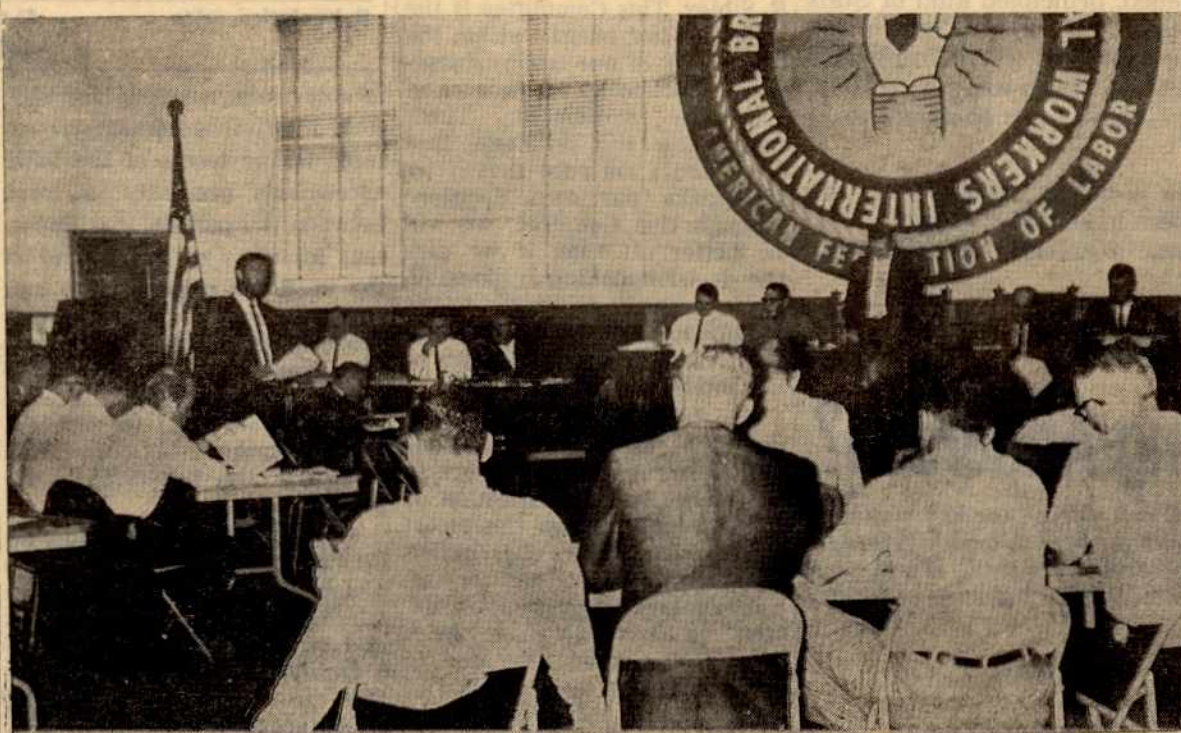


R. Weakley

and reduced this fall so we can ready our 1963 programs. While the settlement on PG&E has provided some guidelines for settling a number of grievances at the Review Committee level, there are still many which will have to be settled without such guidelines and the Committee is hard at work on these cases.

The experience and competence of the System Review Committee is such that I am confident that we can keep most of our business at home. Our Committee is composed of people

(Continued on Page 2)



The Advisory Council and Executive Board in Joint Session: in the foreground, members of the Advisory Council; in the left background, Assistant Business Managers Hansen and Mitchell and Business Manager Weakley; and in the right background, some of the members of the Executive Board.

## Joint Session of E Board and Ad Council Weighs Current Issues

The weekend of August 11th and 12th saw the first joint session of the new Executive Board and new Advisory Council. President Gibbs, who is chairman of both bodies, presided over the meeting. He gave the obligation to the members of the Advisory Council who had been newly elected. Members of the Executive Board and Business Manager's Staff joined in repeating the oath; they were then introduced to the Advisory Council.

The Advisory Council members reported on matters of interest arising in the areas they represent.

The Advisory Council, which has been compared in structure to the House of Representatives, then heard reports on various subjects from Executive Board Members, the Business Manager-Financial Secretary, the Treasurer, certain Business Representatives and the Vice President. President Gibbs held a discussion on the subject of ratifica-

tion procedures, and Business Manager Weakley spoke concerning the delegates to the International Convention.

The Advisory Council discussed such other subjects as bidding procedures, the semi-annual audit, organizing, negotiations and ratification meetings.

In the Sunday session, the Advisory Council passed three motions and defeated a fourth. As a result of two motions which

carried, members who work for Pacific Gas Transmission and members who work for the U. S. Bureau of Reclamation's Central Valley Project will each be represented by a seat on the Advisory Council.

The Executive Board, which has been likened in structure to the U. S. Senate, also met on the 9th, 10th and 13th. In a special order of business, it tallied, checked and certified the results of the ratification vote on the PG&E negotiations.

In other business, it adopted certain rules and procedures for the conduct of Unit Meetings (see pages 4 and 5).

## Board Certifies Vote in Clerical And Physical

Local 1245's Executive Board has certified the results of the ratification vote by members of 1245 employed by PG&E. Physical employees voted 1326 to accept—1252 to reject the results of bargaining. Clerical employees voted 143 to accept, 85 to reject.

In the Physical voting, there were 10 void ballots, 6 challenged ballots and 76 people present but not voting. These, together with the for and against votes above, came to a total attendance of 2670 for the Physical unit.

In the Clerical voting, there were no void ballots, 1 challenged ballot and 18 people present but not voting. These, plus the Clerical votes above, came to a total Clerical attendance of 247.

The settlement provides for wage increases ranging from \$3.50 per week to \$6.75 per week. Wage inequities in 35 classifications, affecting some 2,400 employees, were applied before the general increase. These wage adjustments are retroactive to July 1, 1961. The Lineman's rate effective that date is \$3.58½ per hour.

The cost of the wage adjustments and language changes is estimated at over 4½ per cent of estimated bargaining unit payroll. The dollar cost is over \$4 million and it is estimated that residual costs—resulting from the employer having to match pension and savings fund contributions on a higher level of wages and other elements of total labor cost—will add another half million dollars to that.

The Physical and Clerical Agreements will have a one year term. This is due largely to the fact that major fringe benefit gains, in such areas as Holidays, Vacations and Hospitalization costs, were not forthcoming in Company's offer. Therefore Union could not consider a two-year term.

## A Tribute to 50 Years of Membership



President Gibbs reads the commemorative scroll given Brother Rowe in honor of his 50 years of membership in the IBEW as Executive Board Members Lee Thomas and Gerry Watson look on.

At the Joint Executive Board Advisory Council Meeting, G. C. Rowe, former PG&E Lineman, was honored for his 50 years of membership in the IBEW.

He was awarded a commemorative scroll by President James E. Gibbs, Jr.

Brother Rowe enriched the meeting with a few remarks based on his long experience in the industry. He personally experienced the 1913 strike on the PG&E property.

The years of work were not without danger, either. He related that his face and hands had been burned on one occasion and he had to be revived by his fellow members on another. He said, "I guess the Devil didn't want me, though, so I'm here to tell the story".

Members of the Executive Board, Advisory Council and Business Manager's staff gave Brother Rowe a standing ovation as he concluded his remarks.

## C.V.P. MEMBERS RATIFY TENTATIVE AGREEMENT

By secret ballot, Union membership employed by the United States Bureau of Reclamation on the Central Valley Project voted to accept the results of this year's negotiations which provided for a general wage increase of 4.6 per cent effective July 29, 1962.

In addition to the general increase, those employees engaged in the electrical trades and the associated mechanical trades received a 5c per hour adjustment prior to the application of the general wage increase. This brings the journeyman's rate to \$3.64 per hour, an increase of 21c per hour; with the groundman going to \$2.77, an increase of 17c per hour.

Representing Local Union 1245 in these negotiations were Wm. H. Peitz, Electronics Equip-

ment Mechanic, Tracy; George Thompson, Electrician, Folsom; Prentice Neel, Operator, Shasta Dam; and Assistant Business Manager M. A. Walters. Also serving on the Committee representing the Central Valley Trades Council were Earl Taylor, Shasta Dam, and I.B.E.W. International Representative Vern Breuillot.

The Bureau's Committee was under the direction of the Assistant Regional Director, E. F. Sullivan.

# Lest We Regret

Dark clouds are gathering over the Golden State. As dark as a Nixon frown.

We shall have to decide, at a time when this State is becoming the largest in the Union, whether or not we shall take a great step backward and allow one Richard Nixon to be elected Governor.

Mature State government—free from personal acrimony—has always been one of California's strong points. Even during recent Republican administrations the leadership has been of the Lincoln type. But what an alternative we now face!

Other people and other members of the Labor Movement are not blessed with the enlightened, principled kind of State government individual Californians now enjoy. Those members of the Labor Movement are dedicated to defeating such elements of megalomania at the polls. It is a long, hard fight. Let us not—by our own apathy—allow such elements to be introduced in California.

No other Local in California is better equipped for this fight. No other Local has members in so many counties. Join the fight. Register voters. Become a precinct worker. Drive that dark cloud away!

## HOW THEY VOTED—

# Who Killed King-Anderson?

Here is the complete Senate roll call vote on the key motion to kill the amended Anderson-King bill to provide health insurance for older citizens under the Social Security system. Votes were cast by all of the Senate's 100 members. The measure was killed by a vote of 52 to 48.

