

In This Issue—

New PG&E Contract Language

Physical Contract Language	Page 3
Classification Wage Adjustments	Page 6
Reclassifications and Job Definitions	Page 7
Clerical Contract Language	Page 9



Utility Reporter

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

VOL. X—No. 5

OAKLAND, CALIFORNIA

SEPTEMBER, 1962

Security and Progress, Convention Theme

27th I.B.E.W. Conclave Is Now History

Over 2300 delegates attended the 27th IBEW International Convention held in Montreal, Canada, September 10 through 14. The sessions, held at the Show Mart, were well attended and a heavy schedule of business was handled under the chairmanship of President Gordon M. Freeman.

Greater Montreal, with a population of some 3 millions, is predominantly a French-speaking community and a number of guest speakers addressed the delegates in French as well as English.

Numerous changes in the IBEW Constitution were adopted and a number were defeated by the Convention. The major change in law was an increase in per capita tax of 60¢ per month to the International, effective January 1, 1963.

The delegates from Local 1245
(Continued on Page 2)

Shaw Resigns as 1245's Rec. Secty.

M. Scott Shaw, Recording Secretary of Local 1245, submitted his resignation at the Executive Board Meeting, August 9th through 13th.

Brother Shaw has served Local 1245 as Recording Secretary, as a member of the System Negotiating Committee, and as a member of the Coast Valley Joint Grievance Committee. He has also been a delegate to the



M. SCOTT SHAW

California Labor Federation Convention, the Atomic Energy Seminar, and the I.O. Convention.

He works as an Adjuster out of the Monterey office of Pacific Gas and Electric. He was initiated by Local 1245 in June of 1948 and has been very active ever since.

The Executive Board accepted his verbal resignation with regret. The Members of the Board expressed their thanks for Brother Shaw's efforts in behalf of the IBEW.

At its September meeting, the Executive Board moved, seconded, and carried the appointment of Henry B. Lucas to fill the unexpired term of the Recording Secretary. Brother Lucas has served as Advisory Council member, Unit Chairman, Election Committee member, Grievance Committee member, International Convention delegate and steward.



Local 1245's Delegates at the International Convention in Montreal: Left to right, they are, L. L. Mitchell, Henry Lucas, Kay Cole, William Yochem, John Zapian, Frank Anderson, M. A. Walters, Ronald T. Weakley, James E. Gibbs, Jr., and in the second row, behind President Gibbs, Marvin C. Brooks, M. Scott Shaw took the picture.

Owen Promoted; Robinson Named



ORVILLE OWEN

Field Supervisor-Gas will be Orv Owen's new job title with Sierra Pacific Power Company. The unfortunate part of this story is that his promotion will remove him from the bargaining unit. As a result, he has submitted his resignation as Treasurer of Local 1245.

In his new position, he will be responsible for: the supervision of Gas Servicemen and Apprentice Gas Servicemen; the location of gas meters; and, the coordination between the Service Center, Gas Department and Commercial and Sales Department.

Brother Owen was initiated in Local 1245 on March 1, 1952. Prior to his election as Treasurer, he was an Advisory



BOBBY ROBINSON

Council member, a member of the Sierra Pacific Negotiating Committee, and a member of the Joint Grievance Committee. He has served his fellow members well.

Orv's brothers and sisters congratulate him on his promotion and give him their best wishes.

The Executive Board filled the vacancy resulting from Orville Owen's promotion by appointing Bobby G. Robinson to the position of treasurer. Brother Robinson has been a member of Local 1245 for over 12 years. He has been an Advisory Council member and a Negotiating Committee member. He also has been Chairman of Unit 1112, and a member of various other committees through the years.



HENRY LUCAS

New Shop Stewards

The following Shop Stewards were appointed during August:

Pacific Gas & Electric Company: Chester W. Bell, East Bay Division; Duane D. Snider, General Construction Dept.; James W. Grass, Dept. of Pipe Line Operations; Nils H. Soderstrom Jr., transferred from the General Construction Department to the East Bay Division.

Pacific Gas Transmission Company: Verlin L. Collison, James C. Hein, A. Walter Nelson, Oliver R. Perry, John R. Steward.

SMUD Terms Are OK'd by Members

A 4% wage increase for all SMUD employees represented by Local 1245, plus an additional \$2.00 a week for those at, or above the Journeyman Lineman level went into effect August 19th, Business Representative A. R. Kaznowski reports.

The package had been ratified earlier by IBEW members working for the Sacramento Municipal Utility District.

The terms of the package included increasing the shift premiums to 9c on the second shift and 13c on the third; expanding the rest period to nine hours; providing 3 pair of gloves per year to Service crew subforemen; replacing certain hand tools that are worn out or broken in service; and requiring the District to absorb its share of a 20% increase in the hospitalization insurance premium.

Other improvements also resulted from the discussions between Local 1245's Negotiating Committee and SMUD management. Members of the committee were Richard Daugherty, Glenn Larson, Richard Belatto, Victor Mitchell and Al Kaznowski, who served as spokesman.

PGT Talks Underway

Negotiations between Local 1245, IBEW and Pacific Gas Transmission got underway in Spokane, September 17th. Represented in the bargaining sessions are 1245 members from the Canadian to the Californian border. These are the men who operate and maintain the gas pipe line joining Alberta wells with California burners via British Columbia, Idaho, Washington and Oregon.

Local 1245 Negotiators have submitted a draft agreement as a basis for bargaining. The Business Office is represented by Assistant Business Manager L. L. Mitchell and Business Representative Ed James.

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

For those of us who spend most of our waking hours on matters of internal concern to Local 1245, it is of value to get a

broader view of the State and National picture through attending major labor conventions.

At the recent convention of the California Labor Federation, we found the question of the November elections to be the main topic of interest. With California soon to be the number one state in terms of population, the eyes of the nation are turned westward and we have a job to do.

The Brown-Nixon contest is getting hotter by the day and promises to be a real donnybrook. Organized Labor in California is backing Governor Brown on his record of service to California's citizens and will work hard for his re-election. Organized Labor in California is opposed to Richard Nixon as we find his record to be generally in favor of the few at the expense of the majority of our citizens.

In this writer's opinion, whatever success Nixon has enjoyed to date is based upon his political philosophy which is to organize attacks upon his opponent rather than to campaign on the issues. California's voters
(Continued on Page 2)

A.M. Hansen Leaving 1245 for New Job



AL HANSEN

Assistant Business Manager Al Hansen is leaving Local 1245. Since February, 1958, Al has represented Labor in the development of plans for the San Leandro Memorial Hospital. He is Vice President of the Board of Trustees of that hospital and is now going to work full time for the hospital as Purchasing Agent. His functions will also include Personnel so his many years of experience in the labor relations field will not
(Continued on Page 2)



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
BRUCE LOCKEY 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.

Published monthly at 1913 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to 1913 Grove St., Oakland 12, California.

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

Anything for a Buck

One of the worst hypocrites on the face of the earth is the boss who preaches "Safety" and then deliberately proceeds to endanger the life of a workman in the name of "efficiency" or "production".

This character has many allies. One is the executive who "pardons" such a boss when he is wrong—even when he is directly responsible for the injury or death of a workman. Another ally is the public official assigned to enforce safety laws and who evades his responsibility as he fawns before the employers and covers up their misdeeds rather than bring them to time when the facts warrant such action. Then we have the law maker who demands a long list of injuries and deaths before he will push for corrective legislation. He never supports preventive legislation because it irritates powerful employer lobbies.

Finally, we have the unsafe workman who is either too lazy to do the job properly or doesn't have the guts to refuse to commit suicide because some boss may tell him to do so. The only exception to an indictment of unsafe workmen is a situation where they may be victims of lack of proper training on the part of the employers in matters of safe working practices.

The gas and electric industry is a hazardous one—make no mistake about it.

Explosions are a natural hazard among gas workers. Sudden death lurks within inches of the Lineman and Electrician in the power industry. Thermal power plant operators and maintenance men work around tremendous pressures and temperatures. Construction workers face daily hazards in ditches, around heavy machinery, and from falling objects. Many other classifications of utility work face traffic and a host of other hazards as part of routine and emergency work.

On this question of safety, the real champion of the workman is his union which considers him to be more important as a human being than all of the "efficiency" and "production" programs put together.

We are in contact with utility unions all over the country and we hear of some pretty sordid examples of the lack of real concern for the lives and limbs of our brothers which are cause for alarm and for concerted corrective action.

Recent developments on top of an already unsatisfactory situation include a growing number of electric utilities which are requiring workmen to "rubberglove" voltages as high as 13kv rather than have them use live-line tools. Another development is the requirement for workmen to use the "barehand technique" from a contraption called an "insulated bucket" on voltages as high as 138 kv. These are examples of "routine requirements" in some areas.

Now we hear of people using the "barehand technique" on an experimental 775kv line! Where will it end?

It will end when the toll of human life grows to such proportions that public nausea will compel those who place money before human lives to cease and desist.

The time was when a man worked on or around a high voltage conductor or a piece of live apparatus, it was deenergized and grounded. Old-timers demanded that the boss grab hold of the conductor to make sure it was dead before they went to work on it. This was real safety!

Now, it is commonplace to work on "hot stuff" to keep the revenue-producing power flowing through the meters while the workman operates in an atmosphere of diminishing safety factors.

This editorial will irritate some utility executives and it will perhaps cause some to pause and reflect on what we say. This will depend on the degree of concern for human values in the hearts of these generally progressive captains of industry.

So far as the unions in this industry are concerned, it is time to step out and mount an offensive against the growing disregard for real safety in some sectors of this industry.

So far as the membership of the unions is concerned, it is time to do a bit of personal evaluation with regard to safety. Protect what safety provisions are presently in force by living up to them to the letter every day on every job.

Remember—"the life you save may be your own!"

YOUR Business Manager's COLUMN

(Continued from Page 1)
 seem to respond to a fair degree to campaigns which are directed against a candidate rather than for a candidate and therefore, Nixon will follow his usual political tactics if the record is any guide.

While Governor Brown can stand the test of the record and while his campaign is positive and based upon the issues, it seems to me that he could profit by taking a leaf out of Nixon's book and slamming hard at Nixon's voting record at all levels of his political career.

There's lots of meat here and slicing it up for the voters to view can be done without engaging in mudslinging tactics.

So far as Labor is concerned, Nixon is already attacking its elected leadership in order to try to drive a wedge in its ranks. It therefore behooves the leadership of Labor to mount an all-out offensive or Nixon will smooth-talk his way into the ranks of the working people as he conveniently ignores the fact that his record deserves no support from those who earn their living in the industries of our State.

Thus, beyond the day to day administrative functions of all levels of Labor Leadership from the Shop Steward to the Executive Officers, the number one job ahead is to elect Governor Brown and defeat Richard Nixon in the California elections in November.

International Convention

On the national scene, the recent IBEW Convention stressed "Progress and Security". On the question of progress, the need to organize the unorganized in the jurisdiction of our Brotherhood was pointed up through figures expressed by President Freeman and Secretary Keenan. It was pointed out that there are **TWO MILLION** people ready for organization with the jurisdiction of the IBEW.

This takes money, manpower and program, and our International Officers have pledged to take on this task over the next four years in the interest of progress. The drive for a shorter work week is also a major plank in the I.O. program.

On the matter of security, the American Labor Movement is being attacked on all sides by the forces of reaction. "Right to Starve" laws, punitive legislation of all sorts, and continual attacks from all media of public information are designed to reduce or destroy the strength of Labor. The reason beyond these attacks is simply that as Labor achieves higher wages, better conditions and dignity at the work place, the profits of those who are already enjoying an unprecedented level in our economy may not rise as fast as they might if Labor were to be shackled or destroyed.

Therefore, the number one job as it relates to security, is to elect a Congress which understands that a strong and free Labor Movement is essential to the progress and security of our Nation.

There is no free nation on the face of the earth which does not have a free Labor Movement.

Per Capita Increase

Our Montreal Convention, beamed toward "Progress and Security", adopted an increase in per capita in order to carry out the mandates of the Convention.

I rose to oppose the recommendation of the Law Commit-

Convention Increases Per Capita

(Continued from Page 1)

opposed the report of the Law Committee on the matter of per capita. Business Manager Ronald T. Weakley took the floor and expressed the opposition of 1245's delegation during the debate on the question under the unit rule adopted by the delegation.

After debate, the question was put to a vote of the delegates and the proposal was carried by a substantial majority and is now part of the Constitution of the IBEW.

(Editor's note: This matter is of serious concern to Local 1245 and its membership. We are bound by the Constitution of the IBEW and we shall comply with its laws. However, this action poses grave financial problems for Local 1245 and must be given immediate and serious attention by the Executive Board. President Gibbs has placed the matter on the agenda for a special Sept. 30 meeting of the Board for consideration and action.)

Election of officers found the following members slated to head the IBEW for the next four years:

Gordon M. Freeman, International President; Joseph D. Keenan, International Secretary; Jeremiah P. Sullivan, International Treasurer; E. J. "Rex" Fransway, Chairman of the International Executive Council.

The following Vice-Presidents and the Districts are: John H. Raymond, 1st; John J. Regan, 2nd; Joseph W. Liggett, 3rd; H. B. Blankenship, 4th; G. X. Barker, 5th; John W. Johnson, 6th; A. E. Edwards, 7th; Stanley E. Thompson, 8th; Charles J. Foehn, 9th; Thomas V. Ramsey, 10th; Frank W. Jacobs, 11th; and W. B. Petty, 12th.

Members of the International Executive Council are: Charles H. Pillard, 1st District; Charles E. Caffrey, 2nd; Harry J. Williams, 3rd; A. W. Schmidt, 4th; C. E. Nordstrom, 5th; Joseph C. Epperson, 6th; Ralph A. Leigon, 7th; and George P. Patterson, 8th.

Vice President Foehn and Executive Council Member Leigon represent the Districts in which Local 1245 is chartered.

Local 1245's delegates included President James E. Gibbs, Jr., Chico; Vice-President Marvin C. Brooks, Modesto; Recording Secretary Henry B. Lucas, Eureka; Business Manager Ronald T. Weakley, Oakland; Asst. Bus. Mgr. L. L. Mitchell, Oakland; Asst. Bus. Mgr. M. A. Wal-

tee on this question under instructions from our delegation. Our opposition was based upon the question of method. We preferred a referendum vote on the matter. Notwithstanding our position, we did not prevail and the Convention adopted the Committee's recommendation.

We were given our right to engage in free speech and expressed our views to the more than 2300 delegates in attendance. Now that our laws have been amended, we shall abide by them in the democratic tradition.

The methods which we shall utilize in order to comply with the decision of the Convention are subject to the decisions of our elected Local Union officers and the membership of our Local Union.

As the events of the day on the state and national scene grow more important and more complex, it behooves all members to take greater interest and to attend union meetings so that your officers may be given guidance and support as they face the challenges of the times.

ters, Oakland; former Executive Board Member William Yochem, Oakland; former Recording Secretary M. Scott Shaw, Salinas; former Grievance Committee-woman Katherine Cole, Oakland; former Advisory Council Member Frank Anderson, Tahoe City; and System Negotiating Committee Member John Zapian, San Francisco. Delegate Frank D. Gilleran, former Local Union President, was unable to attend the Convention due to illness in his family.

Many small meetings and caucuses were held outside the general sessions of the Convention wherein the delegates from Local 1245 were able to exchange information and views on such matters as gas workers problems, electrical safety, clerical problems, nuclear power progress and a number of other matters of interest to our membership.

Written reports from each delegate will be submitted to President Gibbs at the next Board meeting in order that he may make the report of the delegation. Gibbs served as Chairman of the delegation at the Convention.

Further coverage of the Convention will be contained in the October issue of the Utility Reporter.

Hansen Leaves

(Continued from Page 1)

be lost. For instance, while serving as Labor's representative on the board, he was successful in getting a commitment that the construction and operation of the hospital would be undertaken on a 100% Union basis.

Brother Hansen has served the IBEW in a full-time capacity since 1942. He was instrumental in bringing a large number of PG&E employees under the protective wing of the IBEW.