### VOTING TO KILL THE BILL

#### Democrats—21

- |                  |                   |
|------------------|-------------------|
| Byrd (Va.)       | McClellan (Ark.)  |
| Eastland (Miss.) | Monroney (Okla.)  |
| Ellender (La.)   | Randolph (W. Va.) |
| Ervin (N. C.)    | Robertson (Va.)   |
| Fulbright (Ark.) | Russell (Ga.)     |
| Hayden (Ariz.)   | Smathers (Fla.)   |
| Hill (Ala.)      | Sparkman (Ala.)   |
| Holland (Fla.)   | Stennis (Miss.)   |
| Jordan (N. C.)   | Talmadge (Ga.)    |
| Kerr (Okla.)     | Thurmond (S. C.)  |
| Long (La.)       |                   |

#### Republicans—31

- |                   |                     |
|-------------------|---------------------|
| Aiken (Vt.)       | Hickenlooper (Iowa) |
| Allott (Colo.)    | Hruska (Neb.)       |
| Beall (Md.)       | Miller (Iowa)       |
| Bennett (Utah)    | Morton (Ky.)        |
| Boggs (Del.)      | Mundt (S. D.)       |
| Boitum (S. D.)    | Murphy (N. H.)      |
| Bush (Conn.)      | Pearson (Kan.)      |
| Butler (Md.)      | Prouty (Vt.)        |
| Capehart (Ind.)   | Saltonstall (Mass.) |
| Carlson (Kan.)    | Scott (Pa.)         |
| Coffon (N. H.)    | Smith (Me.)         |
| Curtis (Neb.)     | Tower (Tex.)        |
| Dirksen (Ill.)    | Wiley (Wis.)        |
| Dworshak (Idaho)  | Williams (Del.)     |
| Fong (Hawaii)     | Young (N. D.)       |
| Goldwater (Ariz.) |                     |

### AGAINST KILLING THE BILL

#### Democrats—43

- |                   |                   |
|-------------------|-------------------|
| Anderson (N. M.)  | Lausche (Ohio)    |
| Bartlett (Alaska) | Long (Hawaii)     |
| Bible (Nev.)      | Long (Mo.)        |
| Burdick (N. D.)   | Magnuson (Wash.)  |
| Byrd (W. Va.)     | Mansfield (Mont.) |
| Cannon (Nev.)     | McCarthy (Minn.)  |
| Carroll (Colo.)   | McGee (Wyo.)      |
| Chavez (N. M.)    | McNamara (Mich.)  |
| Church (Idaho)    | Metcalf (Mont.)   |
| Clark (Pa.)       | Morse (Ore.)      |
| Dodd (Conn.)      | Moss (Utah)       |
| Douglass (Ill.)   | Muskie (Me.)      |
| Engle (Calif.)    | Neuberger (Ore.)  |
| Gore (Tenn.)      | Pastore (R. I.)   |
| Gruening (Alaska) | Pell (R. I.)      |
| Hart (Mich.)      | Proxmire (Wis.)   |
| Hartke (Ind.)     | Smith (Mass.)     |
| Hickey (Wyo.)     | Stromming (Mo.)   |
| Humphrey (Minn.)  | Williams (N. J.)  |
| Jackson (Wash.)   | Yarborough (Tex.) |
| Johnston (S. C.)  | Young (Ohio)      |
| Kefauver (Tenn.)  |                   |

#### Republicans—5

- |                |                 |
|----------------|-----------------|
| Case (N. J.)   | Keating (N. Y.) |
| Cooper (Ky.)   | Kuchel (Calif.) |
| Javits (N. Y.) |                 |

## Consolation Prize . . .

For statistics fans: If you credit each Senator with representing half the population in his state, those who supported the health care bill represent 106 million Americans; those opposed represent 76 million.

## YOUR Business Manager's COLUMN

(Continued from Page 1) who know the "book" and how it was written. The Union's members—L. L. Mitchell, William M. Fleming and Roland W. Fields—are all veterans of Contract negotiations as are the Company's members—V. J. Thompson, C. L. Yager and Ed F. Sibley. This Committee is the "court of last resort" within the framework of our labor-management relationship in the area of grievance settlement. These men know the problems first hand and I am sure that if we can make our own decisions through this Committee, we will be better off than if we give the decision-making responsibility to a costly arbitrator whose judgment of an issue sometimes produces a decision injurious to the interests of both parties.

The big problem area continues to be the "Hours" sections of the Agreement and work is continuing on a clarification of these sections. When this effort is complete, the clarification will provide the means for settling another large group of Review cases which have been stymied for some time due to difficulty of settling cases with each side protecting its position.

Meanwhile, new cases continue to be sent to Review and the Committee is up to its ears in work. While this Committee is no stranger to work, the problems become more difficult to settle as the subject matter of cases moves into areas of sharper conflict on basic issues. Many of these might require the making of decisions to arbitrate or to drop them and negotiate on the issue at Contract openings. These are most difficult decisions to make and the quality and preparation of a case is an important factor in making such decisions.

It is true that a backlog of cases has been built up but, much of this backlog is due to factors beyond the control of the Committee. The record of cases settled and the quality of the decisions is good. This Committee has done a yeoman job and we intend to give greater publicity to its activity.


We are hopeful that the amended grievance procedure will provide a situation where more settlements will be reached within the Divisions and less cases will be referred to Review. Those not settled should have a more speedy referral and settlement at the Review level.

Another important area of activity, in addition to the one concerning interpretation and application of the terms of our current Agreements, is found in the numerous interim negotiations and memorandum agreements which must be handled as a responsibility of my office as Business Manager of Local 1245. The responsibility and authority


## AUTOMATION AND JOBS

The job cost of automation will be at least 200,000 a year in the United States during the next decade, according to Ewan Clague, Commissioner of Labor Statistics, and Leon Greenberg, a divisional chief, U. S. Department of Labor. Their estimate was drawn from an analysis of 201 sample industries that in 1953 employed nearly 12,500,000 workers, or 70 per cent of all those in manufacturing industries.

Not included in the estimated 200,000 "disemployment" — a



# The UTILITY REPORTER



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to enter into, conclude and sign such interim agreements is set forth in the terms of the basic agreements presently in force between the parties. It is important in terms of understanding the need for responsibility and authority that a person cannot properly exercise one without also exercising the other. More publicity is needed in this area and it is our goal to see that communication between this level and the job level is improved.

Communications on Review Committee decisions and memorandums of agreement have been handled by my staff members and by the use of our Shop Steward's Handbook made available to Shop Stewards and Grievance Committeemen. It is our hope to extend this flow of information down to the job level.

In order to improve this communication, the "Shop Steward's NEWSLETTER" will be revised to include resumes of Review Committee decisions and memorandums of agreement. This material will form the bulk of its content.

The NEWSLETTER will also be marked "Please Post" and will be reproduced in sufficient quantities to be posted on all appropriate bulletin boards in order that all members as well as Stewards on the job will have access to a continuing flow of information.

Recent events involving the PG&E settlement and ratification meetings point up a need for more communication and a greater understanding of our Contracts, the problems in connection with their administration and the processes through which we endeavor to solve them.

We hope to be able to develop the NEWSLETTER as a monthly service. This, of course, will be dependent upon available material and printing deadline considerations. In this manner we hope to improve the communication process, provide education and understanding of what goes on, and what some of the problems are at the top level of our labor-management relationship.

Those in non-PG&E groups within our jurisdiction will, where feasible, have similar programs developed suited to their needs. The members of the

Business Staff assigned to these groups will handle these programs in their respective areas of responsibility under my direction. Such efforts will, of course, require the assistance and cooperation of all key people particularly Unit officers and Shop Stewards.

The foregoing program will be started as soon as proper machinery for handling it can be set up. I hope it shall prove to be a popular and productive service to all concerned.

One other area of service also slated for improvement involves the reproduction and wider distribution of all Supplementary Agreements which are part of the basic Agreements between Local 1245 and PG&E. These are "exhibits" to the Agreement and come under Title 600. These generally cover the area of job definitions and lines of progression of the various groups. We have not been able to reproduce these in total because of not having concluded all departments until recently. Separate departments which have been concluded have been distributed to the Stewards of each group but now we hope to be able to expand this distribution so that bulletin boards will have copies of all such Agreements and in this way make them available to all.

Revisions of these exhibits, made necessary by recent negotiations, will be made as soon as possible and the amended exhibits will be sent out when these are completed. Certain amendments which may become necessary during the Contract year will also be sent out as soon as possible after they are made to keep everyone up-to-date. Some time lag will occur due to time required for reproduction and distribution but this information will be in the field as soon as procedural delays will allow.

Beyond the foregoing programs, we shall continue our present organizing efforts, both within our presently represented groups and among unorganized groups within our vast jurisdiction.

From the first of the year to date, we have processed some 1,000 new applications, which is a better pace than usual. This is a real tribute to the diligence of our Stewards. Turnover and other factors such as the 238 individuals who "abandoned ship" under our maintenance of membership provisions on PG&E, require even more effort on the part of the leadership and the membership to organize the unorganized.

We are still better than 10,000 strong. A bit of individual effort on the part of each of our 10,000 members could swell the ranks considerably. Work on that "free-rider" and sell our Union as a tested product of reputable and effective service at a nominal cost. If such a selling job is really undertaken by each and every one of us, we shall be in a much stronger position when bargaining time rolls around in 1963.

## REAL PROGRESS

Biography of a successful American businessman. "I was born in the country, where I worked like a horse so I could live in the city where I worked like a horse so I could live in the country."

# Re-elect Governor Brown— Sign Up All Union Voters

"Whether we have the wallop to re-elect Governor Brown and to knock Nixon into political oblivion will be determined within the next few days," Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, warned today in an appeal to union members to sign up immediately as deputy registrars to help qualify and mobilize the voters for the November 6 general election.

In releasing a list of 52 more community leaders and labor officials who have volunteered to serve on the California Labor Committee to Re-Elect Governor Brown which now includes more than 100 officials, Pitts asserted:

"We've got a President and a Governor who are trying to enact legislative programs that will benefit the citizens of this state and of the nation at large, but they can't do it unless we get off the dime and back them up."

The registration deadline for the general election is September 13.

"Barry Goldwater," Pitts noted, "is already predicting a 'conservative sweep' and William Miller, the national GOP chairman is confident that Nixon will oust Governor Brown in California. What they're counting on is the traditional loss of power by the majority party in non-presidential election years.

"We cannot afford to underestimate this factor," Pitts declared.

"In the 1960 presidential election, California had 7,464,626 registered voters. Despite the influx of more than one million people since then, about 625,000 of whom are of voting age, the registration for the June 6 primary vote totaled only 7,051,589.

"This is a loss of 413,037 registered voters despite the State's tremendous population growth.

"Moreover, the vast majority of these unregistered voters are laboring people, the nation's nomads who move frequently in search of better housing and better employment opportunities. They know Nixon is no friend of theirs.

"They know Nixon voted to remove one million people from protection of the minimum wage law and to remove 625,000 from social security coverage and that time and time again Nixon voted against public housing and public power development.

"They know too that he voted consistently for the special interests, the wealthy and the corporations on tax bills and on four separate occasions opposed efforts to close tax loopholes.

"The only thing they don't seem to know is that their vote is critically important this year and if they don't register now and make a point to go to the polls in November their apathy, not their ignorance, may resuscitate a political life which they would be sorry they hadn't laid to rest right now.