He was Recording Secretary of 1245 from 1944 to early 1951.

He left the International Staff in March of 1947 to work for Local 1245. As a Business Representative, he participated in the events leading to the amalgamation of Locals 1324 and 1245. He continued through the short period of International supervision, which ended in early 1953.

Al Hansen has been a field representative in East Bay Division, and serviced the old Key System jurisdiction when the trains were still in operation.

He was utilized in the office as an Administrative Assistant starting in 1955 and became an Assistant Business Manager in November of 1959. In that capacity, his primary responsibility has been as staff coordinator. He has also been closely involved in the administration of the myriad of detailed functions that go into the day-to-day operation of Local 1245.

Brother Al Hansen has devoted his life to improving the conditions of working people. Although he is leaving direct participation in the labor movement, his principled approach to problems and his consideration of people, will be applied, we have no doubt, in a manner consistent with the labor movement and his service to it.

We wish him well.

IT'S ROUGH

"George, do you realize that it's nearly a year since our holiday and that glorious day we spent on the beach. I wonder how we'll spend it this year?"
 "On the rocks!"

GOV. BROWN LAUNCHES RE-TRAINING

Governor Edmund G. Brown announces federal financing has been approved for the first seven of an expected 59 California worker retraining courses.

The joint state-federal program is designed to train or re-train workers swept from their jobs by automation.

Governor Brown predicted up to 6,000 men and women will undergo training under the program in California within the next 12 months. To finance the retraining, California will receive about \$7 million under the Manpower Development and Training Act proposed by President Kennedy and recently enacted by Congress.

The first seven courses approved for federal financing include: general office clerk, San Rafael; combination welder, Fresno; electronics technician, Ventura; licensed vocational nurse, Lodi, or possibly Stockton; electronic assembler, Glendale; and clerk-typist and hospital medical orderly, both in San Francisco.

Governor Brown said the Department of Employment is preparing requests and curricula for another 52 courses in 13 other California cities.

"I am confident this retraining program will do much to ease the impact on our working men and women caused by automation and technological developments," the governor said.

The federal money will provide allowances for workers undergoing occupational training and will pay school districts that will set up and conduct classes.

The United States Department of Labor Bureau of Employment Security yesterday notified State Director of Employment Irving H. Perluss of the financial approval.

Three of the courses already are under way:

The clerk course in San Rafael, electronics assembly course in Glendale and clerk-typist training in San Francisco.

The hospital medical orderly course actually has been completed in San Francisco but the final week came under MDT financing. All but one trainee (who became ill) in the class graduated August 31 has been placed in employment.

Starting dates of the remaining courses will be announced locally in the near future. Information may be obtained from any office of the Department of Employment.

In Memoriam

DAVID P. BOEHME from San Francisco Division died August 28, 1962. Brother Boehme was initiated into the I.B.E.W. on May 1, 1956.

JAMES E. DIEUDONNE from Sacramento Division died September 6, 1962. Brother Dieudonne had been a member of the I.B.E.W. since May 1, 1942.

Plans to build 137 miles of 220,000 volt transmission lines from Morro Bay to supply San Joaquin Valley has been announced by PG&E.

AFL-CIO president George Meany has voiced concern about the increase of Nazi-type acts of terror and outrage in Argentina.

PG&E Contract Language Section

Here, set in bold face type, is the new contract language for the Physical Agreement.

Three dots indicate the deletion of contract language that was in the previous Agreement.

Except for the Grievance Procedure, all this language resulting from 1962 Negotiations is now in effect.

New Agreements are now being printed but this supplement is intended to inform you of the details of the changes.

The only changes that will appear in the printed Agreement that are not indicated here are those which relate to the fact that General Construction is no longer considered a Department and Central Stores is no longer considered a Division. Throughout the printed Agreement, wherever a reference is made to General Construction Department, it will be changed to General Construction; wherever a reference is made to Stores Division, it will be changed to Central Stores.

Save this supplement for future reference.

TITLE 101. LEAVE OF ABSENCE

Sections 101.6 and 101.8 shall be amended to read as follows:

101.6 Subject to the provisions of Section 101.1 Company shall at request of Union grant a leave of absence without pay to any employee for the purpose of engaging in Union business. Such leave shall be for a period or periods not to exceed a total of **thirty-six (36) consecutive months**. An employee who has returned to work for Company following an absence on leave for Union business in excess of six (6) months shall not be granted another such leave until he has worked for a period equivalent to the time he was last continuously absent on leave for Union business.

TITLE 102. GRIEVANCE PROCEDURE

Sections 102.3, 102.6, 102.7, 102.8, 102.9, 102.10, 102.11 and 102.14 shall be amended to read as follows:

102.3 A Local Investigating Committee shall be established at once in each geographical Division, in Central Stores, in the Department of Pipe Line Operations, and in General Construction. Each Committee shall consist of two members, one appointed by Company and one appointed by Union. The member representing Company shall be the Division Personnel Manager or Supervisor or someone designated by him, except, however, that in Central Stores, the Department of Pipe Line Operations, General Construction, and in those geographical Divisions in which there is no Personnel Manager or Supervisor, the Company member shall be designated by the Chairman of the Joint Grievance Committee. If Union's member of a Local Investigating Committee is an employee of Company, he shall be allowed time off with pay to the extent that is necessary for carrying out his responsibilities as a Committee member.

102.6 Grievances on the following enumerated subjects shall be determined by the grievance procedure established herein, provided they are referred to Company within the time limit specified:

- (a) Interpretation or application of any of the terms of this Agreement;
- (b) Discharge, demotion, suspension or discipline of an individual employee;
- (c) Disputes as to whether a matter is a proper subject for the grievance procedure.

It is the desire of Company and Union that grievances be settled promptly. To facilitate their settlement, grievances shall be filed on the form adopted for such purpose and within the time limits established in subdivisions (1) and (2) hereof:

- (1) A grievance which involves the discharge of an employee shall be initiated and processed without undue delay, but in any event, such grievance shall be filed not later than **fourteen (14) calendar days** after an employee's discharge becomes effective. Company shall make a written report thereon within two (2) work days after receipt of Union's written grievance.
- (2) Grievances other than outlined in (1) above shall be filed not later than **thirty (30) calendar days** after the date of the action complained of, or the date the employee became aware of the incident which is the basis for the grievance and the Company shall make a written report thereon within **seven (7) calendar days** after receipt of Union's written grievance.

102.7 (a) Except as provided in Section 102.8, the initial step in the adjustment of a grievance shall be a discussion between Union's Shop Steward and the foreman or other immediate supervisor directly involved. The foreman and Shop Steward . . . may discuss the grievance with the General Foreman or other supervisor of corresponding authority. The purpose of such discussions shall be to reach a satisfactory disposition of the grievance. Discussions shall be at such time and place as not to interfere with the work then in progress. . . . Shop Stewards shall be employees of Company and Union may designate as many Shop Stewards as it deems necessary for the proper administration of its affairs and for the execution of the provisions of this Agreement.

- (b) A grievance which is not settled as provided for in Sub section (a) hereof may then be filed by a Union Representative or his alternate with the Division Personnel Manager or Supervisor or his alternate. Such Company and Union representatives shall strive to reach agreement on the disposition of the grievance. If no settlement is reached and Union desires to refer such grievance to the next step in the grievance procedure, it shall do so within **fourteen (14) calendar days** after it has received the Company's written report on the grievance. If no report is received within the specified time limit and the grievance is not settled, Union may refer the grievance to the next step in the grievance procedure.

102.8 . . . A grievance which concerns an employee's qualifications for promotion or transfer, or which concerns his demotion, suspension, discipline or discharge . . . may be filed by a Union Representative, or his alternate, directly with the Division Personnel Manager or Supervisor, or his alternate, for action

by the Local Investigating Committee. The Local Investigating Committee shall make a full and complete investigation of all the facts pertinent to the grievance and such investigation shall commence no later than **fourteen (14) calendar days** after the date the grievance is filed. The investigation may include interviews with the aggrieved employee and the supervisor whose decision is involved in the grievance. **The Committee shall commence and conclude the investigation without undue delay and the two members of the Committee shall diligently strive to reach agreement on the disposition of the grievance. Their agreement shall be binding on the Company and the Union and the aggrieved employee. If the . . . Committee is unable to reach agreement on the disposition of the grievance, it shall refer the grievance to the appropriate Joint Grievance Committee or, by mutual consent, refer it directly to the Review Committee. Such referral shall be made within seven (7) calendar days after the date of disagreement if the grievance involves the discharge of an employee or fourteen (14) calendar days after the date of disagreement if it is a grievance involving a matter other than discharge. At the time the grievance is referred to the next step of the grievance procedure, it shall be accompanied by a full and complete report of the Local Investigating Committee investigation and the separate recommendations of its members. . . .**

102.9 If a grievance which involves the discharge of an employee . . . is referred to a Joint Grievance Committee and a meeting is not scheduled **within fourteen (14) calendar days** of the date the Local Investigating Committee fails to reach agreement, the Chairman of the . . . Committee shall, at Union's written request, call a special meeting to consider the case within **seven (7) calendar days** after the referral of the grievance. . . .

102.10 At its meetings the Joint Grievance Committee shall consider grievances referred to it as provided in Subsection 102.7 (b) and Section 102.8 . . . and shall conscientiously endeavor to effect their settlement. The Chairman of the Joint Grievance Committee shall appoint a secretary to keep the minutes of the Committee's proceedings. The Committee shall not consider any grievance unless the applicable provisions of Sections 102.7 and 102.8 . . . have first been followed in respect thereto.

102.11 If the Joint Grievance Committee does not settle a grievance which has been referred to it, either the Company members or the Union members thereof may request that such grievance be referred to the Review Committee. Such referral shall be made no later than **fourteen (14) calendar days** from the date of request in the case of grievances involving the discharge of an employee and no later than **thirty (30) calendar days** for all others. Such referral shall be accompanied by a complete record of all action theretofore taken on the grievance. The Review Committee shall endeavor to make its decision on the basis of the record referred to it. It may, in its discretion, return the grievance to the Joint Grievance Committee with a request that further investigation and consideration be taken by the latter. It may, in its discretion, conduct a hearing on any grievance submitted to it. If the members of the Review Committee agree on the disposition of the grievance, a statement to that effect shall be signed by the members. If there is no agreement on the disposition of a grievance, Company and Union shall submit to each other in writing within **ten (10) calendar days** their respective opinions on the grievance.

102.14 In the event of the discipline, suspension, demotion or discharge of an employee, Company shall, at Union's request, state in writing the reason therefor.

TITLE 103. HOLIDAYS

Sections 103.1, 103.4 and 103.6 shall be amended to read as follows:

103.1 Regular employees, except as provided in Section 103.5 hereof, shall be entitled to have the following holidays off with pay when they fall on a work day in the basic workweek:

New Year's Day	Labor Day
Washington's Birthday	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

103.4 Regardless of the established basic workweek, if any of the above named holidays occurs between Monday and Friday, inclusive, such day shall be deemed to be a work day; in such event any employee who is scheduled to work on Saturday shall observe a day other than the holiday as a non-work day in his workweek. When a holiday occurs on a Saturday it shall be deemed to be a non-work day; in such event an employee who is scheduled to work on such Saturday shall be rescheduled to work Monday through Friday for such week. The provisions of this Section shall not apply to . . . part-time employees or to employees in classifications listed in Section 103.6.

103.6 (a) Regular employees in the classifications listed below may be regularly scheduled to work on holidays which fall on their work days and shall be compensated therefor as provided in Title 208. The number of such employees regularly scheduled to work on a holiday shall be kept at a minimum consistent with operational requirements:

Classifications listed in Exhibits III, IV and V

Roving Operator

Ditch Tender

Classifications subject to the provisions of Section 202.5.

If the Company determines that the services of an employee, who is regularly scheduled to work on a holiday, are not required on the holiday, such employee, upon being notified by Company any time prior to quitting time of his work day next preceding holiday, shall then take the holiday off with pay and his name shall be considered to be removed from the schedule for such day.

- (b) A regular employee may be required to perform pre-arranged or emergency work on a holiday which falls on a work day in his basic workweek, in which event he shall, in addition to his holiday pay, be compensated therefor as provided in Title 208 or 308.

TITLE 104. MEALS

Section 104.15 shall be amended to read as follows:

104.15 This title shall . . . apply to resident employees. (Continued on Next Page)

M'DEVITT: ELECT A LIVE CONGRESS!

National COPE Director James L. McDevitt this week urged union members to vote in record numbers in the November elections to help elect a "do-more Congress that moves to the tempo of a fast fox-trot instead of a slow waltz."

President Kennedy's legislative proposals, McDevitt said, have been "good for labor and good for the country designed to get us moving forward again." But, he charged, "It's impossible to move forward with Congress leaning hard on the brakes."

He called on union members to "help elect an additional 20-30 liberals to the House of Representatives, men who will get behind the President's program and shove hard to get through the roadblock of the reactionary GOP-Dixiecrat coalition."

"The key to an effective Congress," he stated, "is our register-and-vote effort. Indeed, that's the key to a better future for all our members, a future that could include care under social security, better housing, better schools for our kids, permanent unemployment compensation reform and tax reform, a higher standard of living."

All these have to be worked for, McDevitt said. "The best way union members can work for them is to register and vote for good candidates."

He warned, "Labor's enemies are working harder than ever this year, with more money and more manpower than ever before, to elect reactionaries who will throw up a 'Stop' sign in front of every decent piece of pro-labor legislation the President proposes."

The American Medical Association, whose \$7 million campaign stopped health care cold, "has jumped into politics with both feet," McDevitt said, "and is raising a huge war chest to defeat liberals and elect reactionaries. Their funds will blend with big business funds, and they will try to buy every election they can."

McDevitt added, "We can't match them dollar for dollar—we never could—but we can beat them if our members make sure to register and vote and get their families and friends to register and vote."



JOHN F. HENNING, state director of industrial relations and for 10 years education director of the Calif. Labor Federation, was last week named under-secretary of labor by President Kennedy. All California labor joined in congratulations to the popular, able, union-minded Henning.

Where Company determines that it is not practicable to provide meals on the job for resident employees, as herein provided, they shall provide their own meals and Company shall reimburse them for the cost thereof not to exceed one dollar and fifty cents (\$1.50) for each meal.

TITLE 108.

SUPPLEMENTAL BENEFITS FOR INDUSTRIAL INJURY

Section 108.1 shall be amended to read as follows:

108.1 When an employee is absent by reason of injury arising out of and in the course of the employment with Company which comes within the application of the Workmen's Compensation and Insurance Chapters of the State Labor Code, he shall be eligible for supplemental benefits for the duration of temporary disability. Such benefits shall commence with the first work day of absence immediately following the day of injury. The amount of the supplemental benefit payable for each day of absence shall be 85% of an employee's basic weekly wage rate divided by five, less the sum of any payments to which he may be entitled under the Workmen's Compensation and Insurance Chapters of the State Labor Code and benefits from the Voluntary Wage Benefits Plan which provides benefits in lieu of unemployment compensation disability benefits provided for in the California Unemployment Insurance Code. Any supplemental benefits paid during the first week of disability shall be considered as a credit against disability compensation which may be retroactively due under the provisions of the Workmen's Compensation and Insurance Chapters of the State Labor Code. Supplemental benefits shall be considered as a credit which may be applied to any permanent disability settlement.

TITLE 109. APPRENTICESHIP TRAINING

Section 109.2 shall be amended to read as follows:

109.2 The functions of the Apprenticeship Committee shall consist of matters relating to the entrance requirements of employees for apprenticeship training and the discussion and analysis of such subjects as methods of grading, related training, means of progression, etc. By agreement in writing, Company and Union may adopt programs or plans recommended by the Apprenticeship Committee. The development and administration of apprenticeship training programs shall continue to be the responsibility of Company.