"Both President Kennedy and Governor Brown are counting on us to send them more liberal thinking men of courage and vision to enact legislation which for the present is either bottled up or being scuttled by the fat-walleted lobbyists for special corporate and professional interests such as the National Association of Manufacturers and the American Medical Association."

The California Labor Committee to re-elect Governor Brown is currently working with local community groups throughout the state to assure the continuation of truly representative government in both Sacramento and Washington, Pitts said.

"Right now the hard working

deputy registrars are our front line troops and they urgently need reinforcements.

"Anyone interested in helping defeat the man with the wash-and-wear voting record may do so by contacting the county clerk or the central labor council in the county in which they live. The county clerk or the councils can provide information and direction on how to become a deputy registrar.

"Voters who simply wonder what's wrong with Nixon should take note of the number of leading members of his own party who have intimated severe reservations about his candidacy. Former Governor Knight, for example, when asked if he would support Nixon in the forthcoming campaign replied, 'No comment at this time.'

"Earl Warren, Jr., son of the previous Republican Governor of California, has changed his registration and is now actively stumping the state in behalf of Governor Brown's candidacy and he intimates that he believes his father would do the same thing today, if he were in a position to do so.

"President Kennedy's legislative program, which may be significantly affected by the outcome of the congressional races in California, particularly in

view of the eight new congressional districts in our state, is presently hamstrung by just such organizations as the NAM and the AMA," Pitts said.

President Kennedy commented on this recently, saying: "You can water bills down and get them by but important legislation—medical care for the aged and other bills, like farm legislation—they're controversial and they involve great interests and they are much more difficult."

"Under Governor Brown's Administration, unprecedented gains in social insurance and social welfare legislation have been made," the state AFL-CIO COPE leader declared.

"Through Governor Brown's creation of the office of Consumer Counsel, an effective voice to bring the complaints of the consumers in this state to the attention of the legislature has been established.

"Bold programs to advance opportunities for economic growth in the state, to extend equal rights to all of the state's citizens and to guarantee equal educational opportunities to all have also been launched.

"This is an administrative record that deserves the active support of working people throughout the state. It needs it right now," Pitts concluded.

## President Kennedy's Statement On Senate Defeat of Aged Health

Here is part of President Kennedy's statement on the defeat in the Senate of his health care proposal:

I believe this is a most serious defeat for every American family, for the 17 million Americans who are over 65, whose means of support, whose livelihood is certainly lessened over what it was in their working days, who are more inclined to be ill, who will more likely be in hospitals, who are less able to pay their bills.

I think they have suffered a serious setback today. But this issue is not confined to them. It includes those Americans who have parents, who are liable to be ill, and who have children to educate at the same time, mothers and fathers in their 30s and 40s.

I think the American people are going to make a decision in November as to whether they want this bill, and similar bills, to be passed, or whether they want them to be defeated. Nearly all the Republicans and a handful of Democrats joined with them, gave us today's setback.

We have to decide, the United States, in 1962, in November, in the Congressional elections, whether we want to stand still or whether we want to support this kind of legislation for the benefit of the people.

You are going to have a

### Retired Members

August 1, 1962:

RAY McCAULEY, Stockton Division.

JOSEPH M. REKOS, Coast Valleys Division.

CLARENCE F. SHIPMAN, Stockton Division.

September 1, 1962:

KARD E. YORESEN, Coast Valleys Division.

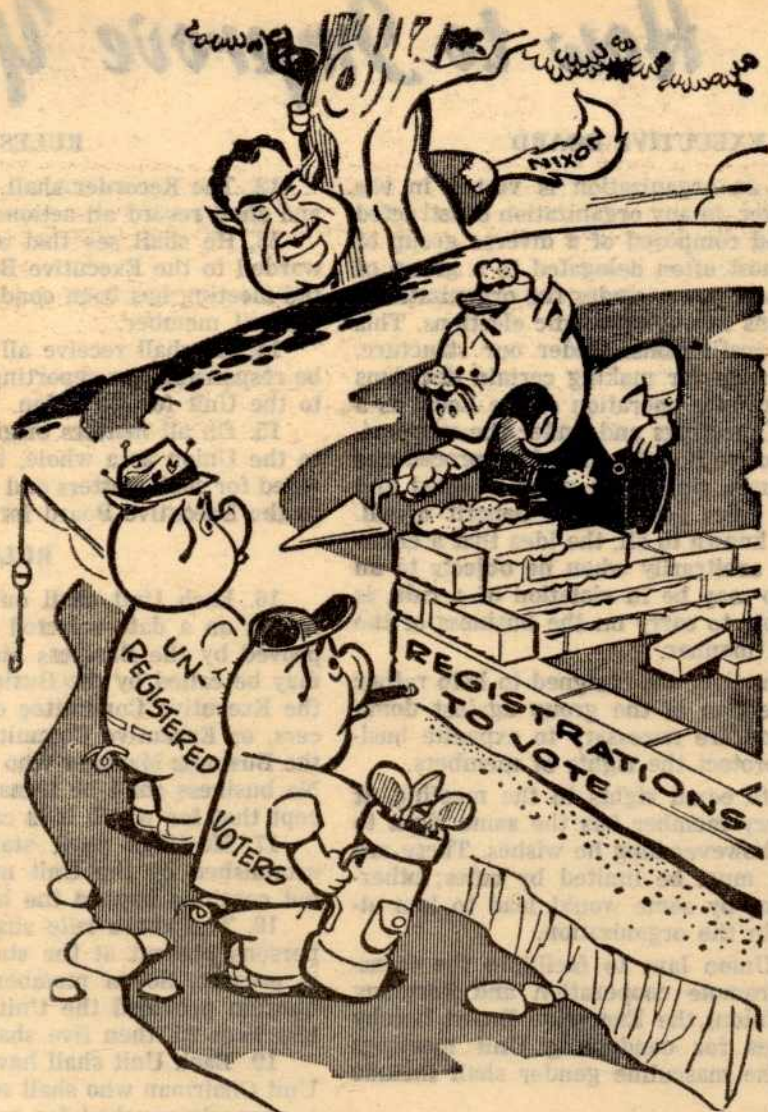
chance to make that judgment. I hope that we will return in November a Congress that will support a program like medical care for the aged.

This bill will be introduced in January, 1963. I hope it will pass. With your support in November, this will pass in 1963.



ROBERT J. DUNCAN, a Climber for the Davey Tree Surgery Company, died August 1, 1962. Brother Duncan was initiated into the I.B.E.W. on June 1, 1962.

RAYMOND M. NEVES, an employee of the Pacific Gas & Electric Company in the Drum Division, passed away on July 27, 1962. Brother Neves was initiated into the I.B.E.W. on June 1, 1942.



"Unless We Get More Bricks We'd Better Be Scared To Death!"

## PITTS REFUTES NIXON'S 'LABOR BOSSES' CHARGE

Thos. L. Pitts, state AFL-CIO leader, lashed back at Richard M. Nixon's "ridiculous charge" yesterday that "the political bosses have dropped an iron curtain" around their members, saying:

"This just confirms again that Nixon views union members with eyes jaundiced by his own utter commitment to, and dependency on, the selfish special interests that have underwritten his entire career.

"He's so blinded by his own personal ambitions to get into the White House that he refuses to recognize the completely democratic processes of American labor, and insists instead on baring himself for what he is by parroting the phraseology of every anti-union employer in history.

"His ridiculous charge is typical of the line taken by all ignorant employers who always try to discredit the union's leadership in an effort to breed dissension and distrust," Pitts declared.

Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, which is holding its biennial convention this week in the Municipal Auditorium in Long Beach, was responding to an attack leveled by the GOP gubernatorial candidate at Governor Edmund G. Brown who addressed the opening session of the convention yesterday.

GOVERNOR BROWN had charged Nixon with attempting to use economic intimidation through a recently revealed Nixon campaign technique which Nixon forces themselves dubbed as a "back-door approach" to union members.

The "back-door approach" consists of a cadre of Nixon backers organized by the employer to contact employees on the job during coffee breaks and lunch hours to urge them to vote for the GOP nominee.

"The so-called 'back-door approach' leads to the application of all sorts of phony promises or veiled threats regarding job security by the aspiring junior executives recruited by their employers to push Nixon," Pitts pointed out.

"THE UNION 'BOSSES' Nixon refers to are the delegates elected by union members to attend the AFL-CIO convention and develop the policies that guide our movement," Pitts asserted.

"His suggestion that the union member-citizens who elect their delegates and the delegates themselves don't know what they're doing is an affront not only to union members throughout the state and nation but reveals Nixon's lack of faith in the democratic process itself.

"Nixon was invited to present himself and state his views before the California Labor Council on Political Education, the political arm of the California labor movement, and he declined to do so," Pitts stated.

"Now he turns around and tries to contend he was never given an opportunity to present his views. How deceitful can that man get?" Pitts asked.

### New Stewards

The following new SHOP STEWARDS WERE APPOINTED DURING JULY:

CITIZENS UTILITIES COMPANY OF CALIFORNIA: Patricia A. Clark, James M. McClure.

DAVEY TREE SURGERY COMPANY, LTD.: James Bumpus.

PACIFIC GAS & ELECTRIC COMPANY: Robert F. Richardson, General Construction Dept. Myron B. Steller, General Construction Dept. Richard H. Everett, San Francisco Division.

### OFF TO THE FAIR

A sizeable number of Americans are fortunate in that they have kinfolk in or near Seattle whom for years they have neglected to visit.

## Labor Fed Convention

# Delegates State Policies

Delegates to the California Labor Federation's biennial convention (among whom are Local 1245's President Jim Gibbs, Business Manager Ron Weakley, Executive Board Members Nick Garcia and Lee Thomas, Business Representative Al Kaznowski and Alameda CLC delegate Norm Amundson) gave their voting strength to policy statements on the following issues last week.

● **Civil Rights**—"We would be disloyal to our democratic ideals, and grossly ignorant of the reality of America's political and social development if we did not understand that progress is taking place too slowly for this late date in history." One of the foremost demands made by the convention was for the redemption of President Kennedy's campaign pledge promising an "executive order against discrimination in any activity related to housing where federal financial assistance plays a role. Identical action should also be forthcoming relating to any federally supported activity whatsoever, inasmuch as services underwritten by taxes paid by all the people should be equally accessible to the entire citizenry." The State AFL-CIO, in reviewing California patterns of discrimination, pointed to the lack of open occupancy housing and its impact in setting up segregated schools and neighborhoods. The delegates also reiterated the AFL-CIO's policy that "we must not fail to practice what we preach within our own house of labor."