TITLE 110. SHIFT PREMIUM

Section 110.2 shall be amended to read as follows:

110.2 No shift premium shall be paid for the first shift. A premium of nine cents (9c) per hour shall be paid for work performed in the second shift and a premium of thirteen cents (13c) per hour shall be paid for work performed in the third shift. The shift premium, if any, which is payable for an employee's regularly scheduled hours of work shall be paid for any time worked by him immediately preceding or following his regular hours of work and as an extension thereof if an employee is scheduled to work during a shift other than his regularly scheduled shift, and such work does not immediately precede or follow his regularly scheduled shift, he shall be paid the shift premium, if any, which is applicable to the shift in progress as of the time he starts such work.

TITLE 202. HOURS

Sections 202.19, 202.20 and 202.22 shall be amended to read as follows:

202.19 Except as provided in Sections 202.20 to 202.23 inclusive, an employee shall report . . . to a Company headquarters to which he has been regularly assigned and he shall return thereto at the conclusion of the day's work. . . . The time spent in traveling between such headquarters and the job site shall be considered as time worked.

202.20 Section 202.19 hereof shall not apply in any area in which on June 30, 1962, it is the established practice to require employees to report for work at other than regularly established Company headquarters.

202.22 Section 202.19 hereof shall not apply to employees temporarily engaged in . . . work at . . . locations . . . which qualify them for the expense allowance provided for in Section 201.1 hereof. . . . Such employees, while assigned in such location, shall report to a designated work headquarters and shall travel to and from such established headquarters and the place where board and lodging are furnished up to fifteen (15) minutes each way on their own time. Such travel time which is in excess of fifteen (15) minutes each way shall be considered as time worked. . . . Transportation between the location where the employees board and lodge and such designated headquarters shall be arranged for by Company.

Sections 202.23 and 202.24 shall be added to follow Section 202.22 and to read as follows:

202.23 Section 202.19 hereof shall not apply to an employee who has been temporarily assigned to work at a regularly established Company headquarters other than his regularly assigned work headquarters and who, by voluntary arrangement approved by the Company supervisor in charge, reports directly to such temporary headquarters. Under the provisions of this Section, travel to and from an employee's home and such temporary headquarters shall be considered as time worked. The provisions of Section 201.6 shall apply to the use of an employee's personal vehicle.

202.24 Shift or service employees within the same classification may exchange shifts of work or work periods provided that any such exchange takes place within the respective workweeks of the employees involved and does not require the payment of overtime compensation, and provided, further, that the supervisor in charge gives his approval thereto.

TITLE 204. WAGES AND CLASSIFICATIONS

Section 204.5 shall be added to follow Section 204.4 and to read as follows:

204.5 (a) The progress of an employee in a wage range shall be reviewed prior to the end of the first six (6) months after the date he starts in a new classification (including any time accumulated under Subsection 204.2(b) and before the end of each six (6) month interval thereafter. If Company finds that an employee has meritoriously performed his work for the interval reviewed, he shall be given an increase of not less than two and one-half percent (2½%) of his current rate on the date following his completion of each six (6) months in his classification. Such increases

shall be applied until the employee receives the maximum of the wage range for his classification. The amount of any such increase, where not divisible by five cents (5c), shall be rounded to the next higher five cents (5c) and where any increase provides a wage rate within one dollar (\$1.00) of the maximum rate for the classification, the increase shall be in the amount necessary to place the employee at the maximum rate.

(b) If a wage increase is not to be granted after a progress review, the Company shall notify the employee of the reason therefor, no later than the date an increase would have been effective. Further, Company shall make another such review for such purpose two (2) months following such date. If merited, the employee shall then be given the increase and six (6) months from such date will become his new date for purposes of the progress review.

TITLE 205. JOB BIDDING AND PROMOTION

Subsection (a) of Section 205.8 shall be amended to read as follows:

(a) The vacancy is in the same headquarters to which the employee was regularly assigned and in which . . . he worked in the next lower classification within the preceding twelve (12) months, and

Sections 205.10 and 205.11 shall be amended to read as follows:

205.10 In considering bids under Subsection 205.7 (b) Company shall, notwithstanding such Subsection, give preferential consideration to employee veterans who left employment with Company to enter the armed forces of the United States, or the Merchant Marine, under any Act of Congress and were re-employed in accordance with the terms of such Act, provided that in the case of employee veterans in time progressive and wage range classifications the maximum wage rate of the classifications has been reached and that in the case of employee veterans in single wage rate classifications a minimum of ninety (90) days has been worked in the classification. Such preferential consideration shall not be given over an otherwise successful bid from an employee who has greater department seniority than the employee veteran. This Section shall not be construed to give the employee veteran a preference in bidding superior to that which he might be expected to have if he had continued in employment with Company instead of entering the armed forces.

205.11 Notwithstanding anything contained in this Title, Company may reject the bid of any employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made. Company may give tests to assist in determining an employee's qualifications. By written agreement, Company and Union may adopt testing programs for determining employees' qualifications for promotion. An employee's failure to pass such tests in accordance with a Company and Union approved program shall result in the rejection of his bid without further consideration.

TITLE 206. DEMOTION AND LAY OFF PROCEDURE

Sections 206.1, 206.2, 206.4 and 206.5 shall be amended to read as follows:

206.1 The provisions of this Title 206 which are applicable to employees in cases of displacement, demotion or lay off due to lack of work, shall be applied in such manner as to give effect to the following:

(a) Employees shall be given as much notice as practicable of Company's proposed action. Following such notice, and prior to the date of the proposed action, employees to be affected by the procedure shall be considered as though they had already been demoted and, notwithstanding the provisions of Title 205, have their bids to fill vacancies, in the same or lower classifications, in the normal line of progression, considered under the provisions of Section 206.9. If, at the time the proposed action actually takes place at a location, there are employees other than on a temporary assignment in such location who are subject to displacement, the provisions of Subsection 206.1 (b) through Section 206.12 shall apply to such employees.

(b) An employee's Company seniority, as defined in Section 106.1, shall be the determining factor in the application of this Title.

(c) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provision of this Title shall be substituted for the displacing of another employee as provided herein. If such vacancies exist at more than one headquarters, Company shall provide an employee with a list of such vacancies and the location thereof. He may then elect to fill any of such vacancies.

(d) An employee may not elect to displace another employee whose Company seniority is equal to or greater than his own. An employee may not displace an employee in a classification having a wage rate higher than that of his own classification except where such classification is considered to be the same in accordance with a line of progression as provided for in Title 600.

(e) By written agreement between Company and Union, special provisions may be substituted for the provisions of Title 205, "Job Bidding and Promotion" and this Title 206.

206.2 When a demotion is to be made in a classification at a Company headquarters, the employee with the least Company seniority in such classification shall be demoted to the next lower classification in the reverse order of the normal line of progression. . . . An employee shall be demoted on a step by step basis; that is, he shall first be demoted in the reverse order of the normal line of progression for his classification to the next lower classification and, at such step, if he is subject to further demotion he may exercise the election provided for in Section 206.4 or Section 206.5, as the case may be. If successive demotions must be made, the same procedure shall apply at each step until the employee is either placed in another job or he is laid off. If more than one demotion is to be made, the within procedure shall first be applied to the highest classification to be affected and then to successively lower classifications.

206.4 (a) An employee who is to be demoted as provided in

Section 206.2 may elect to displace that employee in his same classification within the Division who has the least Company seniority, or if no such election is available, he may, if he has three (3) years or more of Company seniority, then elect to displace that employee in the Company in his same classification who has the least Company seniority.

(b) An employee who has been demoted, as provided in Section 206.2, before exercising the election provided by Subsection (a) hereof, may exercise such elections as if the demotion had not occurred.

206.5 If Company cannot effect a demotion of an employee in accordance with Section 206.2 and, if in addition, such employee does not for any reason effect an election in accordance with Section 206.4, he may, . . . if he has previously worked . . . for at least six (6) months in any other classification in another line of progression in Company, . . . elect to displace that employee in such classification and line of progression in his Division who has the least Company seniority. . . . An employee may exercise an election under the provisions of this Section only when it is for the purpose of returning to the line of progression in which he worked immediately prior to entering the line of progression from which the election was exercised.

Subsection (a) of Section 206.7 shall be amended to read as follows:

(a) Company will give an employee who is to be demoted as much notice thereof as possible, but not less than two (2) days, advising him of the classification to which he is to be demoted and whether there are any jobs with respect to which he may exercise an election by filling a vacancy or by displacing another employee.

Subsection 206.10 (a) shall be renumbered as Section 206.10 and Subsection 206.10 (b) shall be deleted.

The heading "Systemwide Transfers," the introductory paragraph which follows this heading and Sections 206.13 and 206.14 shall be deleted.

A new heading, introductory paragraph, and Sections 206.15 and 206.16 shall be added to follow Section 206.12 and to read as follows:

DEMOTION OTHER THAN FOR LACK OF WORK

The foregoing Sections 206.1 through 206.8 and 206.10 through 206.12 apply only to an employee demoted for lack of work. Demotion for any reason other than for lack of work is provided for as follows:

206.15 An employee who is demoted for any reason other than for lack of work may be placed in a vacancy created in his headquarters by the promotion of one or more employees to fill the job which the demoted employee vacated. If no such vacancy occurs he may be demoted to a vacancy in a lower classification in the Division in which he is employed. In the application of this Section an employee shall be demoted to a vacancy in the first successively lower classification which he is qualified to fill.

206.16 A supervisory or other employee who was not at the time of demotion a member of the collective bargaining unit but who formerly worked in a classification which is in such unit may be demoted for any reason other than for lack of work into a previously existing vacancy in such unit within the Division in which he is employed or into a vacancy which has been created in any Division by the concurrent transfer or promotion of an employee out of such unit in connection with such demotion.

TITLE 207. MISCELLANEOUS

Section 207.3 shall be deleted from this Title, and amended and removed to Title 202 as Section 202.24.

TITLE 208. OVERTIME

Section 208.9 shall be amended to read as follows:

208.9 If a service or resident employee is called for emergency work more than once in the twenty-four (24) hour period from midnight to midnight, minimum overtime compensation as provided in Section 208.8 hereof shall be paid only for the first call . . . outside of such employee's regular work hours on work days or at any time on his non-work days; for subsequent calls overtime compensation shall be paid for his actual work and travel time as herein provided. For the purpose of this Section concurrent calls or successive calls without a break in work time shall be considered as a single call. If by reason of a call a service or resident employee works less than two (2) hours and into his regular work hours such call shall not be considered as a first call for the purpose of the minimum overtime compensation provision of Section 208.8 hereof.

Section 208.10 shall be deleted from the Agreement.

Subsections (e) and (f) of Section 208.111 shall be amended to read as follows:

(e) (1) If the rest period overlaps his regular work hours but does not extend into the second half of his work day, the employee may be excused from reporting for work until the beginning of the second half of his work day, and in such event he will be paid for the time between the expiration of the rest period and the end of the first half of his work day. (2) If the rest period extends into the second half of his work day, the employee may be excused from reporting for work until the following work day, and in such event he will be paid for the time between the expiration of the rest period and his regular quitting time on such day. (3) In the application of the foregoing an employee, unless otherwise instructed, shall be deemed to be excused from reporting to work for the period between the end of his rest period and the reporting time as designated by the applicable subdivision.

(f) . . . An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a work day without having had a rest period of six (6) consecutive hours, in which event he shall be paid at the overtime rate for all work performed until he has been relieved from duty for at least six (6) consecutive hours.

Section 208.15 shall be deleted.

Section 208.16 shall be amended to read as follows:

208.16 Prearranged overtime work shall be distributed among employees in the same classification and in the same location as equally as is practicable.

Section 208.18 shall be amended to read as follows:

208.18 When a shift or service employee is transferred from

one schedule of work days or work hours to another he shall not be entitled to overtime compensation for work performed during regular work hours of any day involved in the transfer, provided that (a) he has been notified of such transfer not less than twenty-four (24) hours in advance of the starting time of the new shift or work period; (b) he has had a minimum of eight (8) hours off between shifts or work periods; (c) as a result of such transfer he has not been required to work more than forty (40) hours at the straight rate in any workweek involved; and (d) he has not been required to work more than two (2) short changes in the workweek involved. (A short change is defined as a transfer from one schedule to another with but eight (8) hours off between shifts or work periods.)

Section 208.22 shall be added to follow Section 208.21 and to read as follows:

208.22 An employee in a classification listed in Subsection 103.6 (a) who reports to work on a holiday in accordance with his regular schedule shall, in addition to his holiday pay, be entitled to compensation at the overtime rate of pay for the shift or work period involved but shall not be entitled to travel time in connection therewith.

TITLE 209. SICK LEAVE

Sections 209.1 and 209.3A shall be amended to read as follows:

209.1 After the first year of continuous service and for each year of continuous service thereafter a regular employee shall be allowed . . . sick leave with pay for a total of eighty (80) hours per calendar year, and a regular part-time employee shall be allowed sick leave with pay for such portion of eighty (80) hours per calendar year as the average number of hours he regularly works in a week bears to forty (40).

209.3A A regular employee, in addition to his annual sick leave which he is allowed . . . under the provisions of Section 209.1, shall be allowed . . . further sick leave with pay which shall not exceed the total of his unused annual sick leave in the eight (8) years immediately preceding.

Section 209.3B shall be added to follow Section 209.3A and to read as follows:

209.3B In the calendar year in which Company anticipates that an employee may attain ten (10) years of Company seniority, and in any calendar year thereafter, an employee whose sick leave record qualifies him in accordance with the formula shown below shall, upon exhausting his accumulated and current sick leave, be allowed additional sick leave, if needed, not to exceed 160 hours in such calendar year.

- (1) For each of the preceding eight (8) calendar years, calculate the employee's annual sick leave accrual by subtracting from eighty (80) hours each year the hours (not exceeding eighty (80) hours of sick leave he used in such year.
- (2) Total such annual sick leave accrual for the eight (8) years involved.
- (3) If such total is 320 hours or more, the employee shall be qualified for the additional allowance.

Sections 209.5 and 209.8 shall be amended to read as follows:

209.5 . . . Sick leave shall be charged by the hour with no charge made for increments of less than one (1) hour. Such time off as that allowed for an employee's personal medical and dental appointments shall be charged as sick leave.

209.8 If a regular employee is required permanently to leave the service of Company because of physical disability he shall, on severance of employment, be entitled to an allowance which shall be the equivalent of the sick leave to which he would be entitled under the provisions of Sections 209.1, 209.3A and 209.3B.

TITLE 212. EMERGENCY DUTY

Section 212.1 shall be amended to read as follows:

212.1 Employees shall not be required to be on call. However, Company with Union's cooperation shall establish schedules for employees who volunteer to be readily available for duty in case of emergency. Assignments of emergency work shall be distributed and rotated as equitably as practicable among employees in the same classification and in the same location who have volunteered to be available. The time during which an employee is available for duty shall not be considered as hours worked.

GENERAL CONSTRUCTION EMPLOYEES ONLY

TITLE 301. EXPENSES

Section 301.1 shall be amended to read as follows:

301.1 Employees who are employed at the established Company rate of pay and who are transferred from a present headquarters to one at a new location, or who are re-employed at a new location within 30 days after layoff for lack of work at a previous location, shall be allowed expenses as provided for in Section 301.4. Transfer to a new location or re-employment at a new location shall mean one of the following:

- (a) A change from an established job headquarters or point of assembly location within an employee's own headquarters area to a location outside such area, or
- (b) A change from an established job headquarters or point of assembly location at which the current expense status is based and which is within the area of an incorporated city to a location beyond the city limits, or conversely, a change from such a location in an unincorporated area to a location within the city limits of an incorporated city, or
- (c) A change from a present headquarters or point of assembly in an unincorporated area to another location in an unincorporated area at such distance from the previous location as to cause an employee normally to move his place of abode.

TITLE 302. HOURS

Sections 302.9 and 302.10 shall be amended to read as follows:

302.9 When employees are engaged in work on electric power lines, water distribution systems or gas pipelines, . . . job headquarters shall be established at a location reasonably convenient to board and lodging or to a local transportation system, or at a Company Service Center or other Company facility where employees customarily report for work, and the time spent in traveling between job headquarters and work sites shall be considered as time worked.

302.10 When regular employees are engaged in work other than that described in Section 302.9 hereof, . . . the following shall govern the reporting practice and payment for travel time:

- (a) In an unincorporated area except as provided in Subsection

RICHARDSON: 'LEARN OUR LANGUAGE!'

Dr. Ralph Richardson, candidate for State Superintendent of Public Instruction announced a "crusade for literacy" in California's public schools.

Speaking to a Northern Section Leadership Training Conference sponsored by the California Teachers Association, Richardson said: "There can be no question but that dramatic improvement in the quality, speed and accuracy of our children's ability to read, write, and speak the English language is the state's—and the nation's—most pressing educational need."

"Reading and writing," said Richardson, "are the master keys which will liberate our children's minds from ignorance and failure, in school and in life."

"An increasingly complex and scientifically oriented society simply cannot afford the luxury of tens of thousands of semi-literates who are almost certain to become all but unemployable in the kind of world our children will inherit."

Richardson proposed a three-point program immediately to improve the quality of English instruction in California's schools and colleges:

- 1. Employment of retired English teachers, graduate students, and other properly trained persons to assist teachers in the reading and grading of themes, essays, et cetera.
- 2. Urge local districts to require all teachers to demonstrate competence in the English language as a condition of employment.
- 3. Urge that all teachers, regardless of the subject being taught, require students to write and speak English properly. "Thus, each teacher will be in effect, a teacher of English."

Dr. Richardson stressed the theme that "California, soon to become the most populous state in the nation, and already pre-eminent in the sciences, must become the nation's cultural and intellectual leader as well."

"The quality of our civilization, the defense of our political and social systems all depend," he stated, "upon our people's ability to communicate with one-another sensitively and intelligently through our common language. From the moment of this nation's birth, our founding fathers recognized that democracy depends upon a literate and well-educated public."

"No child," said Richardson, "should be permitted to enter high school without having achieved mastery of the fundamentals of his own language. Those children who, for one reason or another, fail to learn to read and write properly must be given intensive remedial instruction. And those at the other end of the scale who are capable of moving more swiftly and penetrating more deeply than the average should be encouraged and challenged by well-educated teachers who can guide them to our great literary heritage."

GOOD QUESTION

The proud mother was regaling her visitors with the accomplishments of her child. "Imagine," she gushed, "he's only two and he's been walking like that for almost a year."

"Amazing," one of the tired guests said, "does he know how to sit down?"

(c) hereof, an assembly point shall be designated for each job at a location reasonably convenient to board and lodging and the travel between such point and the work site shall be considered as time worked.

(b) In a town or metropolitan area, employees may be required to report at the work site on their own time.

(c) On a station or hydro job when living quarters are provided by Company:

(1) When travel from such facilities to the work site is 15 minutes or less each way, such employees shall report at the work site.

(2) When travel from such facilities to the work site requires more than 15 minutes, the travel time each way in excess of 15 minutes shall be considered as time worked.

(3) If the work site is inaccessible to automotive transportation such travel shall be to a designated point which is accessible.

Section 302.11 shall be added to follow Section 302.10 and to read as follows:

302.11 A location reasonably convenient to board and lodging as referred to in Sections 302.9 and 302.10 hereof shall mean any location within the city limits of an incorporated city, where board and lodging are available, or, in an unincorporated area, a location where the board and lodging are within five (5) road miles of the headquarters or assembly point and which is accessible by automotive transportation.

TITLE 304. WAGES AND CLASSIFICATIONS

Section 304.1 shall be amended to read as follows:

304.1 (a) The progress of an employee in a wage range shall be reviewed prior to the end of the first six (6) months after the date he starts in . . . a new classification (including any time previously worked in such classification) and before the end of each six (6) month interval thereafter. If Company finds that an employee has meritoriously performed his work for the interval reviewed, he shall be given an increase of not less than two and one-half percent (2 1/2%) of his current rate on the date following his completion of each six (6) months in his classification. Such increases shall be applied until the employee receives the maximum of the wage range for his classification. The amount of any such increase, where not divisible by five cents (5c), shall be rounded to the next higher five cents (5c) and where any increase provides a wage rate within one dollar (\$1.00) of the maximum rate for the classification, the increase shall be in the amount necessary to place the employee at the maximum rate.

(b) If a wage increase is not to be granted after a progress review, the Company shall notify the employee of the reason therefor, no later than the date an increase would have been effective. Further, Company shall make another such review for such purpose two (2) months following such date. If merited, the employee shall then be given the increase and six (6) months from such date will become his new date for purposes of the progress review.

TITLE 308. OVERTIME

Subsections (e) and (f) of Section 308.14 shall be amended to read as follows:

(e) (1) If the rest period overlaps his regular work hours but does not extend into the second half of his work day, the employee may be excused from reporting for work until the beginning of the second half of his work day, and in such event he will be paid for the time between the expiration of the rest period and the end of the first half of his work day (2) If the rest period extends into the second half of his work day, the employee may be excused from reporting for work until the following work day, and in such event he will be paid for the time between the expiration of the rest period and his regular quitting time on such day. (3) In the application of the foregoing, an employee, unless otherwise instructed, shall be deemed to be excused from reporting to work for the period between the end of the rest period and the reporting time as designated by the applicable subdivision.

(f) . . . An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a work day without having had a rest period of six (6) consecutive hours, in which event he shall be paid at the overtime rate for all work performed until he has been relieved from duty for at least six (6) consecutive hours.

TITLE 309. SICK LEAVE

Sections 309.1 and 309.3A shall be amended to read as follows:

309.1 After an employee has completed one (1) year of continuous service and has been given the status of a regular employee as defined in Sections 310.3 and 310.4, he shall be allowed . . . sick leave with pay in any calendar year at the rate of six and two-thirds (6 2/3) hours (10/12 day) for each twenty-one (21) days worked in the preceding calendar year. The date on which a regular employee first becomes eligible for sick leave shall be known as his qualifying date, and the calendar year in which his qualifying date occurs shall be known as his qualifying year. If the qualifying date occurs on or before the fifteenth (15th) day of the month the first day of such month shall be deemed to be the qualifying date, and if the qualifying date occurs after the fifteenth (15th) day of a month the first day of the following month shall be deemed to be the qualifying date. A year of continuous service is defined as a minimum of two hundred and thirty (230) days of work in a twelve (12) month period at a straight rate of pay. Absence by reason of layoff or industrial disability of less than one (1) year shall not constitute interruption of continuous service but shall operate to defer an employee's qualifying date by the length of such absence.

309.3A A regular employee . . . in addition to his annual sick leave which he is allowed under the provisions of Section 309.1, . . . shall be allowed . . . further sick leave with pay which shall not exceed the total of his unused annual sick leave in the eight (8) years immediately preceding.

Section 309.3B shall be added to follow Section 309.3A and to read as follows:

309.3B In the calendar year in which Company anticipates that an employee may attain ten (10) years of Company seniority, and in any calendar year thereafter, an employee whose sick leave

record qualifies him in accordance with the formula shown below shall, upon exhausting his accumulated and current sick leave, be allowed additional sick leave, if needed, not to exceed 160 hours in such calendar year.

(1) For each of the preceding eight (8) calendar years, calculate the employee's annual sick leave accrual by subtracting from eighty (80) hours each year the hours (not exceeding eighty (80) hours) of sick leave he used in such year.

(2) Total such annual sick leave accrual for the eight (8) years involved.

(3) If such total is 320 hours or more, the employee shall be qualified for the additional allowance.

Sections 309.7 and 309.11 shall be amended to read as follows:

309.7 Sick leave shall be charged by the hour with no charge made for increments of less than one (1) hour. Such time off as that allowed for an employee's personal medical and dental appointments shall be charged as sick leave.

309.11 If a regular employee is required permanently to leave the service of Company because of physical disability he shall, on severance of employment, be entitled to an allowance which shall be the equivalent of the sick leave to which he would be entitled under the provisions of Sections 309.1, 309.3A and 309.3B.

TITLE 500. TERM

Section 500.1 shall be amended to read as follows:

500.1 This Agreement, having taken effect as of September 1, 1952, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of July 1, 1962 to June 30, 1963, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other sixty (60) days prior to the end of the then current term.

Section 500.3 shall be deleted.

(Editor's Note: Because of space limitations, the new wage rates have not been reprinted in this issue. However, the wage adjustments and reclassifications are reprinted—followed by the wage increase formula—so that the new wage rates can be figured out.)

EXHIBIT VIII — JOB COMPARISONS

Table with 2 columns: GENERAL CONSTRUCTION and DIVISIONS. Lists various job titles and their corresponding classifications across different utility divisions.

The foregoing comparison of jobs is general and does not necessarily connote that the jobs which are compared have identical duties or that performance in one job of itself qualifies an

employee for a "comparable"

An employee in General C sion job vacancy and who bidder to fill such vacancy, n Test" or other appropriate t

An employee in General C in a journeyman classification that in which the vacancy exi apprentice or journeyman cl under Title 205, would be th appropriate agreed to enter the classification on which th

Classification

Table listing classifications such as CLASSIFICATION PHYSICAL WORK DIVISION ELECTRIC Maintenance, Construction, Pipe Line, etc., with associated wage rates.

Rec

Eliminate the cla sion departments the Pipe Line Oper and the Davis Seru struction, and adju following classificat HELPER (except GROUNDMAN, Al Present Weekly V Rate

Start\$ End 6 Mos.....\$ End 1 Yr.....\$

(Editor's Note: Th the general wage ir wage increase to th in effect.)

Employees prese are included above July 1, 1962, at th

An employee wh Helper at a rate ab the highest Helper Effective January 1 to the next higher s Classification ser July 1, 1962 for al borer to Helper ur

Eliminate the fol San Joaquin Divisio

SENIOR EI ELEC APPRENTICE

To accomplish th a) As of July 1, 1 ently in the classifi man to Troublem worked as Senior 1 ployees will count classification.

b) As of July 1, P ently in the classif Troublem. For b shall accrue cas starting with the ef

b. instruction who bids to fill a Division 205 would be the successful bidder. The "Wonderlic Personnel Test" which may have been agreed to raise the education of his education. instruction, other than an employee on the same line of progression as the employee who bids to fill a vacancy in an office in a Division and who, successful bidder, must pass the tests for the apprenticeship of bid is being submitted.

Wage Adjustments

AGE ADJUSTMENTS
ERS' AGREEMENT
IC DEPARTMENT
 those in Davis Shop of General Operations and Central Stores)
RICIAN
MACHINIST
 Adjusted Weekly Wage Rate \$137.15
MINIST
 Adjusted Weekly Wage Rate \$135.15
Head Department
MAINTENANCE MAN
 Adjusted Weekly Wage Rate \$111.70
 End 6 Mos. \$115.25
 Starting rate will be changed to the 2, and will be credited with their rates at the present top rate will be effective July 1, 1962.
MAN
 Adjusted Weekly Wage Rate \$137.15
METERMAN
 Adjusted Weekly Wage Rate \$137.15
tion Department
 Three Shift Substations:
 Locations only:
 1 Substation,
 n Substation
 Adjusted Weekly Wage Rate \$137.15
FIRST OPERATOR
 Locations only:
 d Substation,
 n Substation
 Adjusted Weekly Wage Rate \$114.45
 End 6 Mos. \$121.10
 End 1 Yr. \$126.95

Electric Hydro Generation
FIRST OPERATOR—Three Shift Hydro Plants.
 Following locations only:
 Drum P.H.,
 Caribou P.H.,
 Pit # 3 P.H.
 Present Weekly Wage Rate \$135.15 Adjusted Weekly Wage Rate \$137.15
Water Department
WATER TREATMENT SUBFOREMAN
 Present Weekly Wage Rate \$135.15 Adjusted Weekly Wage Rate \$133.15
 Start \$133.15
 End 1 Yr. \$137.15
WATER TREATMENT PLANT OPERATOR
 Schedule III only:
 Present Weekly Wage Rate \$111.70 Adjusted Weekly Wage Rate \$115.25
Steam Generation Department
SENIOR CONTROL OPERATOR
 Present Weekly Wage Rate \$143.35 Adjusted Weekly Wage Rate \$146.30
CONTROL OPERATOR
 Present Weekly Wage Rate \$132.15 Adjusted Weekly Wage Rate \$134.65
 Start \$132.15
 End 6 Mos. \$137.15 End 6 Mos. \$139.65
ASSISTANT CONTROL OPERATOR
 Present Weekly Wage Rate \$125.35 Adjusted Weekly Wage Rate \$126.95
 Start \$125.35
 End 6 Mos. \$129.25 End 6 Mos. \$131.40
INSTRUMENT REPAIRMAN
 Present Weekly Wage Rate \$131.40 Adjusted Weekly Wage Rate \$135.15
APPRENTICE INSTRUMENT REPAIRMAN
 Present Weekly Wage Rate \$106.10 Adjusted Weekly Wage Rate \$106.10
 Start \$106.10
 End 6 Mos. \$107.85 End 6 Mos. \$107.85
 End 1 Yr. \$111.70 End 1 Yr. \$111.70
 End 18 Mos. \$115.25 End 18 Mos. \$115.25
 End 2 Yrs. \$123.05 End 2 Yrs. \$123.05
 End 30 Mos. \$126.95
 Employees will have rate changed in accordance with their time in classification, except those presently at the top of the rate will be placed at the top of the new rate effective July 1, 1962.
CERTIFIED WELDER
 Present Weekly Wage Rate \$131.40 Adjusted Weekly Wage Rate \$135.15
Division Gas and Steam Heat Departments
LIGHT CREW FOREMAN,
METER SHOP SUBFOREMAN,
SERVICE SUBFOREMAN,
STEAM HEAT SUBFOREMAN
 Present Weekly Wage Rate \$135.15 Adjusted Weekly Wage Rate \$133.15
 Start \$133.15
 End 1 Yr. \$137.15
FIELD CLERK
 Present Weekly Wage Rate \$104.55 to \$113.00 Adjusted Weekly Wage Rate \$104.55 to \$115.25

General Construction
LINEMAN,
ELECTRICIAN
 Present Weekly Wage Rate \$140.25 Adjusted Weekly Wage Rate \$142.25
TOWERMAN AND APPRENTICE TOWERMAN
 Revise the wage rates of the Towerman and Apprentice Towerman as follows:
TOWERMAN
 Present Weekly Wage Rate \$126.60 Adjusted Weekly Wage Rate \$128.10
APPRENTICE TOWERMAN
 Present Weekly Wage Rate \$106.70 Adjusted Weekly Wage Rate \$108.20
 Start \$106.70 Start \$108.20
 End 6 Mos. \$111.70 End 6 Mos. \$113.20
 End 1 Yr. \$116.25 End 1 Yr. \$117.75
 End 18 Mos. \$121.55 End 18 Mos. \$123.05
SPECIAL TOWERMAN—Eliminate this classification.

Guide for Stan-Pac Contract

The changes in the Stan-Pac Contract language are similar to those made in the PG&E Physical Agreement. Copies of the new Standard Pacific Gas Line Agreement, as ratified by the Stan-Pac membership, are being reproduced. In the meantime, Stan-Pac members are urged to refer to the Contract Language Supplement in this issue.

The following check list will enable Stan-Pac members to equate the numbering of the Articles of their Agreement with the Titles of the PG&E Physical Agreement.

Stan-Pac Article	Subject	PG&E Title
III	Grievance Procedure	see 102
IV	Holidays	see 103
V	Sick Leave	see 209
VI	Supplemental Benefits for Industrial Injury	see 108
VIII	Leave of Absence	see 101
X	Shift Premium	see 110
XIV	Miscellaneous Apprenticeship Training	see 109
XVII	Job Bidding and Promotion	see 100
XVIII	Demotion and Layoff Procedure	see 206
XIX	Hours	see 202
XX	Overtime	see 208
XXI	Emergency Duty	see 212
XXIII	Term	see 500

(Editor's Note: Due to the different organizations involved, some language changes may not be word for word. However, the intent of the change carries from one agreement to the other, unless it was otherwise noted at the Stan-Pac ratification meeting.)