● **Full Employment** — The key is to plan ahead. The delegates' statement read, "we have no sympathy with those who would confine government to the sidelines and allow rampant speculation to become the master planned of California's destiny." They cited the "mounting problems of automation, administered pricing, depressed purchasing power, a growing labor force and the need for an accelerated rate of economic growth." It was indicated that inadequate total consumer demand was the crux of the unemployment problem. The federal government was called upon "to adopt fiscal and monetary policies which find that balance between effective consumer incomes and investment incentives that will produce stability at high levels of employment and rapid economic growth." The delegates asked that the functions of the Office of Planning and the Economic Development Agency in Sacramento be expanded and

urged the development of information telling what skills are needed in each of the state's labor market areas. This information is vital to the success of job retraining programs that can now be aided by federal funds under the Manpower and Development Training Act.

● **Labor Legislation**—The delegates indicated no desire to return to the Middle Ages by including labor under anti-trust legislation.

The Convention also developed policy positions on such issues as Agricultural Labor, Taxation, Unemployment Insurance, Disability Insurance and Workmen's Compensation, thus giving a valuable analysis of the kinds of complex problems which face us all.

## Contra Costa Becoming Top Gas Producer

Contra Costa County is becoming the biggest in-state gas producer in California.

This was the word from Edward Krumland, PG&E official who spoke before Pittsburg Chamber of Commerce directors and members.

Krumland, Diablo District gas supervisor for PG&E, said there are 12 gas wells in the county connected to PG&E, and five additional wells will soon be connected.

Krumland noted there have been only seven "dusters" (dry wells) drilled in this area within the last three years.

He said this area has enough natural gas to supply the entire Diablo District, and quality of the gas is very good.

Most of the gas now being tapped, Krumland said, is being used primarily in Martinez, Crockett and Richmond areas.

He said the gas is a dry type, which leads him to believe oil will not be struck. Gas in the vicinity of oil, he pointed out, usually is moist.

"However, they could hit oil tomorrow and make a liar out of me," he commented.

# How to Improve You

## STATEMENT OF EXECUTIVE BOARD

The ultimate authority of an organization is vested in the majority of its members. However, in any organization constructed on a large geographic basis and composed of a diverse group of individuals, this authority is most often delegated to a group of officers subject to a limit of their power under the organization's law and a review of their actions through periodic elections. This is fundamental in democratic institutions. Under our structure, the Executive Board is responsible for making certain decisions and establishing rules for the proper operation of the Local as a whole. Under a unit system of meetings and under the responsibility of their offices, the Executive Board must adopt procedures which may restrict an individual's rights but when adopted and impartially administered, the rules act for the benefit of all. Under rules clearly stated and known to all, the idea that a chairman or any member is acting arbitrarily when he objects to an action of another member who may be in violation of a rule, is eliminated and makes it possible to carry on the business of the Local in a proper and orderly manner.

Rules of conduct are constructive; are designed to help rather than hinder; are for the protection of the group against dominance by a few individuals; and are necessary to expedite business, avoid confusion and to protect the rights of members.

Every member is entitled to equal rights in the meeting. If no rules are applied, then every member has the same right to disrupt, discuss whatever and however long he wishes. These are unreasonable privileges which must be limited by rules; otherwise, abuses of these privileges by some would lead to less attendance and loss of interest in the organization.

In order to comply with Union law, to facilitate the transaction of business, and to promote cooperation and harmony within the members of our Union, the Executive Board hereby establishes the following rules for conducting Unit meetings (words used in the rules in the masculine gender shall include the feminine):

### RULES FOR ATTENDANCE AND PARTICIPATION

1. Each member shall present evidence of membership or be vouched for by another member.
2. Each member shall sign the official register before being seated in the meeting.
3. Each member shall observe the standing rules for meeting conduct and shall obey the orders of the chair. Failure to comply shall be reason for removal from the meeting.

### RULES FOR INDIVIDUAL

4. Each member when speaking shall stand and address the chair. He shall identify himself and be recognized by the chair before speaking. After recognition from the chair, he may speak but shall confine himself to the subject under discussion and avoid all personalities and abusive language.
5. No member shall be interrupted while speaking except by a call to order (to point out that the speaker or another is not following the rules), or for request of special privilege (ask that speaker talk louder, correct the speaker on statement that may be misquoted, ask that window be closed, etc.).
6. Except by unanimous consent, no member shall speak on any subject more than once until everyone desiring to do so has had an opportunity to speak.
7. (a) Except by consent of the majority, no speaker may speak more than seven (7) minutes at one time or more than two (2) times on any one subject.  
(b) Time limits shall not apply to reports of officers, committees or guest speakers.

### RULES FOR CHAIRMAN

8. (a) The Chairman shall not participate in the action of a meeting, but shall act as a judge and see that the meeting is conducted according to the rules.  
(b) He shall not enter into debate on any issue unless and until he relinquishes the chair which shall be turned over to the Vice Chairman.
9. The Unit Chairman, during meetings, shall be held responsible for the strict enforcement of the I.B.E.W. Constitution and the Local Union Bylaws. He shall be held personally liable and subject to penalty by the Executive Board for failure to conduct orderly meetings or failure to carry out the responsibilities and duties imposed upon him. Where the Unit Chairman is unable to maintain order under the rules herein, he shall have the authority and be responsible for adjourning the meeting forthwith and the Local Unit meeting shall be considered closed.
10. He is empowered and shall do as follows:
  - (a) Preside at all meetings of the Unit and see that each meeting is started on time and is promptly adjourned not later than 11:00 p.m. prevailing time. When he deems it necessary to preserve order he shall appoint members to aid him in doing so and in carrying out his rulings.
  - (b) He shall promptly have removed from the meeting room any intoxicated member, any disturber or anyone not conducting himself in a gentlemanly way or anyone who disturbs the harmony or peace of the meeting, or who fails promptly to abide by his rulings or the action of the meeting.
  - (c) He shall decide all questions of order according to the parliamentary rules and have the deciding vote in case of a tie. Where the issue is to be decided by secret ballot, he shall participate the same as do other members.
  - (d) He shall appoint all Unit committees and act as an ex-officio member of all committees.
  - (e) He shall see that all committees perform the duties assigned to them within a reasonable time. He shall promptly remove any committee member not performing his duties and appoint another.
11. If two or more members rise to speak at once, the chair shall decide which is entitled to the floor.

## RULES FOR

12. The Recorder shall keep and shall record all actions taken and shall see that a copy is forwarded to the Executive Board if the meeting has been conducted by a Council member.

14. He shall receive all correspondence and be responsible for reporting the same to the Unit for its action.

15. On all matters originating to the Union as a whole, he shall be provided for such matters and submit them to the Executive Board for their consideration.

## RULES FOR

16. Each Unit shall only hold a meeting on a date selected by the Unit and approved by the Business Manager. The meeting may be called by the Business Manager, the Executive Committee of the Unit, or the Executive Committee of the Local Union who shall be the Business Manager who shall be responsible for the meeting. No business shall be transacted at a meeting except that for which it is called.

17. Meetings shall start promptly at the time established by the Unit meeting minutes and shall not continue beyond the hour.

18. The above rule shall apply to all persons present at the meeting. If a quorum is present. Seven members in a quorum provided the Unit has less than 25, then five shall constitute a quorum.

19. Each Unit shall have a secretary who shall see that the minutes are properly vouched for as being true and correct and shall register which must be signed



ification of the Company, provided that the name of the company which he works, and the name of the company which he belongs, before he is seated in the meeting.

20. Each Unit shall have a secretary who shall see that the minutes are properly vouched for as being true and correct and shall register which must be signed

Each Unit shall conduct its business normally assigned to the Business Manager with the approval of the Local Union and the I.B.E.W. Constitution.

21. Business originating in the Unit shall be conducted in the following manner: A specific motion shall be made, duly seconded and passed by a majority of the members present in the meeting of the Unit.

Where the action taken is of a nature which affects the Local Union as a whole, the Recorder shall be responsible for tabulating the action and presenting it to the Executive Board of the Local Union for their consideration. Motions from the floor shall be handled in writing by the Recorder and shall be subject to the approval of the Executive Board.

22. Grievances which have been discussed but may be reported to the Executive Board for their consideration or discussion outside the Unit shall be handled in writing by the Recorder and shall be subject to the approval of the Executive Board.

23. When the chair is putting a motion on the floor, he shall not address the assembly, sit down, or leave the meeting.

24. Voting on all issues shall be by secret ballot and shall be conducted in the following manner:

25. A secret ballot shall be used on all matters submitted to the Executive Board.

### PROCEDURE FOR CONDUCTING BUSINESS AT UNIT MEETINGS

26. The Chairman shall call the meeting to order at the official starting time by a signal of attention. Upon the signal, the Recorder shall call the roll and register and are properly vouched for.

27. After determining that a quorum is present, the Chairman shall signal the meeting by stating:

"I respectfully request, for the conduct of the business, that you give your attention to the matter brought before us. I now declare the meeting in session. The transaction of all business shall be conducted in accordance with the I.B.E.W. Constitution. He shall then signal all to order."

28. The Recorder shall then read the minutes of the previous meeting and the Executive Committee meeting and shall be subject to the approval of the Executive Board.

29. The Chairman shall obtain the approval of the Unit as they are read. A motion is not in order until it has been obtained by a statement of the Chairman. "Are there any omissions or corrections?" (Pause) Hearing none, the Chairman shall say "The meeting is adjourned."

If corrections are made, the Chairman shall say "The meeting is adjourned."

## Registration Ends September 13

If You're Not Registered  
**You Can't Vote**  
*You Should Register*

- a. If you are 21 years of age or older
- b. You have lived in California at least one year
- c. If you moved since the last election
- d. If you did not vote last election
- e. If your name was changed through marriage, etc.

# Unit Meeting . . .

## RECORDER

Record minutes of each meeting by the Unit.

Each such minutes are forwarded later than five (5) days after to the appropriate Advisory

Committee to the Unit and shall contain contents of such communications

of the Unit, but which pertain to the proper form procedure, along with the Unit minutes, etc.

## UNITS

One (1) regular meeting each month of the Unit and any special meetings of the Units Manager, the Executive Board, or Unit involved. The officer, officiating such meetings shall notify the members of that Unit. Any such special meeting ex-

cept at the advertised time and place and the meeting shall be held at 1:00 p.m.

Regardless of the number of members, providing a legal quorum of standing will constitute a membership of 25 or more. If there is no quorum.

Each member shall be present at arms appointed by the Unit and shall maintain a membership card with the identi-



ty, or division of PG&E in the home unit to which he is assigned.

On matters pertaining to the Local Units or the Local Union

affairs, except those duties assigned to the Executive Board, in accordance with the Local Union Bylaws.

Any motion shall be handled in the open on the subject matter shall be decided by a majority of those members present.

Any motion shall pertain to the Local Union and shall be submitted to the Executive Board.

Any motion shall be presented to the Unit and shall be proposed when-

the motion has been formalized shall not be considered under Good of the Union and Business Representative for discussion.

A question (asking for the vote) shall be observed. The vote shall be by a show of hands unless a

quorum is required in all elections of Unit and shall be determined by the Executive Board.

## DUCT OF BUSINESS MEETINGS

At the meeting to order at the official gavel calling the members present. The Chairman shall check with the members present all present have signed the minutes for.

Members present are qualified to participate in the meeting to arise and shall

be given the efficient management of the meeting and shall give attention to all matters arising from this meeting open for the discussion of the members seated.

At the meeting to order at the official gavel calling the members present. The Chairman shall check with the members present all present have signed the minutes for.

Members present are qualified to participate in the meeting to arise and shall

be given the efficient management of the meeting and shall give attention to all matters arising from this meeting open for the discussion of the members seated.

At the meeting to order at the official gavel calling the members present. The Chairman shall check with the members present all present have signed the minutes for.

## COMMUNICATIONS AND BILLS

30. Recorder should digest and report rather than read entire communication. Each communication requires some action to be taken as it is reported. Chairman can again say, "If there is no objection, this communication will be (noted and filed, or referred to New Business, etc.). Hearing none, it is so ordered." This is done if no motion is offered.

## REPORTS OF OFFICERS

### 31. Reports:

(a) (1) A board member, if in attendance, should report the actions of the Executive Board, or if no board member is present, the Recorder shall read the Executive Board reports not previously read and adopted by the Unit.

(2) The Chairman shall then state, "If there is no objection, the Executive Board report shall be approved as read and it shall be duly recorded in the Unit minutes."

(3) If an objection is raised, a separate motion shall be made to vote on acceptance or rejection of each part which is being objected to. A count of the vote shall be made by the Chairman. A majority vote of those present and voting shall determine the Unit approval or rejection of each objection. The Recorder shall record in the minutes each item failing approval and all other items shall be considered as approved. A separate form provided shall be made out on each objection raised and which failed approval. This form, together with the tally of the vote, shall be attached to the regular Unit minutes and shall be forwarded to the Executive Board.

(b) Report of any Local Union Officers in attendance.

(1) This should include the Representative who would report on behalf of the Business Manager.

(c) Report of any Unit Officer or the Unit Executive Committee member.

32. Each report shall be adopted by the body in the same manner as the Unit minutes. If the report carries a recommendation for action, this should be referred to New Business and handled there.

## PROPOSITIONS FOR MEMBERSHIP

33. All accepted candidates for membership shall be given the obligation.

## REPORT OF DELEGATES AND COMMITTEES

### 34. Reports

(a) Chairmen of all standing committees.

(b) Delegates to Conventions, Labor Councils, etc.

(c) Special committees (Picnic Committees, Dance Committees, etc.).

The same procedure should be followed on approval of report as in other steps. Special committees having completed their work should be discharged with a vote of thanks.

35. Reports of anyone having knowledge of sickness, accident or death of members.

## UNFINISHED BUSINESS

36. Recorder to screen previous minutes for business which has not been concluded and report this to the Chairman who is to see that the members have a chance to act upon it.

No business other than that which has been introduced by a motion at a former meeting can be discussed. If another subject is introduced, it should be explained where it fits in the order of business and ruled out of order at this time.

## NEW BUSINESS

### 37. Consists of the following:

(a) Nomination, election, or installation of officers, when proper under the Bylaws.

(b) Any business which is preceded by a legal motion.

(c) No discussion on any subject until a motion has been made, properly seconded and repeated by the chair.

(d) Chairman shall rule out of order any discussion which does not pertain to the motion under consideration.

(e) Each motion must be disposed of before another motion can be made.

(f) When the Chairman calls for the vote, he should again state the motion to be voted upon.

## GOOD OF THE UNION

### 38. Consists of the following:

(a) Report by anyone on information which may be of interest to the group. (Settlement of some negotiations, action of community group, change in law, etc.).

(b) No motion can be made nor any action taken on these reports.

(c) Grievances may be reported for informational purposes or to obtain an answer on contractual rights, but if a "gripe" session is started, the grievance should be referred to the Steward or the Business Representative for discussion out of the meeting. This will suspend the discussion and not delay the meeting unduly.

## CLOSING

39. When the business has been disposed of—or the time for closing has arrived, the Chairman shall request the sergeant at arms to submit the register to the Recorder. The Recorder and Chairman shall sign the register as approved and a copy shall be attached to the Unit minutes, with one copy being submitted to the Executive Board with their copy of the minutes. Such approved, signed register shall become the official record of attendance for that meeting.

40. The Chairman shall then signal three times for all members to arise, and he shall then say:

"With the business of the present meeting being concluded, I declare this Unit meeting of the Local Union duly and legally closed until our next regular meeting unless specially called. Our next regular meeting will be on ..... (Date) ....."

Adopted by the Executive Board of Local Union No. 1245, I.B.E.W., at its regular meeting on August 9, 1962.

## Short History of I.B.E.W.—II

# Early Court Called Demand for Higher Pay, 'Dishonor of God'

"And these workmen demand higher wages, to the dishonor of God, the scandal of the Scriptures and the grief of divers of God's people!" This quotation is from an early court record of Massachusetts. The court granted the employer's petition against higher wages. Penalties were provided and increased from time to time.

Every country at some time has passed laws prohibiting the formation of labor unions. And in every case such laws have failed because of determined and resourceful workers. At one time in England, under the 'Conspiracy Statutes,' workmen found guilty were branded with red hot irons—and had their noses slit—one or both ears cropped and many imprisoned. But instead of suppressing unionism, these conspiracy laws, in time, were repealed and labor unions became legal.

England is mentioned because it is the birthplace of the modern union movement. With the early growth of industrialism in the colonies, employers became very influential in public affairs. They made the rules and labor obeyed or suffered the consequences. The masters were in the saddle. As always, their actions brought a reaction. Workers organized secretly. Some were caught and imprisoned and flogged. Still they fought on. Workmen realized their only protection came from collective effort. So the principles of the Brotherhood of labor gained headway.

## THE FRIENDLY SOCIETIES

Workers used subterfuge to come out in the open and still keep out of prison. They incorporated sick, death and other fraternal features in their unions and called them "friendly societies" (fraternal organizations). Slowly they made progress in overcoming the attacks of the "privileged classes." These fraternal organizations were the beginning of the present-day "Brotherhoods." The belief in being "your brother's keeper" has followed through in our Brotherhood International Unions.

## THE FIRST AMERICAN UNIONS

Shortly before the Revolutionary War a few local labor unions had been organized along the Atlantic seaboard. Most of these became active in the resistance against the mother country.

In Boston the ship's caulkers had a separate union with its own hall, the Caulkers' Hall. It was used as a private meeting place for such revolutionary leaders as Samuel Adams, James Otis, Paul Revere, Warren and other leaders of the Sons of Liberty. These meetings brought a new word to our language—the "caucus."

This new union movement gave more than a new word to our language. It was strictly an

American development. A form of organization was patterned on the form of government adopted by America.

## NATIONAL UNIONS

For many years American labor unions consisted of craftsmen, each local union acting independently of any other union of the same craft. A local connection was maintained only through correspondence. Through this correspondence the idea of a federation of national unions was born about the time of the war with Mexico. By the time of the Civil War, some of these national unions succeeded in establishing better and more uniform terms of employment.

## INTERNATIONAL UNIONS

The first International Union came into being in 1859, when the Iron Moulders Union of North America brought in unions from Canada. Not long after, other International Unions followed.

## THE FIRST FEDERATED UNION

After the Civil War the need for a Federation of National and International Unions was acted upon. In 1867 the National Labor Union was formed. In some respects, it resembled the American Federation of Labor. There were some differences of policy but the National Labor Union was the forerunner of the American Federation of Labor. Leaders of the National Union followed a policy of partisan politics. In many states they had their own candidates for the Senate and House of Representatives on the ballot. The results were disastrous for the National Labor Union. Virtually all of its candidates were defeated. Its member unions then lost confidence. This was followed by the panic of 1873 and destroyed the National Labor Union.

## THE KNIGHTS OF LABOR

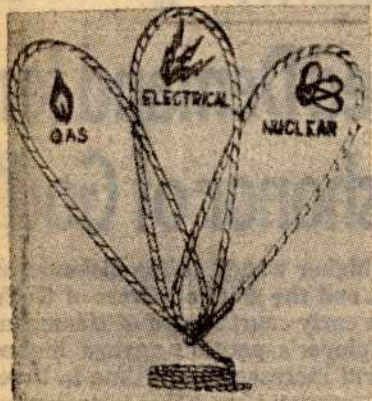
During this period the Knights of Labor had been organized secretly on an Industrial Union basis. With the death of the National Labor Union the "Knights" came into the open. They, too, followed a policy of partisan politics. They were riddled with leaders who tended toward socialism and constantly fought "craft" unions. They favored "mixed assemblies." Craft Unions refused to accept this form of organization and many of those who had affiliated with the Knights, withdrew.

## Emergency Calls . . .

The following guidelines have been laid down by the Executive Board

**No collect telephone charges shall be paid by the Business Office unless accepted from Shop Stewards or Committeemen under emergency situations.**

**Business Representatives shall not accept collect calls from anyone other than Shop Stewards and Committeemen in their jurisdiction.**



## Safety Roundup

By SAM L. CASALINA  
SAFETY CONSULTANT

### MEMBER PARTICIPATION INCREASES

As the Accident and Potential Hazard forms originating from Union Headquarters reach the field, an increasing number are being returned with information which may save a fellow worker. The information on these forms is used to determine the responsibility for the accident as to whether it was due to company or member negligence. The assignment of responsibility for the accident is done by the appropriate regulatory agency.

The Potential Hazard section of the form is evaluated in light of the latest industrial safety or toxicology information available. After a determination is made by the State agency as to the probable cause for an accident, changes in equipment or procedures are then recommended by that agency in order to prevent a recurrence.