Classifications and Changes in Job Definitions

LABORER
 reclassification of Laborer in all Divisions except the Water Department), Division Gas and Steam Heat Departments, Central Stores and Center only of General Construction. The wage rate schedule for the Laborer is as follows:
 (Water Dept.), SHIFT HELPER, PLUMBER, PIPEMAN, CHOREMAN
 Adjusted Weekly Wage Rate \$97.35
 Start \$97.35
 End 6 Mos. \$100.70
 End 1 Yr. \$104.45
 These are the rates adjusted before the general increase is applied. Add the general increase rates to get the new rates now.
 Employees presently classified as Laborers who will be reclassified to Helper on their new starting rate. Employees who have previously been upgraded to Helper, their starting rate shall be given the attained effective July 1, 1962. On July 1, 1963, his rate will be increased to \$104.45.
 Employees reclassified from Laborer to Helper this arrangement.
Electric Department
 Following three classifications in the Electric Department:
ELECTRIC SERVICEMAN,
APPRENTICE ELECTRIC SERVICEMAN
 The following shall apply:
 Effective July 1, 1962, reclassify the employees presently classified as Senior Electric Serviceman. For bidding purposes, all time spent in the Troubleman classification.
 Effective July 1, 1962, reclassify the employees presently classified as Electric Serviceman to Apprentice Electric Serviceman for bidding purposes, these employees shall be given seniority as Troubleman effective date of this agreement.

c) As of July 1, 1962, reclassify the employees presently classified as Apprentice Electric Serviceman to Apprentice Lineman at the top of the rate (\$126.95). Employees so reclassified will have preferential bidding rights to Troubleman vacancies as they occur, such preferential rights to terminate if the employee fails to bid on every vacancy in the Troubleman classification as they occur in his district (Kern, Yosemite, Fresno or Kings). Such employees, with the exception of Mr. Dave Franks, will be considered as qualified for bidding to Lineman after completing 12 months at the top rate of Apprentice Lineman subsequent to July 1, 1962. Mr. Franks' previous experience as Lineman qualifies him to bid to Lineman upon the effective date of this agreement.
 Before employees, who have been reclassified to Troubleman in a) or b) above, may have bids on Line Subforeman considered, a total of 3½ years must have been worked in the classifications of Apprentice Lineman or Lineman and at least one year of this 3½ years must have been worked in the Lineman classification.
 The revised job definition of Troubleman is as follows:
TROUBLEMAN
 An employee who has the qualifications of a Lineman and . . . performs alone any work in connection with providing and maintaining service to the public, such as installing services and all types of meters, replacing line and . . . equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, handling routine gas and water maintenance, operation and complaints; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 750 volts in the clear.
DIVISION ELECTRIC DEPARTMENT
 Adjust the Lineman wage rate and revise the Job Definition as follows:
LINEMAN
 An employee who is a journeyman and . . . who performs all classes of transmission and distribution line work when assigned to a crew under the di-

rection of a Foreman or Subforeman. Apart from a crew or as a member of a two-man unit, he performs work which includes framing poles, preassembling material, patrolling and inspecting pole and tower lines, testing and inspecting poles, taking primary and secondary distribution current readings, washing insulators on energized lines with remote control nozzle, repairing riser and ground moldings, replacing guy guards and pulling slack in anchor guys. When working with another employee, he performs work which includes taking primary distribution voltage readings, stringing and tying in wire when not exposed to energized circuits and using special design lift equipment, replacing agricultural service poles, setting street light poles not to exceed 40 feet in length, installing street light fixtures and washing insulators on energized lines from an aerial basket. When it is necessary to climb through live circuits of 750 volts or more, or when regularly engaged in stringing and tying in wire as indicated above, the other employee shall be a journeyman. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.
 Present Weekly Wage Rate \$135.15 Adjusted Weekly Wage Rate \$137.15
 (Editor's Note: An exchange of letters clarifying the Lineman's duties will appear in the October issue.)
DIVISION GAS AND STEAM HEAT DEPARTMENTS
 Revise the wage rate and job definition of the Fitter classification as follows:
FITTER
 An employee who, as part of a crew, installs and maintains mains, . . . conduits, services, meter and regulator sets and other accessories. . . Performs oxy-acetylene welding and, when qualified, performs arc welding. May work alone or with an assistant on routine operations such as leak investigations or repairs, minor alterations to services, remodeling domestic type meter and regulator sets, and patrolling transmission and distribution mains. May be required to operate mechanical equipment normally operated by the Equipment Operator and Fieldman.
 Present Weekly Wage Rate \$123.05 Adjusted Weekly Wage Rate \$124.05
 (Continued on Next Page)

Establish three new classifications as follows:
CORROSION MECHANIC

An employee who performs all classes of work done by a Fitter. Conducts certain electrolysis tests such as current and current direction measurements, pipe to soil potentials, and locating contacts with foreign structures. Installs and verifies the effectiveness of electrical insulation on gas lines, and installs, maintains, and checks the operation of cathodic protection stations and facilities. Has an understanding of direct current electricity and its measurement. May work alone or with the assistance of one other employee.
Weekly Wage Rate
\$131.40

FIELDMAN

An employee who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities. As a member of a crew, performs such duties as installing leak repair clamps and domestic meter sets, miscellaneous pipe fitting, lighting pilots, operating equipment such as trucks, earth boring equipment, compressors, small pressure control equipment (Mueller), leak detectors, pipe locators concrete saws, small trenchers and other equipment of 30 HP and less. May work alone in performing such duties as routine leak surveys and pipe locating. Performs clerical work associated with these duties.
Weekly Wage Rate
Start \$106.10
End 6 Mos. \$107.85
End 12 Mos. \$111.70
End 18 Mos. \$115.25

Employees in this classification shall have bidding rights in accordance with the attached Lines of Progression.

As of July 1, 1962, all those employees who are at the top of the rate of Apprentice Fitter and who cannot meet the welding requirements, and those employees who are classified as Apprentice Fitter as of July 1, 1962, who, on reaching the top of the rate, are not able to meet the welding requirements, will be reclassified to Fieldman.

Such employees so reclassified, upon meeting the welding requirements will have their bids on vacancies in the Apprentice Fitter classification considered under Section 205.7 (a).

EQUIPMENT OPERATOR

An employee who operates cranes of capacities which are less than 10 tons, trenchers such as Jeep, 705B Runabout and Cleveland, loaders, backhoes, hydrammers and other equipment. May be required to drive a truck.
Weekly Wage Rate
\$123.05

As of July 1, 1962, those employees who are classified as Fitters and who are primarily operating equipment and who cannot meet the welding requirements of Fitter, shall be reclassified to Equipment Operator.

Such employees so reclassified, upon meeting the welding requirements, will have their bids on vacancies in the Fitter classification considered under Section 205.7 (a).

Revise the title, wage rate and job definition of the Mechanic—Gas Street or Service Department as follows:

GAS MECHANIC

An employee with the qualifications of a Fitter who performs skilled work in connection with the installation, maintenance and operation of large meter and regulator installations, cathodic protection installations, and specialized work on pipelines and other facilities without immediate supervision. Performs both arc and oxy-acetylene welding. Performs other duties such as making complex layouts, hot tie-in's on larger diameter pipelines, operating main line valves, operating the larger pressure control equipment (Mueller), and installing, maintaining and adjusting instruments, telemeters, remote control equipment, regulators, meters and relief valves. May work alone or with the assistance of one other employee in a lower classification. May also work with a third employee in a lower classification where the third man is necessary for guarding manhole or vault openings or for flagging traffic.

Table with 2 columns: Present Weekly Wage Rate, Adjusted Weekly Wage Rate. Values: \$129.25, \$131.40

See your Shop Steward for the Revised Line of Progression.

(Editor's Note: An exchange of letters clarifying the duties of certain Gas Department classifications will appear in the October issue.)

GARAGE DEPARTMENT CLASSIFICATIONS

Establish and revise, as applicable, the following classifications, job definitions, wage rates and Line of Progression in the geographical Divisions, Department of Pipe Line Operations and the Davis Service Center of General Construction:

GARAGE SUBFOREMAN

An employee who is a working foreman. He may be in charge of a garage or a shift where the number of employees, including himself, exceeds the number provided for in the Lead Mechanic definition, and where such employees are engaged in tool, equipment and automotive maintenance and repair; . . . or . . . he may be designated to act as an assistant to a foreman in charge of a . . . garage. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an . . . Equipment Mechanic and be familiar with Company's safety standards, accounting procedures and other rules and . . . regulations.

Table with 2 columns: Present Weekly Wage Rate, Adjusted Weekly Wage Rate. Values: \$135.85, \$140.20

LEAD MECHANIC

An employee who is an Equipment Mechanic and who is in charge of a garage or shift where one, two or three employees, including himself, are employed. When he is in charge of a garage or shift where three employees, including himself, are employed, at least one employee shall be in a classification lower than Equipment Mechanic.

Table with 2 columns: Weekly Wage Rate. Value: \$135.15

EQUIPMENT MECHANIC

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his job. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Table with 2 columns: Weekly Wage Rate. Value: \$131.40

APPRENTICE EQUIPMENT MECHANIC

An employee who performs Equipment Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Equipment Mechanic, he may work alone, or under indirect supervision, on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Table with 2 columns: Weekly Wage Rate. Values: Start \$109.15, End 6 Mos \$112.35, End 12 Mos \$116.60, End 18 Mos \$120.05, End 24 Mos \$123.50, End 30 Mos \$126.95

GARAGEMAN

An employee who acts as a helper for a journeyman or . . . under indirect supervision, does all types of tool, equipment and automotive service work, including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing and repairing tires, preventative maintenance inspections which do not require adjustments or repairs, battery servicing and any necessary janitorial work, air tool preventive maintenance (including disassembly), replacing and refinishing handles of tools, sanding and refinishing pike poles and ladders.

Table with 2 columns: Present Weekly Wage Rate, Adjusted Weekly Wage Rate. Values: Start \$98.95, End 6 Mos \$100.70, End 1 Yr \$104.45, End 18 Mos \$107.85

ROUTINE MECHANIC

An employee who performs tool, equipment, and automotive maintenance and repair work under the direction of a journeyman or supervisor, or without direct supervision, performs work involving minor repairs such as the tool maintenance and repair work performed by the Tool Maintenance man, the overhaul of airtools, the routine relining of brakes on passenger cars and 1/2 and 3/4 ton commercial vehicles, and equipment automotive engine tune-up, servicing and preventive maintenance. Completes job tags and performs other paper work in connection with his job.

Table with 2 columns: Weekly Wage Rate. Value: \$116.60

PIPE LINE OPERATIONS DEPARTMENT

Establish a new classification of Senior Terminal Operator to be utilized at Company's major gas controlling stations (Antioch, Brentwood, Kettleman and Milpitas).

Establish the following wage rate and job definition to be inserted in Exhibit VI-C:

SENIOR TERMINAL OPERATOR

A shift employee located at a major gas controlling station who is responsible for the control of gas within the jurisdiction of that station, in accordance with established practices. Reads, posts, calculates and reports, as directed, gas volumes and pressures. Observes the performance of and operates various pneumatic, electrical and electronic control equipment. Contacts various producers and relays production change orders; evaluates the effects of such changes. Maintains surveillance of gas supplies and demands, within the area and under the station's jurisdiction to assure safety and continuity of service. Evaluates conditions and makes decisions or recommends a course of action to his supervisor or to System Gas Control; takes appropriate action in routine and emergency situations. May be required to direct the activities of, and assist in the training of Terminal Operators. He shall possess experience as a Terminal Operator and the personal qualifications of knowledge, judgment and leadership.

Table with 2 columns: Weekly Wage Rate. Values: Start \$126.00, End 6 Mos \$128.95, End 1 Yr \$132.35

Revise the job definition of Terminal Operator to read as follows:

TERMINAL OPERATOR

A shift employee, located at a major gas controlling station, working under the direction of a Senior Terminal Operator. Changes charts and performs related clerical functions. Reads, posts, calculates and reports,

as directed, gas volumes, pressures, gravities, meter coefficient, heating and odorant values. Relays orders, . . . contacts producers for production changes, maintains logs of various operations, operates radio, checks, computes and teletypes or phones operating data to System Control and others as required. Manually operates valves as directed and may be required to operate various pneumatic, electrical and electronic control equipment. The employee's educational and general qualifications shall be such that he is considered capable of attaining the Senior Terminal Operator classification.

Revise page 6 to 8 of Exhibit VI-C by adding note 4 applicable to the Yardman classification to read as follows:

"For bidding purposes, employees in the classification of Yardman shall accrue classification seniority as Plant Helpers."

GENERAL CONSTRUCTION

The following are the wage schedules for the Labor, Sub, and Working Foreman classifications. Such schedules will be applied, where applicable, on the employee's next review date:

Table for WORKING FOREMAN A: Supervises highest class work including, but not limited to, "hot" operations. Weekly Wage Rate: Start \$151.75, End 6 Mos \$155.60

Table for WORKING FOREMAN B: Supervises a crew containing one or more skilled craftsmen of the highest grade at the level of Electrician, Lineman, Welder, or higher classifications. Weekly Wage Rate: Start \$147.85, End 6 Mos \$151.75

Table for WORKING FOREMAN C: Supervises a crew containing skilled craftsmen of intermediate grade at level of Oxygen-Acetylene Welder, Carpenter A, or higher, or supervises Towermen. Weekly Wage Rate: Start \$138.65, End 6 Mos \$144.50

Table for WORKING FOREMAN D: Supervises a crew containing skilled craftsmen at level of Carpenter B or below. Weekly Wage Rate: Start \$128.05, End 6 Mos \$131.40, End 1 Yr \$134.95

*The craft at which the Foreman, himself, is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists such as Trencher or Hole Digger Operator assigned to the crew.

Table for SUBFOREMAN A: Supervises crews performing highest class of work including, but not limited to, "hot" operations. Weekly Wage Rate: Start \$151.75, End 6 Mos \$155.60

Table for SUBFOREMAN B: Supervises crews containing skilled craftsmen of highest grade at level of Electrician, Lineman, Welder or above, but who is limited as to class of work he may supervise. Weekly Wage Rate: Start \$147.85, End 6 Mos \$151.75

Table for LABOR FOREMAN A: Supervises a crew performing semi-skilled work, such as, but not limited to, clearing, excavating, sloping, concrete work, sorting and distributing material. Weekly Wage Rate: Start \$119.90, End 6 Mos \$122.90, End 1 Yr \$126.00, End 18 Mos \$129.15

Table for LABOR FOREMAN B: Supervises crew performing common labor work, such as, but not limited to, simple excavation, chemical right-of-way treatment, brushing and job cleanup. Weekly Wage Rate: Start \$108.80, End 6 Mos \$111.55, End 1 Yr \$114.35, End 18 Mos \$117.40

*A Subforeman may work at his craft with the crew he supervises.

GENERAL WAGE INCREASE

I. PHYSICAL BARGAINING UNIT

Table for Physical Bargaining Unit (Including General Construction) showing Present Rates and Increase. Values range from \$6.75 per week to \$117.40 per week.

Clerical Contract Language Changes

Here, in **bold face** type, is the new contract language for the Clerical Agreement.

Three dots indicate the deletion of contract language that was in the previous Agreement.

Except for the Grievance Procedure, all this language resulting from 1962 Negotiations is now in effect.

New Agreements are now being printed but this supplement is intended to inform you of the details of the changes.

The only changes that will appear in the printed Agreement that are not indicated here are those relating to the fact that Central Stores is no longer considered by the Company to have Division status. Throughout the printed Agreement, wherever a reference is made to the Stores Division, it will be changed to Central Stores.

Save these pages for future reference.