### PREVENTATIVE MEASURES

Preventative action has already resulted due to your Union's efforts. A situation arose at Station J in Oakland this month similar to that contributing to a fatal burn at another Oakland substation in May. A member at Station J pointed out that the corrective measures indicated by the State Division of Industrial Safety after their investigation of the May fatality had not been instituted. The proposed oil circuit breaker job was then deferred until the job complied with DIS safety suggestions.

Member awareness, AND PARTICIPATION, made this progress. Much more needs to be done!

### SAN LUIS MEETING

A review of the Union's safety program and objectives was given at the San Luis Obispo Unit Meeting on August 17th. A discussion of electrical and steam plant problems and possible changes in technology followed.

### ATOMS TO KILOWATTS

The Dresden Nuclear Power Station, 50 miles southwest of Chicago, has successfully completed its first year of operation. This Commonwealth Edison plant is of special interest to Local 1245 members because it is the same type of nuclear power station as the one being completed on Humboldt Bay. Another huge nuclear plant is being proposed by PG&E at Bodega Bay with over five times the generating capacity as the 60 megawatt Humboldt reactor.

### LEARN FROM DRESDEN

The information gained from building and operating the Dresden plant was of immense interest to utilities companies weighing the advantages of the boiling water reactor (BWR) over the other types. In a BWR the water surrounding the cluster of fuel and control rods

boils, due to the tremendous heat generated by the fissioning uranium fuel. This then produces steam which is used to turn the turbine and generator. The electricity produced by the generator is of course the same as that produced by a non-nuclear plant.

### ADVANTAGES

This type of reactor (BWR) has many advantages over the other types of reactors, at least at the present stage of development. Among these are: A more compact reactor, better utilization of the atomic fuel, and many auxiliary design advantages — all lowering the capital costs and therefore power costs.

The disadvantages are: "The coolant water is corrosive and the corrosion products pick up radioactivity and transfer it to other parts of the steam supply system," said the *Electrical West* magazine in September 1961. Fuel loading, storage, and handling present problems, as does containment of the tremendous amount of nuclear materials in the unlikely event of an explosion.

### EMPHASIS ON SAFETY

Despite what some people say about operating a nuclear plant with no greater emphasis on safety than a conventional plant, those in the business say "it just ain't so."

Engineers for the Dresden plant report in *Electrical World* for August 1962, "Operation has disclosed that the problems are those customarily associated with conventional plant startup and operation, WITH THE IMPORTANT DIFFERENCE THAT PROBLEMS IN A NUCLEAR PLANT TAKE ON A MORE SERIOUS COMPLEX BECAUSE OF RADIATION AND ITS POSSIBLE EFFECT ON SAFETY."

With the proper awareness of the problems of controlling radioactive contamination, whether it escapes out the stack, instrumentation piping, or valve packings, the people of California will gain from PG&E's bold venture into the nuclear field. While the pessimists (a large number seem to be found among those who favor public owned power) predict a latent and gloomy future for nuclear generated power, the proponents of free enterprise are making this type of power an economic reality.

## SEAT BELTS COULD SAVE 5500 LIVES!

Approximately 5,500 lives could be saved in the United States each year if auto accident victims were not thrown from their cars. Summarizing six years of study, the Automotive Crash Injury Research Project of Cornell Medical College found that injury is greatly reduced if passengers are held in a car rather than being ejected during a crash. This is contrary to the previously popular belief that being thrown clear of the car during an accident would generally save one's life.

Certain types of automobile doors will even fly open during minor accidents. In one series, doors opened in 44 per cent of the cars and 25 per cent of the occupants were ejected. The importance of remaining in the car is shown by the finding that 12 per cent of the passengers thrown from cars were killed, while only one-fifth that number (2.5 per cent) died of injuries sustained inside the car.

Impressed by these statistics, American automobile manufacturers began studying new designs for doors which would stay closed during accidents. Beginning with the 1956 models, "safety door latches" were installed in all new cars. Results of this improvement are now available. In accidents involving post-1955 cars, the frequency of door-opening during collisions was reduced 33 per cent. Accidental ejection was reduced 40 per cent. This has been a tremendous step forward in automotive safety. New designs are under study which may improve the figures even more.

At the same time, every effort has been made to encourage the use of safety belts. Most popular of these has been the simple lap belt, similar to those in use on commercial aircraft. Seat belts offer protection in several ways. They provide an added safeguard against the greatest danger in collision, ejection. Even if doors fly open, passengers using seat belts remain with the car. In addition, they modify the buffeting of passengers inside crashing cars. A common cause of severe injury is the violent flailing action which throws passengers about during a collision. This is restricted to some degree by even the simplest safety belt. It makes the passenger become "a part of the car" and decelerate with it rather than flying uncontrollably against the interior structures. Latest figures collected by the California Highway Patrol show that seat belts decrease major injury by a whopping 35 per cent.

The California Medical Association recommends that you

## Health & Welfare

By EDWIN M. BURR  
Consultant on Insurance and Pension Plans

Many of my columns have discussed the cost of hospitalization, have broken down these costs, and tried to explain why they exist. Very little time has been devoted to what might be done to reduce these costs.

All of us are very critical of the amounts that hospitals charge for their services and the study that was made by the Manchester Memorial Hospital in Manchester, New Hampshire, set forth some of the things that are being done in certain areas to reduce the cost of hospital care.

Research Reports from the Employee Benefit Plan Review discuss a new method of classifying and handling hospital patients, known as progressive medical care, which was instituted several years ago on an experimental basis at Manchester Memorial Hospital, and has proved highly successful.

It is based on a division of the patients in the hospital proper among three units according to the amount of medical and nursing care needed, without regard to the cause of hospitalization. They are (1) a special care unit for the seriously ill who require special care and close observation, many of whom are not able to make their needs known, (2) intermediate care unit, for those not so seriously ill, who are able to make their wishes known but still require considerable attention, and (3) self-service unit for ambulatory patients who are able to answer their own bodily needs but still require hospital service.

The majority of these patients are undoubtedly advanced from one of these units to the next if their condition improves but there is a considerable number who are assigned directly to the No. 2 or No. 3 units on their admission to the hospital.

### CONTINUATION CARE UNIT

There is also a fourth section, the continuation care unit, located across the street from the main hospital building. It houses the chronic-disease patients, those who are undergoing a rehabilitation program and also a considerable group of patients who are no longer bed-confined but are required to remain in the hospital only for further observation or special treatment. This latter group can move about freely, with access to the library and other facilities, wear their own clothes, eat their own meals, subject of course to possible dietary restrictions.

### ADVANTAGES OF THE PLAN

The plan has been found to have many real advantages from the standpoint of both hospital and patients. Systematic comparisons with seventeen other hospitals show that so far as the hospital is concerned it results in substantial improvement as to the number of employees needed per hospital bed, the total patient cost per day and the wages and salaries that can be paid to hospital personnel. It is also possible to make better use of hospital equipment, which can be transferred when needed much more readily under the unit arrangement.

Experts who have studied the plan state that the cost to the patient and the hospitals are apparently less. The comparison with seventeen other hospitals previously cited shows that the total cost per patient day is 20% less. At the time of a recent survey, room, board and nursing charges were: Special unit care \$26 a day; flexible zone \$20; intermediate care \$18; semi-private and self-service unit \$11.

Further evidence of efficiency is shown in the study of discharges per bed per year. The state average is 41, while at Manchester Memorial it was up to 51. The average patient stay for the state was 7.6 days for the same period and for Manchester Memorial 6.4 days.

From the nurses' standpoint, progressive patient care allows the nurse to work in the area for which she is best qualified.

Patients say they feel promoted as they move from the special care unit to the intermediate unit to the self-care unit and on home. This progress becomes a symbol of their medical progress in overcoming disease. Each step makes it easier for the patient to overcome his former dependency and take the next step forward.

Similar plans are being instituted at hospitals in other areas. The duPont Memorial Hospital in Wilmington, Delaware has patient-day average costs under a similar plan at \$19.16. These costs are considerably lower than those of the average general hospital.

Various plans of the nature described above can go a long way to reduce hospital costs and thereby reduce the amount of premium necessary to provide hospital care through insurance plans.

have seat belts installed in your present car and use them regularly. If your car was made prior to 1956, the probability of a door opening during an accident increases the importance of a belt to hold you in the car.

Despite attempts to reduce the number of automobile accidents, the risk remains high, especially in our more populated areas. You can't control the driving habits of those who may involve you in an accident through no fault of your own. However, you can do something today to protect your family and yourself from serious injury if a collision should occur. In cars now equipped with seat belts, make sure they are used, even

for short trips.

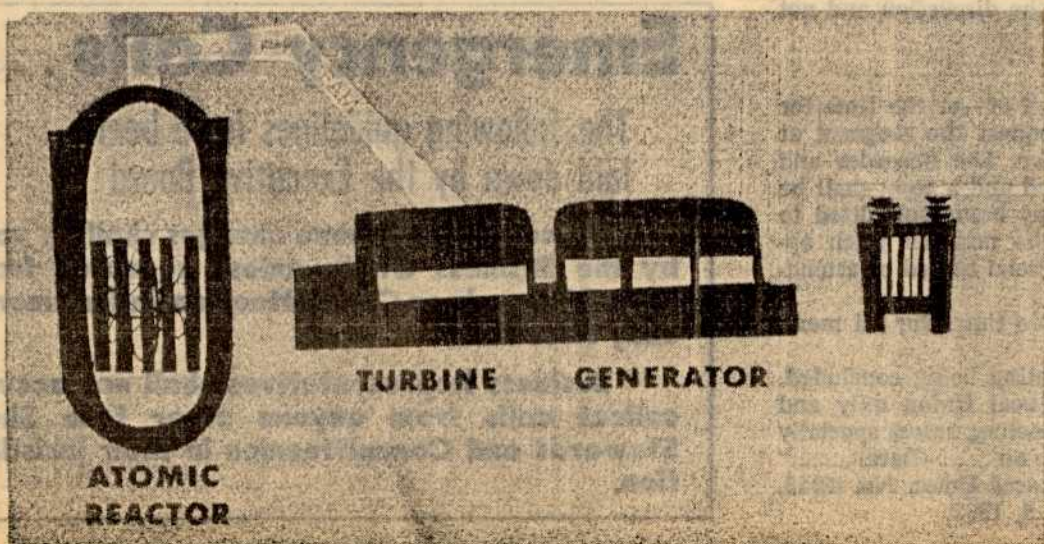
If you don't have seat belts now—get them!

Questions concerning this subject should be directed to your personal physician or to "Health Tips," California Medical Association, 693 Sutter St., San Francisco 2.

These articles are provided as a public service by California Medical Association. Your suggestions are welcome.

Teacher—"Now, Willie, can you tell me what a conscience is?"

Willie—"Yes, Miss Smith. A conscience is something that makes you tell your mother before your sister does."



# Bay Area Plans World Best Rapid Transit Net

The Bay Area rapid transit system will be the most modern in the world from the standpoint of operating technology. It will bring public mass transportation to a high level never before seen in any metropolitan community.

Kenneth M. Hoover, chief engineer of the Bay Area Rapid Transit District, made this statement before a meeting of the American Society of Civil Engineers, at the Athens Club, Oakland.

"The system," Hoover said, "incorporates the latest in control, operation and fare collection programming—as well as rolling stock and structure design."

Hoover said the 75-mile network would commence operation in five years, if voter approval is granted in November.

"We have been most stubborn in drawing up specifications," Hoover said. "We have not said 'What is available?' but rather 'What must we have to do our job?' The results have been most gratifying to us."

Hoover said he is particularly proud of the proposed train control and fare collection systems.

"We will be able to operate safely at headways as close as 90 seconds," he said. "Running on our exclusive right-of-way, these headways make it possible for us to carry 30,000 seated passengers past a given point during one hour."

"Rapid transit train control will be completely automatic during normal operation. But it does include a safety override by the train attendant, if it is needed."

The system fare collection, Hoover said, would use both credit-cards and cash.

"Our regular users, or contract passengers, will carry identification cards," he said. "They will insert the card in a monitoring device both upon entering and leaving the system. The information will then be fed to a central accounting device which will determine the length of trip and the fare."

"The fare collection system will speed passenger loading and unloading, reduce operating and billing costs, and pose a strong attraction to potential patrons."

Hoover said the transit district is looking on a world-wide basis for the actual rolling equipment.

"We have been encouraged in this field, too," Hoover said. Both foreign and domestic manufacturers have made great strides in reduction of car weight and contemporary car

design—as well as in reduction in noise level.

"Thanks to advancing technology, this quality rapid transit ride we spoke of several years ago can be designed. All we have to do is say the word."

## Possible U.S. Aid for Bay Rapid Transit

The Rapid Transit District's bond issue must be approved in November if the San Francisco Bay area is to qualify for funds under the Urban Mass Transportation legislation now pending before the House Rules Committee, Congressman Abraham Multer (D-N.Y.) stated today.

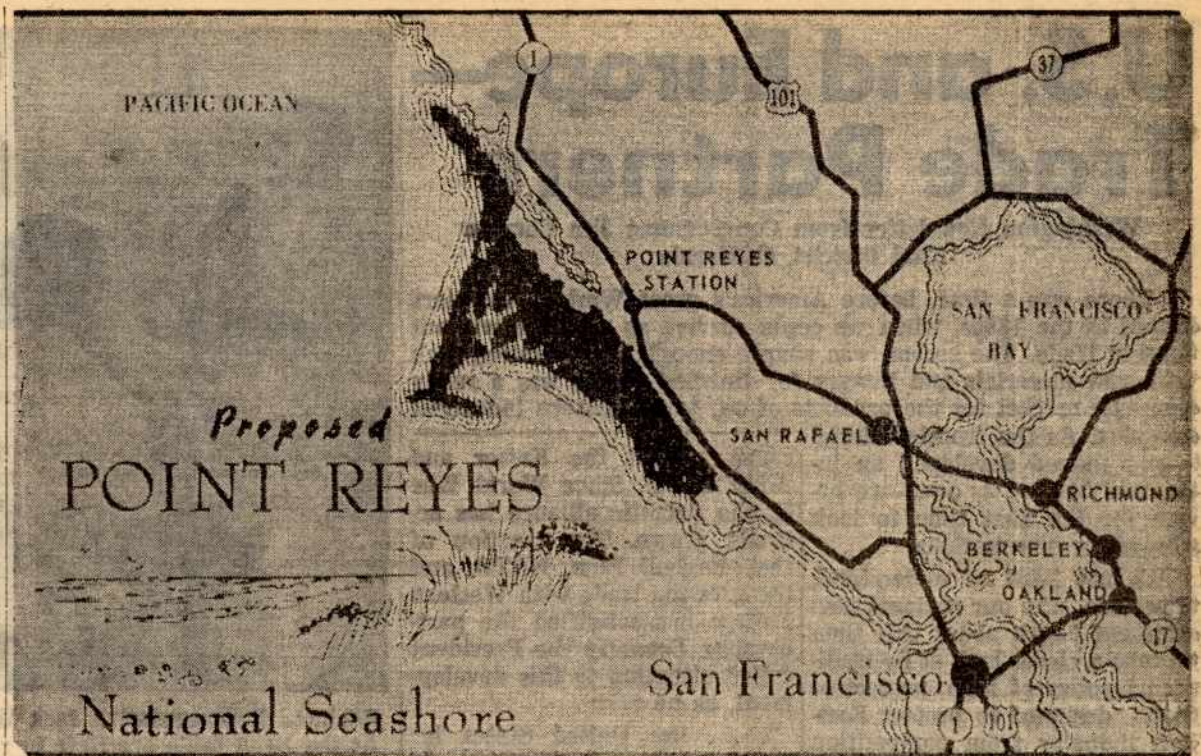
Representative Multer, floor leader in the House of the Administration's Mass Transit bill, made his statement to Congressman Jeffery Cohelan of the 7th California District.

The transportation problems confronting the San Francisco Bay Area and other metropolitan areas today are immense, Multer told Cohelan. The legislation we are both sponsoring is important, Multer added, but it can never be more than a supplement to local initiative and responsibility.

Representative Cohelan in turn emphasized to Multer that this federal legislation could be a tremendous local stimulant and that in the Bay Area it could shorten the construction period of the proposed three-county rapid transit system from nine to five years and result in savings totaling as much as \$175 million.

Multer also stated that if the bill is approved by the Rules Committee he is confident it will pass the House of Representatives by an "overwhelming vote." He also expressed hope that the Rules Committee would report the bill to the House within the next ten to fifteen days.

Governor Brown has ordered an investigation of drug prices after the Department of Social Welfare found that pharmacists were charging the state for more brand name drugs than the manufacturers were shipping into the state.



# Natural Beauty of Point Reyes Saved For Enjoyment of Exploding Population

Approval by the House of Representatives of the proposed national seashore park on Marin County's Point Reyes Peninsula is a major victory for the conservationists of Marin County and the Redwood Empire, Congressman Clem Miller wrote in his August 2 Newsletter.

At a time when so much of the Pacific Coast is being engulfed by urban expansion, at least this one beautiful portion of our coastline will remain unspoiled—for the inspiration, enjoyment and recreation use of all our citizens.

It means that the Redwood Empire is now assured a major unit of our National Park System—one that will attract visitors from throughout the country. The Park Service estimates that the Point Reyes National Seashore, developed as now planned, will attract more than 2 million visitors a year. This is bound to result in a significant bolstering of both the local and regional economies.

Congressman Miller wrote it was not yet known whether the Senate—which passed a slightly different version of the bill last year—would accept all the House amendments, or whether a conference with the Senate will be necessary to iron out differences in the two versions.

But in any event, he said, the House action insures establishment of Point Reyes National Seashore. Soon, the bill will go to the White House, where President Kennedy—who had rec-

ommended enactment—will sign it into law.

Then, he said, I expect the President promptly will ask Congress to appropriate funds so that the National Park Service can begin buying the key seashore areas threatened by subdivision."

As passed by both House and Senate, the bill authorizes a seashore park on 53,000 of the peninsula's 64,000 acres. Eleven thousand acres are excluded from the boundaries to provide for future expansion of the communities of Inverness and Bolinas. Of the 53,000 acres, 23,000 acres will be acquired and developed for public recreational use as appropriations are made available.

Plans call for a sport fishing center at Point Reyes Cove, hiking and riding trails, scenic roads and overlooks, campgrounds, picnic areas, a nature center. The public-use area has 45 miles of beaches, sand dunes, sheltered coves, wind-swept caves, fresh water lakes, virgin Bishop pine and fir forest, sea lions on off-shore rocks.

The remaining 33,000 acres cannot be acquired without the owners' consent so long as the present compatible uses continue. At least 26,000 acres owned by ranchers cannot be acquired while their lands continue to be used for ranching purposes. This means that every one of the 18 dairy ranches at Point Reyes can remain in operation under private ownership as long as present or future owners desire.

The owners of some 20 cabins and cottages built before September 1959 (three months after Senator Clair Engle had introduced the first Point Reyes bill) will have rights of continued use and occupancy.

"Perhaps the most significant aspect of the Point Reyes debate in the House, from a long-range national view, is the changing attitude of Congress toward outdoor recreation that was demonstrated," Miller said.

"As Congressman Saylor put it, the issue is whether Congress now has the courage and the foresight to attack a problem which our predecessors have seen fit to ignore."

"The Point Reyes debate showed that Congress is beginning to fully appreciate that our fast growing country is rapidly running out of its relatively few remaining stretches of magnificent seashore and other natural areas whose highest and best

use is outdoor recreation. Congress is beginning to realize that what we save in the next few years is all that will be saved," Miller concluded.