TITLE 6. LEAVE OF ABSENCE

Section 6.2 shall be renumbered as Subsection (a) of Section 6.2. Subsection (b) of Section 6.2 shall be added to follow subsection (a) of Section 6.2 and to read as follows:

(b) Maternity leaves shall be granted under the provision of Subsection (a) with the understanding that the employee may return to work if she is physically able and provided a vacancy exists in the classification which she vacated or in a classification lower thereto in the Line of Progression. If no such vacancy exists on the day such an employee applies for reinstatement, her leave of absence will be extended until such a vacancy occurs provided that her application for reinstatement is made within the time period of the original leave of absence granted and provided further that the cumulative total of such leaves granted will not exceed twelve (12) consecutive months.

Section 6.6 shall be amended to read as follows:

6.6 Subject to the provisions of Section 6.1, Company shall at request of Union grant a leave of absence without pay to any employee for the purpose of engaging in Union business. Such leave shall be for a period or periods not to exceed a total of **thirty-six (36) consecutive months**. An employee who has returned to work for Company following an absence on leave for Union business in excess of six (6) months shall not be granted another such leave until he has worked for a period equivalent to the time he was last continuously absent on leave for Union business.

TITLE 7. SICK LEAVE

Section 7.1 shall be amended to read as follows:

7.1 After the first year of continuous service and for each year of continuous service thereafter, a regular employee shall be allowed sick leave with pay for a total of **eighty (80) hours** per calendar year, and a regular part-time employee shall be allowed sick leave with pay for such portion of **eighty (80) hours** per calendar year as the average number of hours he regularly works in a week bears to forty (40).

Section 7.3A shall be amended to read as follows:

7.3A A regular employee, in addition to his annual sick leave which he is allowed . . . under the provisions of Section 7.1, shall be allowed . . . further sick leave with pay which shall not exceed the total of his unused annual sick leave in the eight (8) years immediately preceding.

Section 7.3B shall be added to follow Section 7.3A and to read as follows:

7.3B In the calendar year in which Company anticipates that an employee may attain ten (10) years of Company seniority, and in any calendar year thereafter, an employee whose sick leave record qualifies him in accordance with the formula shown below shall upon exhausting his accumulated and current sick leave, be allowed additional sick leave, if needed, not to exceed 160 hours in such calendar year.

- (1) For each of the preceding eight (8) calendar years, calculate the employee's annual sick leave accrual by subtracting from eighty (80) hours each year the hours (not exceeding eighty (80) hours of sick leave he used in such year.
- (2) Total such annual sick leave accrual for the eight (8) years involved.
- (3) If such total is 320 hours or more, the employee shall be qualified for the additional allowance.

Section 7.5 shall be amended to read as follows:

7.5 . . . Sick leave shall be charged by the hour with no charge made for increments of less than one (1) hour. Such time off as that allowed for an employee's personal medical and dental appointments shall be charged as sick leave.

Section 7.8 shall be amended to read as follows:

7.8 If a regular employee is required permanently to leave the service of Company because of physical disability he shall, on severance of employment, be entitled to an allowance which shall be the equivalent of the sick leave to which he would be entitled under the provisions of Sections 7.1, 7.3A and 7.3B.

TITLE 9. GRIEVANCE PROCEDURE

Sections 9.3, 9.5, 9.6, 9.7, 9.8, 9.9, 9.10 and 9.13 shall be amended to read as follows:

9.3 An additional Local Investigating Committee shall be established for Company's Central Accounting Department and Central Customers' Accounts De-

partment. Such Committee shall consist of two members, one appointed by Company and one appointed by Union. The Company member shall be designated by the Chairman of the Joint Grievance Committee established for such Departments. If Union's member of a Local Investigating Committee is an employee of Company, he shall be allowed time off with pay to the extent that is necessary for carrying out his responsibilities as a Committee member.

9.5 Grievances on the following enumerated subjects shall be determined by the grievance procedure established herein, provided they are referred to Company within the time limit specified:

- (a) Interpretation or application of any of the terms of this Agreement;
- (b) Discharge, demotion, **suspension** or discipline of an individual employee;
- (c) Disputes as to whether a matter is a proper subject for the grievance procedure.

It is the desire of Company and Union that grievances be settled promptly. To facilitate their settlement, grievances shall . . . be filed on the form adopted for such purpose and within the time limits established in Subdivisions (1) and (2) hereof:

- (1) A grievance which involves the discharge of an employee shall be initiated and processed without undue delay, but in any event, such grievance shall be filed not later than **fourteen (14) calendar days** after an employee's discharge becomes effective. Company shall make a written report thereon within two (2) work days after receipt of Union's written grievance.
- (2) Grievances other than outlined in (1) above shall be filed not later than **thirty (30) calendar days** after the date of the action complained of, or the date the employee became aware of the incident which is the basis for the grievance and the Company shall make a written report thereon within seven (7) calendar days after receipt of Union's written grievance.

9-6 (a) Except as provided in Section 9.7, the initial step in the adjustment of a grievance shall be a discussion between Union's Shop Steward and the immediate supervisor directly involved. The supervisor and Shop Steward . . . may discuss the grievance with the next higher ranking supervisor in charge. The purpose of such discussions shall be to reach a satisfactory disposition of the grievance. Discussions shall be at such time and place as not to interfere with the work then in progress. . . . Shop Stewards shall be employees of Company and Union may designate as many Shop Stewards as it deems necessary for the proper administration of its affairs and for the execution of the provisions of this Agreement.

(b) A grievance which is not settled as provided for in Subsection (a) hereof may then be filed by a Union Representative or his alternate with the Division Personnel Manager or Supervisor or his alternate. Such Company and Union representatives shall strive to reach agreement on the disposition of the grievance. If no settlement is reached and Union desires to refer such grievance to the next step in the grievance procedure, it shall do so within **fourteen (14) calendar days** after it has received the Company's written report on the grievance. If no report is received within the specified time limit and the grievance is not settled, Union may refer the grievance to the next step in the grievance procedure.

9.7 . . . A grievance which concerns an employee's qualifications for promotion or transfer, or which concerns his demotion, suspension, discipline or discharge, . . . may be filed by a Union Representative or his alternate, directly with the Division Personnel Manager or Supervisor, or his alternate, for action by the Local Investigating Committee. The Local Investigating Committee shall make a full and complete investigation of all the facts pertinent to the grievance and such investigation shall commence no later than **fourteen (14) calendar days** after the date the grievance is filed. The investigation may include interviews with the aggrieved employee and the supervisor whose decision is involved in the grievance. The Committee shall commence and conclude the investigation without undue delay and the two members of the Committee shall diligently strive to reach agreement on the disposition of the grievance. . . . Their agreement shall be binding on the Company and the Union and the aggrieved employee. If the . . . Committee is unable to reach agreement on the disposition of the grievance, it shall refer the grievance to the appropriate Joint Grievance Committee or, by mutual consent, refer it directly to the Review Committee. Such referral shall be made within seven (7) calendar days after the date of disagreement if the grievance involves the discharge of an employee or **fourteen (14) calendar days** after the date of disagreement if it is a grievance involving a matter other than discharge. At the time the grievance is referred to the next step of the grievance procedure, it shall be accompanied by a full and complete report of the Local Investigating Committee investigation and the separate recommendations of its members. . . .

9.8 If a grievance which involves the discharge of an employee . . . is referred to a Joint Grievance Committee and a meeting is not scheduled within

fourteen (14) calendar days of the date the Local Investigating Committee fails to reach agreement, the Chairman of the Committee shall, at Union's written request, call a special meeting to consider the case within **seven (7) calendar days** after the referral of the grievance. . . .

9.9 At its meetings the Joint Grievance Committee shall consider grievances referred to it as provided in Sections 9.6 (b) and 9.7 . . . and shall conscientiously endeavor to effect their settlement. The Chairman of the Joint Grievance Committee shall appoint a secretary to keep the minutes of the Committee's proceedings. The Committee shall not consider any grievance unless the applicable provisions of Sections 9.6 and 9.7 . . . have first been followed in respect thereto.

9.10 If the Joint Grievance Committee does not settle a grievance which has been referred to it, either the Company members or the Union members thereof may request that such grievance be referred to the Review Committee. Such referral shall be made no later than **fourteen (14) calendar days** from the date of request in the case of grievances involving the discharge of an employee and no later than **thirty (30) calendar days** for all others. Such referral shall be accompanied by a complete record of all action theretofore taken on the grievance. The Review Committee shall endeavor to make its decision on the basis of the record referred to it. It may, in its discretion, return the grievance to the Joint Grievance Committee with a request that further investigation and consideration be taken by the latter. It may, in its discretion, conduct a hearing on any grievance submitted to it. If the members of the Review Committee agree on the disposition of the grievance, a statement to that effect shall be signed by the members. If there is no agreement on the disposition of a grievance, Company and Union shall submit to each other in writing within ten (10) calendar days their respective opinions on the grievance.

9.13 In the event of the discipline, **suspension**, demotion or discharge of an employee, Company shall, at Union's request, state in writing the reason therefor.

TITLE 11. SHIFT PREMIUM

Section 11.2 shall be amended to read as follows:

11.2 No shift premium shall be paid for the first shift. A premium of **nine cents (9c)** per hour shall be paid for work performed in the second shift, and a premium of **thirteen cents (13c)** per hour shall be paid for work performed in the third shift. The shift premium if any, which is payable for an employee's regularly scheduled hours of work shall be paid for any time worked by him immediately preceding or following his regular hours of work and as an extension thereof. If an employee is scheduled to work during a shift other than his regularly scheduled shift and such work does not immediately precede or follow his regularly scheduled shift, he shall be paid the shift premium, if any, which is applicable to the shift in progress as of the time he starts such work.

TITLE 13. WAGES

Subsection (a) of Section 13.3 shall be added to follow Section 13.2 and to read as follows:

(a) An employee in a classification having a wage range, who is regularly assigned to a classification having a higher maximum wage rate, shall be paid the minimum rate of such classification, or his regular wage rate plus two and one-half percent (2½%), whichever is greater. In no event shall the rate paid be higher than the maximum rate of the classification to which such employee is assigned.

Section 13.3 is renumbered as Subsection (b) of Section 13.3 and shall be amended to read as follows:

(b) An employee who is temporarily assigned to replace an employee in a higher classification for one day or less shall be paid at his regular rate. If such assignment is for more than one day he shall be paid as follows:

(1) If such temporary work is in a higher classification having a wage range he shall be paid the minimum wage rate of such classification or his regular wage rate plus two and one-half percent (2½%), whichever is the greater, during the period of such temporary assignment. . . . In no event shall the rate paid be higher than the maximum rate of the classification to which such employee is assigned.

(2) If his temporary work is in a higher classification having a time progression, he shall be paid the minimum rate of such classification or, if his present wage rate is higher than such minimum, he shall be paid at that rate in such time progressive classification which is next higher than his present wage rate. . . .

Subsection (a) of Section 13.5 shall be amended to read as follows:

(a) If such temporary work is in a higher classification having a wage range he shall be paid the minimum wage rate of such classification or his regular wage rate plus two and one-half percent (2½%), whichever is greater during the period of such temporary assignment. In no event shall the rate paid be higher than the maximum rate of the classification to which such employee is assigned.

Section 13.8 shall be amended to read as follows:

13.8 (a) The progress of an employee in a wage

range shall be reviewed prior to the end of the first six (6) months after the date he starts in a new classification (including any time accumulated as provided in Section 13.6) and before the end of each six (6) month interval thereafter. If Company finds that an employee has meritoriously performed his work for the interval reviewed, he shall be given an increase of not less than two and one-half percent (2½%) of his current rate on the date following his completion of each six (6) months in his classification. Such increases shall be applied until the employee receives the maximum of the wage range of his classification. The amount of any such increase, where not divisible by five cents (5c), shall be rounded to the next higher five cents (5c) and where any increase provides a wage rate within one dollar (\$1.00) of the maximum rate for the classification, the increase shall be in the amount necessary to place the employee at the maximum rate.

(b) If a wage increase is not to be granted after a progress review, the Company shall notify the employee of the reason therefor, no later than the date an increase would have been effective. Further, Company shall make another such review for such purpose two (2) months following such date. If merited the employee shall then be given the increase and six (6) months from such date will become his new date for purposes of the progress review.

TITLE 18. PROMOTION AND TRANSFER

Section 18.7 shall be amended to read as follows:
18.7 Any regular employee will be considered for a promotion or transfer to a vacancy under Section 18.8 without having previously filed a transfer application, provided that the vacancy is in his promotion and transfer unit and does not involve a change in headquarters. In all other cases, before any employee will be considered for a promotion or transfer under Section 18.8 he must, before the expiration of the fifth day from the date of posting of Company's original selection provided for in Section 18.12, have made a transfer application for the classification which is vacant and have filed it in the Division in which he desires to effect a transfer or promotion. The foregoing requirement shall apply to all employees of Company who desire to effect a transfer or promotion to a vacancy in said bargaining unit.

Subsection (f) of Section 18.8 shall be added to follow Subsection (e) of Section 18.8 and to read as follows:

(f) Notwithstanding the foregoing provisions of this Section, an employee granted a leave of absence under the provisions of Subsection 6.2 (b) and who returned to work as provided for in such leave in a classification lower than that which she filled when such leave of absence was granted shall be given preferential consideration to enable her to return to a vacancy in her former higher classification and former promotion and transfer unit. Company shall consider such employees in the order of their Company seniority.

Section 18.9 shall be amended to read as follows:

18.9 Jobs in the following classifications shall be considered as beginning jobs for the purpose of this Title:

- Clerk D
- Meter Reader
- Apprentice Key Punch Operator
- Machine Operator B
- Telephone P.B.X. Operator B
- Stenographer C
- Typist A

Section 18.12 shall be amended to read as follows:

18.12 When Company has selected an employee for appointment to a vacancy under the provisions of Section 18.8 or 19.7, it shall notify the proper Union Shop Steward of the vacancy and the employee selected therefor. Company shall also post such information in the promotion and transfer unit in which the vacancy occurred. The appointment shall not be made until five (5) days have elapsed from the date of such posting, during which time an employee may request Company to reconsider its selection. If transfer applications are filed for the vacant job during such period, Company shall consider such applications and notify the applicants and shop steward of the employee selected therefor and delay the appointment until five (5) days have elapsed from the date of such notification.

TITLE 19. DISPLACEMENT, DEMOTION AND LAYOFF

Section 19.1 shall be renumbered as Subsection (a) of Section 19.1.

Subsection (b) of Section 19.1 shall be added to follow Subsection (a) of Section 19.1 and to read as follows:

(b) The provisions of this Title which are applicable in cases of displacement, demotion or layoff due to lack of work should be applied in such manner as to give employees affected as much advance notice as practicable of Company's proposed action. Following such notice such employees shall, notwithstanding the provisions of Title 18, be given preferential consideration on vacancies in the same classification under the provisions of Section 19.7 as though they had already been demoted. Further, by written agreement between the Company and the Union, special provisions may be substituted for the provisions of Title 18, "Promotion and Transfer" and this Title 19.

Sections 19.13 and 19.14 shall be deleted.

TITLE 21. STATUS OF EMPLOYEES

Sections 21.2 and 21.3 shall be amended to read as follows:

21.2 New employees shall be hired as probationary employees at a daily rate of pay not less than the minimum wage established for the classification of work to be performed. As long as a probationary employee retains such status he shall not acquire any seniority rights, or rights with respect to leave of absence, holidays, promotion and transfer, displacement, demotion and layoff, sick leave, vacation, or similar rights and privileges.

21.3 On the completion of his first six (6) months of continuous service a probationary employee shall be given a status of a regular employee, and shall be given a definite job classification, and placed on a weekly rate.

TITLE 23. SUPPLEMENTAL BENEFITS FOR INDUSTRIAL INJURY

Section 23.1 shall be amended to read as follows:

23.1 When an employee is absent by reason of injury arising out of and in the course of the employment with Company which comes within the application of the Workmen's Compensation and Insurance Chapters of the State Labor Code, he shall be eligible for supplemental benefits for the duration of temporary disability. Such benefits shall commence with the first work day of absence immediately following the day of injury. The amount of the supplemental benefit payable for each day of absence shall be 85% of an employee's basic weekly wage rate divided by five, less the sum of any payments to which he may be entitled under the Workmen's Compensation and Insurance Chapters of the State Labor Code and benefits from the Voluntary Wage Benefit Plan which provides benefits in lieu of unemployment compensation disability benefits provided for in the California Unemployment Insurance Code. Any supplemental benefits paid during the first week of disability shall be considered as a credit against disability compensation which may be retroactively due under the provisions of the Workmen's Compensation and Insurance Chapters of the State Labor Code. Supplemental benefits shall be considered as a credit which may be applied to any permanent disability settlement.

TITLE 24. TERM

Section 24.1 shall be amended to read as follows:

24.1 This Agreement, having taken effect as of July 1, 1953, and having thereafter been amended from time to time, shall continue in effect as further amended herein for the term July 1, 1962 to June 30, 1963, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other sixty (60) days prior to the end of the then current term.

Subsection (b) of Section 24.2 shall be deleted.

**GENERAL WAGE INCREASE
II. CLERICAL BARGAINING UNIT
Clerical Bargaining Unit**

Present Rates	Increase
\$144.70 and above	\$6.50 per week
From \$138.10 per week to \$144.65 per week, inclusive	6.00 per week
From \$127.25 per week to \$138.05 per week, inclusive	5.50 per week
From \$116.35 per week to \$127.20 per week, inclusive	5.00 per week
From \$110.50 per week to \$116.30 per week, inclusive	4.50 per week
From \$101.65 per week to \$110.45 per week, inclusive	4.00 per week
Up to and including \$101.60 per week	3.50 per week

1) Effective July 1, 1962, the Clerk E, Machine Operator C, Stenographer D, Telephone PBX Operator C and Typist B classifications are reclassified and employees holding such classifications are reclassified to the appropriate classifications as established under (2) below.

2) Effective July 1, 1962, establish the starting rate of Clerk D and other classifications having a scheduled wage rate identical thereto as follows:

Start	\$81.05 per week
—Inexperienced hiring rate.	
End 6 months	84.50 per week
End 1 year	87.95 per week
End 18 months	91.40 per week
End 2 years	94.85 per week
—Experienced hiring rate.	
Thereafter (Range)	94.85 per week to \$111.80 per week

Employees in the present Clerk E wage range whose rate, effective July 1, 1962, is between \$81.05 per week and \$94.85 per week will be placed in the wage schedule of the revised "D" rates in the following manner:

- a) If an employee's rate on July 1, 1962 is lower than, but within 25c of a wage progression step in the new "D" schedule, he shall be placed in the higher wage step.
- b) If an employee's rate on July 1, 1962 does not match any wage progression step in the new "D" schedule or does not meet the provisions of (a) above, the employee will be red circled and upon his normal review date shall be placed in the wage progression step next above his rate if such change will be equal to or greater than 2½% of his adjusted rate.
- c) If an employee's increase, by placement into the next step of the wage progression, does not produce a 2½% increase, he shall receive a wage ad-

justment of not less than 2½% of his current rate rounded to the next higher 5c on the weekly wage and shall remain red circled. Upon completing his next six (6) months he shall be given an increase in accordance with the above. If this does not result in placement in a wage progression step, the process shall be repeated until placement in a wage step can be accomplished, or the employee advances into the wage range portion of the "D" Clerk schedule.

d) New employees shall be hired at the starting rate of \$81.05, except that those employees who have appropriate training and experience shall be hired at the experienced rate of \$94.85.

**PACIFIC GAS AND ELECTRIC COMPANY
STANDARD WAGE RATES
40 HOUR WORKWEEK BASIS
Clerical and Office Classifications**

Effective 7-1-62

Classification	Per Week	
	Min.	Max.
Adjuster	\$132.75	\$144.10
Clerk	\$132.75	\$144.10
A	132.75	144.10
B	121.35	132.75
C	111.80	121.35
D	Start	* 81.05
	End 6 Mos.	84.50
	End 1 Yr.	87.95
	End 18 Mos.	91.40
	End 2 Yrs.	** 94.85
	Thereafter	94.85 111.80
Supervising Clerk		
B	144.10	151.20
Collector		
	Start	118.15
	End 6 Mos.	126.45
	End 1 Yr.	130.65
Collector and Meter Reader		
	Start	118.15
	End 6 Mos.	126.45
	End 1 Yr.	130.65
Mail Clerk Driver		
(General Office, Central Customers Accounts Only)		
	Start	111.85
	End 6 Mos.	116.20
Head Meter Reader		
When in charge of 7 to 13 Meter Readers		130.65
When in charge of 14 to 20 Meter Readers		135.75
When in charge of 21 or more Meter Readers		144.10
Meter Reader		
	Start	101.00
	End 6 Mos.	104.60
	End 1 Yr.	109.30
	End 18 Mos.	112.90
	End 2 Yrs.	117.50
Apprentice Keypunch Operator		
	Start	85.95
	End 2 Mos.	89.60
	End 4 Mos.	93.10
	End 8 Mos.	95.65
	End 1 Yr.	98.70
Machine Operator		
A	111.80	121.35
B	Start	* 81.05
	End 6 Mos.	84.50
	End 1 Yr.	87.95
	End 18 Mos.	91.40
	End 2 Yrs.	** 94.85
	Thereafter	94.85 111.80
Machine Operator X	121.35	132.75
Telephone P.B.X. Operator		
A	111.80	121.35
B	Start	* 81.05
	End 6 Mos.	84.50
	End 1 Yr.	87.95
	End 18 Mos.	91.40
	End 2 Yrs.	** 94.85
	Thereafter	94.85 111.80
Office Machine Repairman		
(General Office, Dom. and Com'l. Accts. Bureau)		
	Start	121.60
	End 6 Mos.	128.05
	End 1 Yr.	131.95
	End 18 Mos.	134.75
Stenographer		
A	121.35	132.75
B	111.80	121.35
C	Start	* 81.05
	End 6 Mos.	84.50
	End 1 Yr.	87.95
	End 18 Mos.	91.40
	End 2 Yrs.	* 94.85
	Thereafter	94.85 111.80
Typist		
AA (Gen. Off. Only)	111.80	121.35
A	Start	* 81.05
	End 6 Mos.	84.50
	End 1 Yr.	87.95
	End 18 Mos.	91.40
	End 2 Yrs.	** 94.85
	Thereafter	94.85 111.80

* —Inexperienced hiring rate.
** —Experienced hiring rate.

WELCOME!

The following people have been welcomed into Local 1245 for the months of July and August, 1962:

BA APPLICATIONS

SAN JOAQUIN

- Davis, Beverly
- Flick, James B.
- Grisby, Ray H.
- Haggmark, Lloyd S.
- Jones, Bruce
- McKernan, Don Jo
- Newton, Ronald E.
- Peterson, Ernest R.
- Richison, Robert L.
- South, Theodore R.
- Tallman, Jo Sharon

COAST VALLEYS

- Black, Norman R.
- Bumgarner, Carl W.
- Collie, Sidney A. L.
- Howe, Edward W.
- Kimmy, Lawrence
- Norris, Don L.
- Rutters, Norman
- Silacci, Roger
- Underwood, Edward A.
- Whitehead, Ronald D.

PIPE LINE OPERATIONS

- Elling, James L.
- Kennedy, J. D.
- Wiley, Val B.

SAN JOSE

- Artru, Richard G.
- Brochin, Lawrence R.
- Lind, Curtis
- Slair, James R.
- Thompson, Vernon C.

CITY OF PALO ALTO

- Mills, Harry
- Schims, George P.

STANDARD PAC. GAS LINE

- Knudson, James A.
- Thompson, Berthel L.

STORES

- Doan, William J.
- Swallow, Gordon

EAST BAY

- Carson, Robert A.
- Chavez, Alex A.
- Cavis, Loran E.
- Dowler, Robert E.
- Estes, John R.
- Freed, George E.
- Gabriel, Robert G.
- Gibson, James H.
- Hemphill, Milford R.
- Hiney, Robert A.
- Hurst, Charles
- Hyde, Harold W.
- James, Robert W.
- Mederos, Manuel A.
- Militano, Martin T.
- O'Connell, Michael K.
- Peel, Donald R.
- Thomas, Janice M.
- Watson, Jerry A.

SAN FRANCISCO

- Andrewsen, Walter A.
- Boyd, George A., Jr.
- Daly, John Joseph
- Dustrud, Gerald
- Heintz, Donald R.
- Mulligan, James M.
- Van Sickle, Stephen R.
- Whitney, James L.

GENERAL OFFICE

- Anthony, Ruth
- Casey, Benjamin J.
- Greave, Lorraine M.
- Heintz, Rosemary K.
- Hoch, Phillip D.
- Ramos, Carole L.
- Robertson, Marian
- Winchell, Amy M.

STOCKTON

- Finney, Wendell M.
- Russell, Dan R.
- Theiler, James J.

HUMBOLDT

- Borton, Jo Ann
- Buften, William A.
- Burnsed, Alvin J.
- Leach, Richard E.
- Lockwood, George E.
- Zocher, Gerald M.

SHASTA

- Baker, Martin S.
- Hoge, Herbert R.
- Watts, Eugene
- Wyant, Allen Paul

SIERRA PACIFIC POWER CO.

- Ames, Thomas E.
- Barreto, Lucy
- Bellos, Robert
- Dallimore, George D., Jr.
- Ferguson, Ralph E.
- Frahlich, Mike
- Marsh, Janeil M.
- McPartland, Michael J.
- Norlen, Jerry G.
- Turney, Dail E.
- Weber, Betty Jean

DeSABLA

- Gibbs, Richard

COLGATE

- Brooks, Leone W.

NORTH BAY

- Barkhurst, Donald
- Cox, Donald
- Johnson, Lloyd E.

SACRAMENTO

- Burchell, Bert B.
- Wix, James J.

SACRAMENTO M.U.D.

- Beede, Richard A.
- Parks, Ollie D.
- Sanders, Eugene F.

BUREAU OF RECLAMATION

- Bailey, Clarence W.
- Fletcher, George A.
- George, William A.
- Hendrickson, John
- Hill, Albert B.



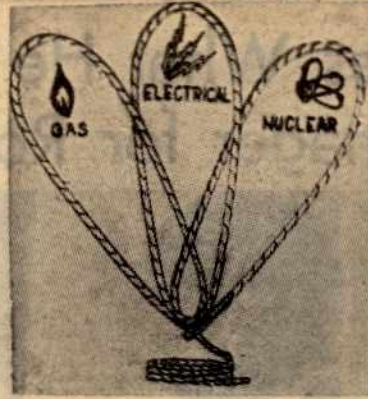
- Hobbs, Willard
- Lineback, John H.
- Mayse, Paul L.
- Parks, Arthur M.
- Partain, Charles
- Pitcher, Alza M.
- Smith, Ballard C.
- Sublett, John A.
- Wendell, Herbert D.
- Wolf, Clayton J.
- Wolverton, Troy J.

CITIZENS UTILITIES

- Ashton, Dora M.
- Balcomb, Douglas
- Barnes, Donald H.
- Bruner, Delores
- Fike, Dorla E.
- Forrand, Clara
- Gentry, Elmer
- Latta, Veda A.
- Mulvihill, Virginia M.
- Trall, Jennie
- Zlatehin, Carl

GENERAL CONSTRUCTION

- Abert, Ernest Rene'
- Aller, Jesse D.
- Bafford, John E.
- Bellefeuille, Donald S.
- Blevins, James W.
- Bowles, A. R.
- Briggs, Johnny L.
- Carrel, Eldgie B.
- Carson, James
- Clay, Bob
- Daniel, Gary E.
- Dowden, C. M.
- Erickson, Terrence E.
- Eutsler, Robert L.
- Gilbert, Brian
- Hadley, Paul
- Haggard, Harold
- Hill, John R.
- Holmes, Charles L.
- Huber, Glen E.
- Hudson, Weston G.
- Hughes, Dale
- Hunter, Charles R.
- Kaufman, Robert
- Keck, Russel D.
- Lane, James
- Massey, Homer E.
- Paszkeicz, John M.
- Pedro, John A.
- Pimentel, Frank
- Reulein, Jack
- Roberts, Jerry L.
- Robison, Wesley E.
- Robinson, Willard A.
- Silvia, Arthur M.
- Simpson, Harold
- Smith, Thomas R.
- Starks, Raymond
- Strong, Jack M.
- Szabo, Leonard
- Tymn, John J.
- Venson, Gay O., Jr.
- Walker, Hiram J.



Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT

DON'T GAMBLE WITH DEATH IN TRENCHES!

Six times as many workers die from caving ditches, trenches and excavations than from other construction work (in proportion to the number of disabling injuries).*

Out of every 12 workers who receive a disabling injury from cave-ins, one dies.**

Walls of earth may look quite harmless, but they are extremely dangerous unless held in place by adequate shoring and bracing.

Play safe! Don't bet lives on soil conditions! Provide adequate shoring and bracing.

*Based on California figures for 1956.

**Based on California figures for 1955.

TRENCHING

California's Construction Safety Orders give minimum requirements only, but distinctly specify that trenches in all types of earth must be guarded against the hazard of moving ground.

It is the employer's responsibility to see that employees are

not injured from caving ground. Experienced construction men offer the following advice, which will be helpful in deciding how much sheeting, in addition to the minimum specified, is required:

1. **Beware of Disturbed Ground.** Ground that has been filled or disturbed will require additional sheeting and bracing. So will hard compact ground if there is filled ground nearby. A trench wall that is near another recently filled trench, for example, is unstable, even though it appears to be hard compact material.

2. **Take Special Precautions Where Moisture Is Present.** Provide extra sheeting where there is water or seepage. Keep the excavation pumped out at all times, and avoid any accumulation of water, day or night, until the work is done.

3. **Guard Against Rock-like Material That Softens When Exposed to Air.** Upon exposure to air and moisture, some rocks, like the greenish serpentines found in California, undergo a softening change called air-slacking. Walls of such rock are hard and solid at the time of excavation, but soften into a slippery, dangerous mass soon after exposure to air. To prevent this air-slacking, some contractors apply a protective coating of

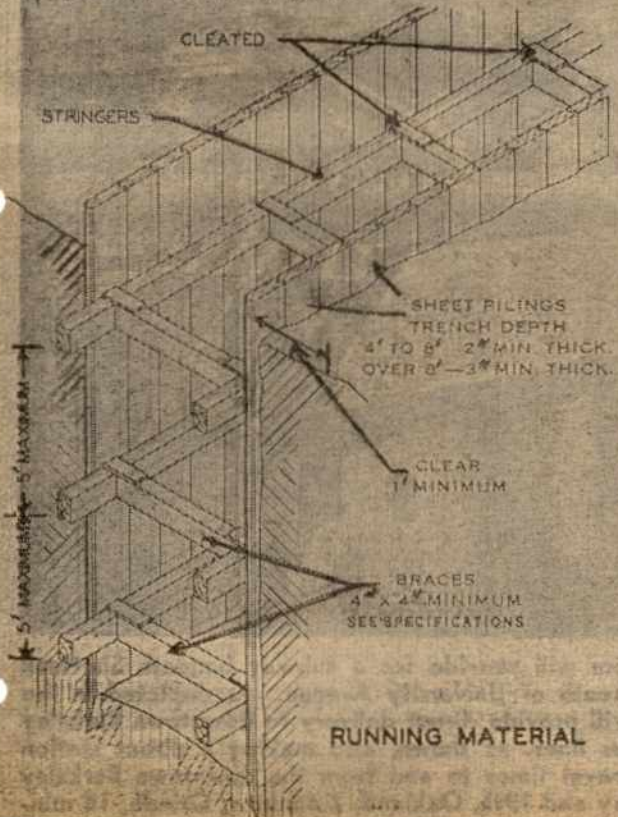
(Continued on Next Page)

RUNNING MATERIAL

Sheet Piling or equivalent solid sheeting is required for trenches four feet or more deep.