## IBEW Local to Build Florida Apartments For Retirees

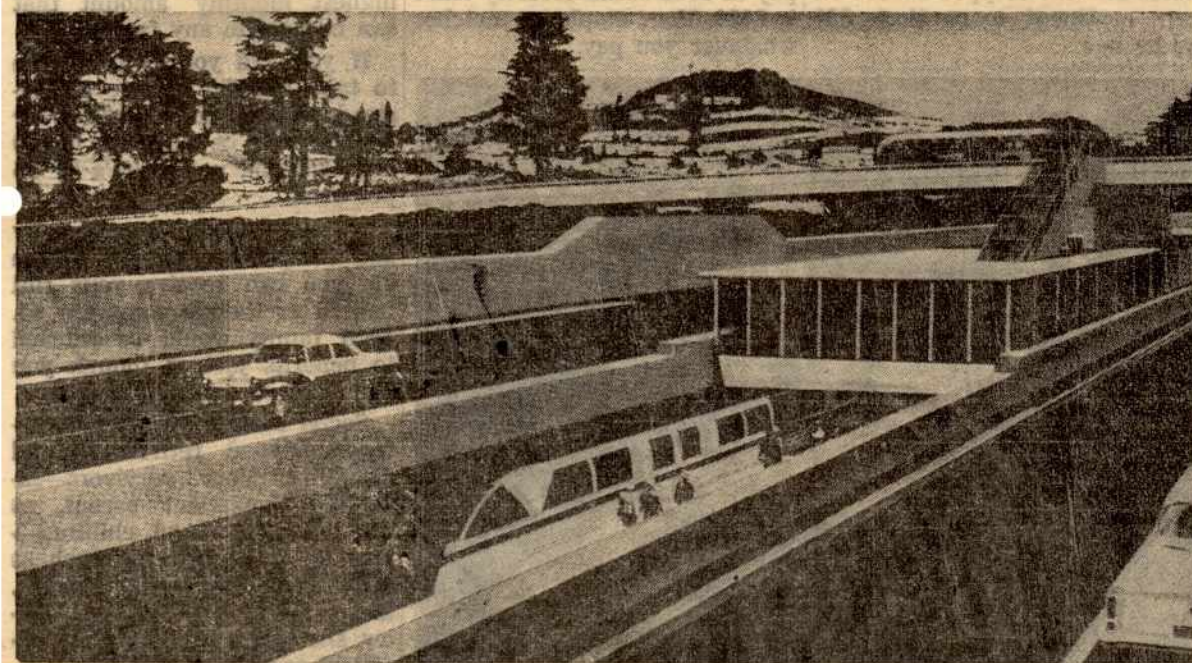
KEARNEY, N.J. — A New Jersey local of the Intl. Brotherhood of Electrical Workers will build one of the nation's largest retirement housing projects in Clearwater, Fla., with 800 moderate-cost, furnished apartments.

The \$12.5 million FHA-insured project will consist of five nine-story buildings on a 25-acre site in "a campus-like atmosphere," according to IBEW Local 1470 Pres. Frank Hourtal.

Hourtal said the local, which represents 15,000 Western Electric Corp. employes in New Jersey, voted unanimous approval of the non-profit enterprise, and the international union has pledged financial backing.

First priority in occupancy will be given to retired members of the local, with second preference to Western Electric employes in other areas who are members of the IBEW. Any unfilled units will be open to residents of the Clearwater area.

The air conditioned furnished units, all with kitchens, will rent for \$30 monthly per room. The project will include such features as non-slip floors, wide corridors with recessed handrails and special bathroom facilities. There will be recreational and hobby facilities and a modern clinic with a resident physician in attendance.



THE BAY AREA'S RAPID TRANSIT system will make use of regional freeways along 14 miles of its route, including a stretch in Contra Costa between Orinda and Walnut Creek. This photo shows how a freeway will be shared at Ocean Avenue in San Francisco. Trains will also travel on aerial lines and in subways, if voters approve the plan on November 6.

## SAFETY is always in SEASON



# U.S. and Europe—Trade Partners

Washington Newsletter from Congressman Jim Corman  
22nd District, California

There was a time, before America's great Western frontiers closed in the 1890s, when we could survive as a nation without foreign trade. The reason was simple enough: our frontier, rich with raw materials and hungry for finished goods, was a ready domestic market for the products of our great Eastern industrial complex. As the frontier closed—and indeed developed an industrial base of its own—we began for the first time to look abroad for new markets.

It's not hard to understand, therefore, why our national government began about this time to take a closer look at its traditional policy of high, protective tariff, designed to protect Eastern industry from competition from foreign producers in the "developing" areas of our own West. One of the group urging this "new look" back in the 1890s was the then-Chairman of the House Ways and Means Committee, Congressman William McKinley, who later became President. Congressman McKinley was perhaps the first national figure to set down the principle of Presidential discretion in matters of trade and tariff policy. Today the need for such authority, seen 70 years ago by William McKinley, is even greater.

LATE LAST MONTH, the House, by 298-125, passed the Trade Expansion Act of 1962. It was hailed as a victory for the Kennedy Administration. Yet, it should also be thought of as a victory for the American people. Its passage brought us sharply into the world's trade picture, and demonstrated that we will not retreat behind high tariff walls again.

The chief market for American goods abroad has always been Western Europe. With the creation of the Common Market and the European Free Trade Association (the Inner Six and Outer Seven), we no longer have the luxury of dealing with West Europe as several separate trading areas—each with its individual trading weaknesses. The United States brings the great pressure of its productive capacity to bear on each individual nation to gain advantages for products we need to sell, yet can hold out items that might hurt our own economy. Example: high tariffs on English chinaware, which is much in demand here, and low tariffs on German china, which does not enjoy such a vogue. With the advent of the Common Market, and the likelihood that sooner or later all Europe will be a huge common market, the ability of the United States to negotiate individual and advantageous trade agreements will be gone. Instead, we will face the solid trading bloc of more than 200,000,000 industrialized Europeans, with one trade barrier to bargain over. No longer can we hold out English china while letting Germans import theirs with little or no duty. We face the choice of lowering the tariff on both, or of raising it on both, and risking loss of the markets for our goods in both countries. Clearly, there is really only one choice to make: We must trade to live.

THE INTERDEPENDENCE of Europe and America is traditional. Since pre-Revolutionary days, when the Colonies depended on the skills of the old country and the old country depended on the raw materials of the colonials, the partnership has grown. In World Wars I and II, America was the bulwark and source of strength for the Allied

cause against the Kaiser and Adolf Hitler. Since World War II, the Atlantic alliance has actually grown. The creation of the Marshall Plan, NATO, and the growing trade with Western Europe has solidified the partnership. Recently the President called attention to this development, as he said:

"... the United States is ready for a Declaration of Interdependence, that we will be prepared to discuss with a United Europe the ways and means of forming a concrete Atlantic partnership—a mutually beneficial partnership between the new union now emerging in Europe and the old American Union formed here 175 years ago."

It is interesting to note that the President took the occasion of our own Independence Day celebration to present these thoughts to the American people. This fact demonstrated more graphically than words how important he feels it is for Americans to broaden their horizons. Alexander Hamilton, in the period of our own national development, told Americans to think "continentally"—certainly a radical departure for the coast-bound colonists. Mr. Kennedy carried that concept one step further and asked Americans to think "intercontinentally." By doing so, he declared, we may form an alliance with Western Europe that could meet any challenge (economic or military) that the rest of the world could offer. It would, he said, "help achieve a world of law and free choice, banishing war and coercion."

WHY SHOULD AMERICA join such a partnership? To be sure, we are a powerful and relatively self-sufficient nation. Still, there is much we need from the rest of the world, just as there is much they need from us. Even assuming we could withdraw from alliances and partnerships and continue to prosper for a decade or two, the day would come when our position would be challenged—either by a more vigorous free economy or by imperialistic Communism. Sooner or later, we would have to go forth to meet this challenge. Better, says the President, to do it now, when time is on our side, than



Business Representative Jack Wilson explains a point at the Bakersfield ratification meeting. At the head table are: left to right, Kenny Aranjo, Unit Chairman; Wayne Weaver, Negotiating Committee Member; Bobby Robinson, Joint Grievance Committee Member; and Francis P. Brady, Unit Recorder.

## Record of 87th Congress Points Up Need to Elect More Liberal Legislators

A look at the record of the 87th Congress is all it takes to become impressed with the importance of the elections coming up in November.

Despite constant presidential prodding, and despite the obvious public support for many of President Kennedy's key legislative proposals, the 87th Congress has written a sorry record.

Even with the President's party in control of Congress, most liberal legislation has traveled a rocky road to nowhere. The reason for this is clear: the President's control of Congress exists only on paper.

Voting separately, neither the Dixiecrats nor conservative Republicans can muster a majority in Senate or House. But when they get together, they can throttle any bill. At full potential, the coalition can swing 59 of the 100 Senate votes; 282, or 65 per cent, of House votes.

Translate these figures into congressional achievement, and the reason for the drab record of the 87th Congress is no mystery.

As long as the coalition refuses to wait until the challenges have grown unwieldy and time has almost run out.

This is one of the things that the Trade Bill we passed last month means to Americans. It is the continuation and logical extension of a partnership that started with the first English colonists who stepped ashore on our continent more than 350 years ago.

Signs indicate, however, that this is an apathy that can be overcome. Working people support most of the President's programs, and there is a growing realization that their progress and welfare as individuals hinge on successful passage of Kennedy's legislation.

Failure to elect a liberal Congress this year will mean two more years of legislative frustration, two years the country can ill afford.

On the other hand, success this year could bring the most productive, forward-looking legislation since New Deal days. There's a lot weighing in the balance, and union members can tip the scales in their own favor if they remember that every vote counts, and their votes can add up to the victory so desperately needed.

Have you registered to vote? The deepest pitfall facing labor's efforts to elect more liberal congressmen is the same one that always crops up in non-presidential election years—voter apathy.

## The Right Side of Your Paycheck

Ever wonder what "F.I.C.A." means? Those foreboding initials appear on your every paycheck. Literally, they stand for "Federal Insurance Contributions Act."

In plain language—your social security tax.

This year, the F.I.C.A. tax was raised to 3-1/8 per cent of your salary, up to \$4800. There is no social security tax on wages above that figure. This means that the most any employee can pay in 1962 social security taxes is \$150. Your employer matches whatever you pay.

What can you expect from this payment?

You can expect to retire at 65 after averaging \$4800 per year during your working years and to draw a monthly benefit of at least \$123.

If your wife is over 65, she'll be entitled to an additional one-half of what you get. If you have a wife and child under 18, each of them will be entitled to an additional one-half of your benefit, except that \$254 is the highest monthly amount that can be paid to any family.

If you and your wife decide to take benefits at age 62, instead of waiting until 65, your benefit will be reduced by 20 per cent and your wife's by 25 per cent.

If you become permanently and completely disabled before 65, you can receive your full benefit as though you were 65. Your family would be entitled to benefits just as though you had reached retirement age.

Social security protection extends beyond retirement and disability. Your survivors—including dependent parent, as well as widow and children—may be entitled to as much as \$254 in monthly family benefits. If you leave only an aged widow, she can draw a monthly benefit of as much as \$101.50.

Well-informed Americans should know what they are paying for. The F.I.C.A. legend on your paycheck involves your family's future.



Members of the Bakersfield Unit packed the hall to hear the details of the package proposal before voting by secret ballot to accept or reject.