Longitudinal-stringer dimensions depend upon the strut braces, the stringer spacing, and the depth of stringer below the ground surface.

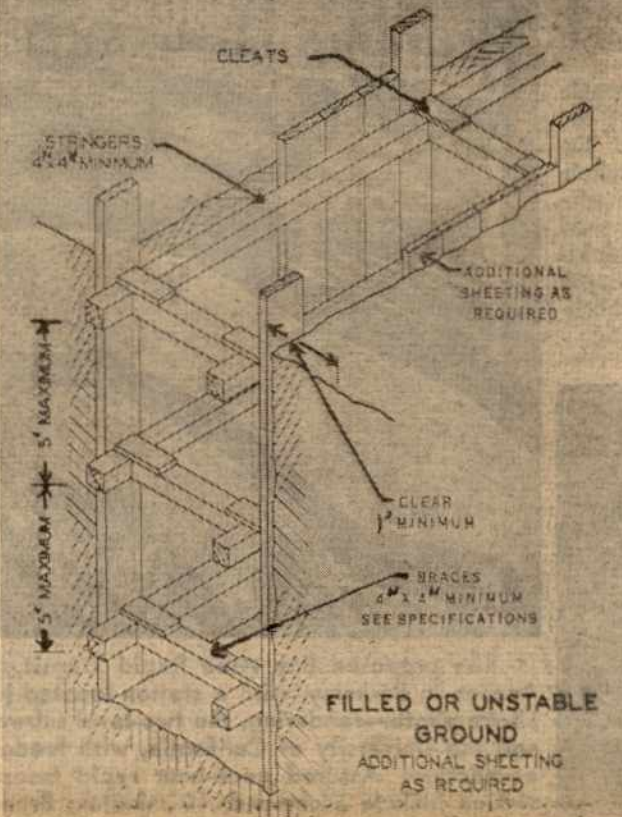
Greater loads are encountered as the depth increases, so more or stronger stringers and struts are required near the trench bottom.



SATURATED, FILLED OR UNSTABLE GROUND

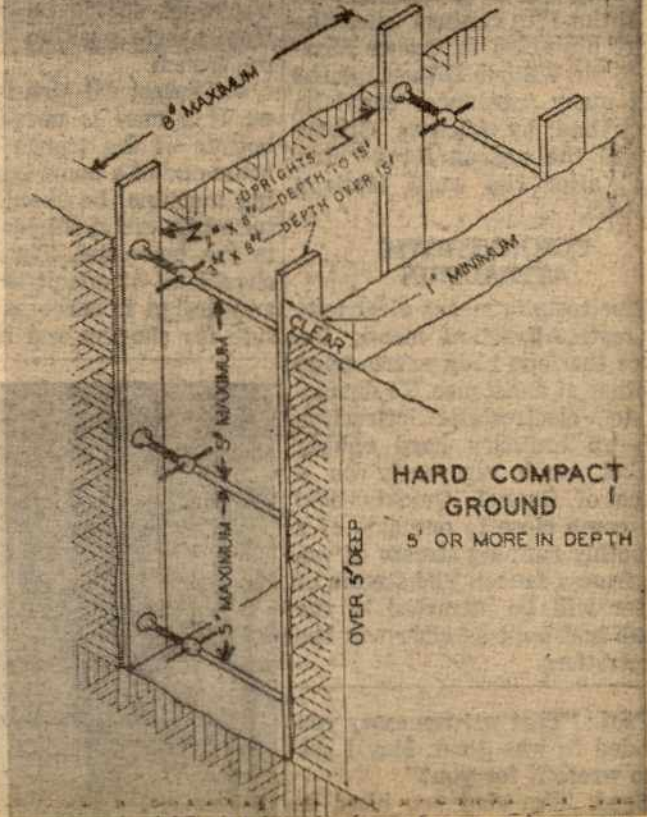
Sheeting must be provided, and must be sufficient to hold the material in place.

Longitudinal-stringer dimensions depend upon the strut and stringer spacing and upon the degree of instability encountered.



HARD COMPACT GROUND

Trenches 5 feet or more deep and over 8 feet long must be braced at intervals of 8 feet or less.



1245er Practices What He Preaches— Campaign Manager for Robert Leggett

James R. Martin, Operator at Marysville Substation, PG&E, has been appointed Campaign Coordinator in Yuba and Sutter counties for Assemblyman Robert L. Leggett, Democratic candidate for Congress in the 4th Congressional District.

Martin, chairman of the Yuba County Democratic Central Committee and a delegate to the 1962 Democratic State Convention, also is Co-chairman of the 4th Congressional District on the State Democratic Committee. He has long been active in politics and was a member of the committee that campaigned to elect President Kennedy to the United States Senate when he ran the first time in Massachusetts. He was the only person in Yuba County that received an invitation to President Kennedy's Inauguration. A veteran of the Korean War, he is presently an American Legion member.

Brother Martin has been a member of Local 1245 since June 1, 1954. He is currently a member of Unit 3813—Marysville and has served as Vice-chairman of Unit 2316 and Chairman of Unit 3813 and as a Shop Steward. He has attended Local Union conferences in 1955, 1957 and 1958. While serving as a member of the Unit's Education Committee he was a registrar of voters.



Assemblyman Robert L. Leggett, 4th District candidate for Congress on White House steps shaking hands with President Kennedy. Leggett was a recent visitor to the Capitol for briefings on national issues in preparation for the November elections.

In accepting the appointment, Martin said, "After reviewing the record and positions of the candidates involved in the Congressional race, I agreed to assist Assemblyman Leggett. I have felt for a long time that more of the rank and file should become a little more active in the political arena and have our voices heard when choosing

those who might aspire for public office. I feel that we should actively and openly support candidates for public office who will assist the objectives of our Union and the working man in general. With these as some of the reasons, I have agreed to help Leggett. I am sure that labor will have a friend when he becomes our next Congressman for the 4th District.

The 4th Congressional District is one of the eight new districts that was created during the 1961 Legislative session in Sacramento. The District consists of Colusa, Lake, Glenn, Solano, Sutter, Yuba and Yolo counties.

Several of Local 1245 brothers in the area are helping in the campaign. This is the first time for most of them and frankly they are enjoying it.

Ask for a Union Clerk, Call Union Troublemakers

(The following resolution was passed by the delegates to the California Labor Federation Convention.—Ed.)

ORGANIZING THE UNORGANIZED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON AND PACIFIC GAS AND ELECTRIC

Resolution No. 267 — Presented by State Assn. of Electrical Workers.

Whereas, The Southern California Edison Company and the Pacific Gas and Electric Company are among the largest privately-owned utilities in the nation, and

Whereas, Locals 47 and 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, are certified to represent thousands of employees of these giant utility companies, and

Whereas, These companies refuse to negotiate a Union Shop clause which would require equal taxation for equal representation, and

Whereas, In spite of the open shop situation on these properties, Locals 47 and 1245 have organized many thousands of Edison and P. G. & E. employees and are actively seeking to organize the remaining non-members employed by Edison and P. G. & E., and

Whereas, Locals 47 and 1245 have negotiated vast improvements in wages, working conditions and fringe benefits for all employees of these companies since becoming bargaining agents, and

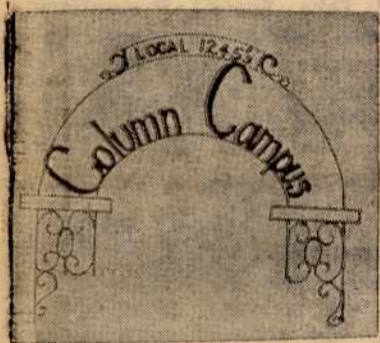
Whereas, In 1953, Locals 47 and 1245 spent many thousands of dues dollars and were extremely active in opposition to Proposition 18 despite the fact that they did not and do not have decent union security clauses in their contracts, and

Whereas, Locals 47 and 1245 have supported the legislative programs of the California Labor Federation through lobbying activities in Sacramento and among their members and friends in the general public,

Therefore Be It Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, go on record in support of the organizing drives in progress on the properties of the Southern California Edison Company and the Pacific Gas and Electric Company being conducted by Locals 47 and 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, and

Be It Further Resolved, That all affiliated local unions whose members reside in the areas served by Southern California Edison and Pacific Gas and Electric, be requested to urge such consumer-members to support the organizing drives of I.B.E.W. Locals 47 and 1245 by requesting that only members of I.B.E.W. Locals 47 and 1245 be dispatched whenever the services of Edison or P. G. & E. are called for by consumer-members of organized labor, and

Be It Finally Resolved, That the Executive Secretary of the California Labor Federation be requested to use his good offices in carrying out the intent of this Resolution.



DON'T GAMBLE WITH DEATH IN TRENCHES!

Continued from Preceding Page

gumite to such walls, in addition to shoring and bracing. Other contractors provide extra sheeting to hold the weakened walls in place.

4. Guard Against Caving Hazard Created by Vibration and Load from Highway Traffic. Trenches located near highways and streets are more likely to cave than similar trenches in locations not exposed to moving loads. Extra sheeting is necessary, and loose rocks and chunks of earth that could fall on men in the excavation should be removed.

5. Install Upper Trench Jacks First. When trench jacks are used to hold uprights in place against trench walls, the top jack should be installed first. The next lower one should be held in position with hooks from above before a man enters the trench at that point to place the lowest jack. Shoring does not serve its purpose if men expose themselves to hazard while installing it. Most of the installation work should be carried on from a safe position outside of the trench.

6. Protect All Men in Trenches. If a man is needed at the bottom of the trench near the boom-end of a boom-type trenching machine, he should be protected by metal shields attached to the boom-end. These shields should be of adequate strength and design to serve as a substitute for shoring and bracing.

ELECTRICITY DISCOVERED

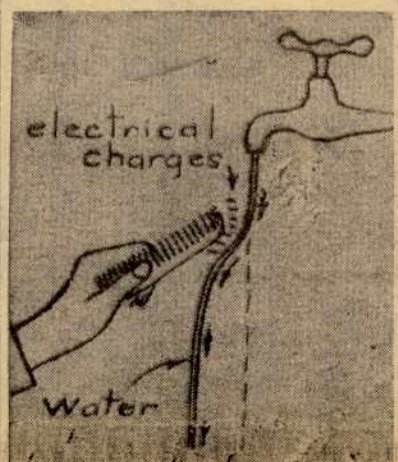
No one knows just when electricity was first discovered. There are records which show that as early as 600 B.C. the attractive properties of the mineral amber were known. One of the "seven wise men" of ancient Greece observed that when amber was rubbed with a cloth or animal fur, it would attract bits of straw and other materials. Just as metals such as gold and silver had their names, the mineral amber was called "electron". The vocabulary of today's "atomic age" had begun.

ELECTRICITY BY FRICTION

What the ancient Greeks had observed was to go undescribed until the 17th century when the court physician to Queen Elizabeth, Sir William Gilbert, stated that many substances could be electrified by friction. Gilbert named the unseen force "electric" after the word electron (amber).

ELECTROSTATIC ATTRACTION

Electrostatic means electricity at rest. Attraction means the force that one body exerts upon another at a distance. To demonstrate electrostatic attraction rub an ordinary hard rubber pocket comb vigorously on a piece of flannel. Quickly hold the comb close to one side of a smoothly running stream of water from a faucet. The stream of water will be attracted to the comb and bent as shown in the illustration.



Prof.: "That written essay you handed in was great. May I ask who wrote it for you?"

Coed: "I'm glad you liked it. May I ask who read it to you?"

Bay Area Commuter: Vote 'Yes' on 'A'

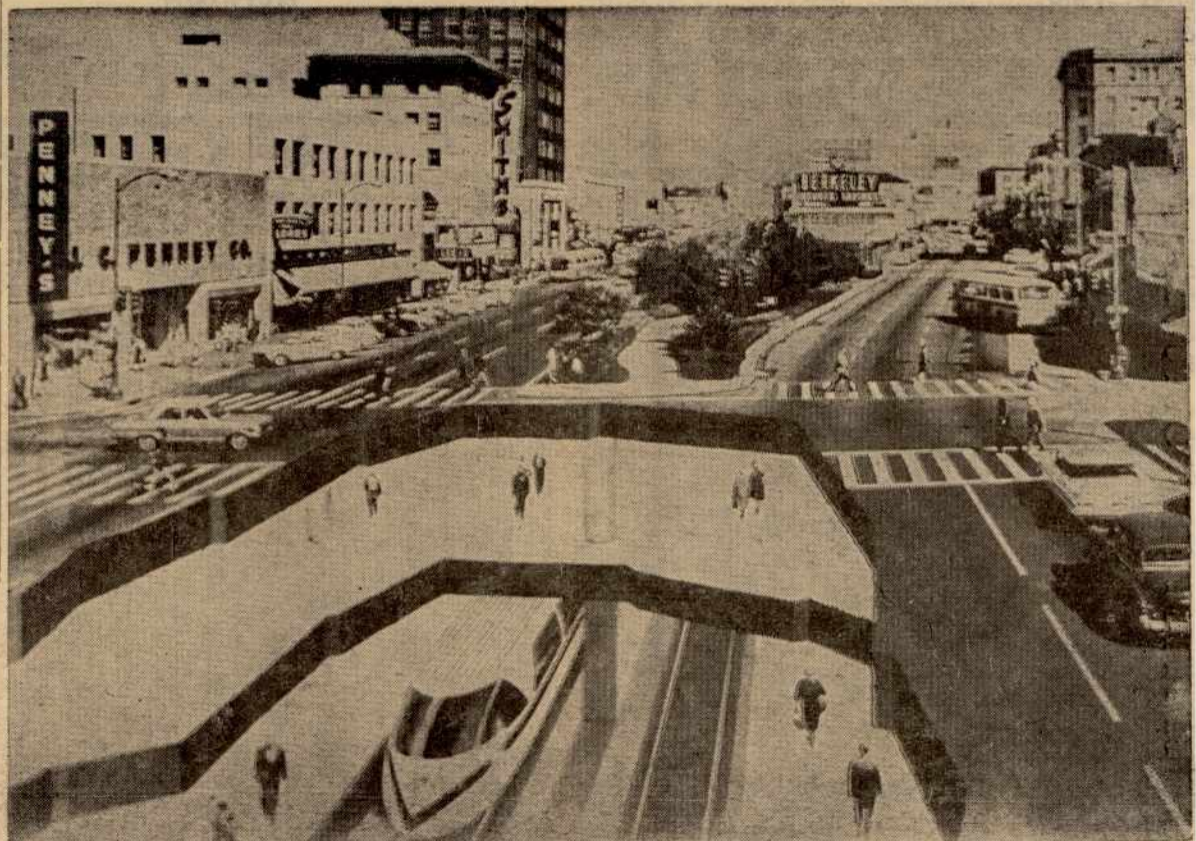
The president of the Bay Area Council, in announcing its continued support for rapid transit, declared that a three county system is the logical nucleus for a grid which could include all nine Bay Area counties.

Meanwhile, in the East Bay, it was announced that civic lead-

ers from every section of Alameda and Contra Costa Counties have joined Citizens for Rapid Transit. They represent labor, business, industry, education and the legal and medical professions in urging the passage of Proposition "A" on the November ballot. A similar committee has been formed in San

Francisco City and County.

Proposition "A" would provide for the construction of a 75-mile network of subway, surface and aerial rail lines, capable of moving 30,000 comfortably seated passengers every hour. Speeds will range up to 80 miles an hour over exclusive rights-of-way.



The proposed Bay Area Rapid Transit system will provide for a subway beneath Shattuck Avenue in Berkeley, with a station located just south of University Avenue. As depicted in the above photo—rendering, the two-level subway will provide direct delivery to downtown Berkeley and the University of California, with feeder bus lines, as shown, also making a direct station connection. Assured peak-hour rapid transit travel times to and from the downtown Berkeley station include Richmond, 10 minutes; Broadway and 19th, Oakland, 7 minutes; Orinda, 18 minutes; Montgomery and Market, San Francisco, 16 minutes.