Board Weighs Financial Problems

(Statement by Executive Board of Local 1245)

The impact of an increase in per capita to the International of 60c per member per month, which was adopted by the Montreal Convention, is the main order of business facing the Executive Board of Local 1245.

The increase in payments to the International Office will become effective on January 1, 1963, and based upon present membership figures, the Board estimates that approximately $6000 per month or $72,000 per year will have to be paid out of Local Union income.

Under the provisions of the Local Union by-laws, proposed amendments to the Local Union by-laws are to be submitted to a final vote of the membership at a regular unit meeting to be held in the month following the Board's action and for a secret ballot vote at the regular unit meetings in the second following month.

The principle of a percentage or a graduated step dues structure appears to be received more favorably in the field than the present "across-the-board" structure due to the ability to pay principle which is based upon the graduation of income found in the provisions of Local 1245.

Mechanics of such a structure present certain administrative problems which must be carefully considered by the Board before a decision is made to present a proposal to the membership. While the time element is one of urgency, the Board is of the opinion that a careful and complete evaluation of all factors must be made prior to a final decision so that what is submitted to the membership makes sense, is adequate to meet the problem, and is workable from the standpoint of proper administration.

One thing is certain, Local Union cannot possibly absorb the International per capita increase and operate in any degree of adequacy as an organization of service to its membership. Therefore, it must find ways and means to increase its operating income, in doing so, it must also find ways and means to assure an adequate income to meet its own rising costs and the contingencies which must be met such as prolonged negotiations and other unusual expenditures which become necessary from time to time.

The Executive Board will continue to study the problem and search for a proper solution. When the decision is made, every reasonable effort will be made to set forth the facts and figures which should accompany the proposed amendment to the by-laws when it is submitted to the Unions.

1963 promises to be a year filled with the problems of the membership and in order for Local 1245 to be able to handle such problems in a positive manner, the Union must be financially sound.

San Jose Advisory Council Member, John Gaffney speaks at the joint Advisory Council—Executive Board session held to discuss the per capita increase. Other Ad Council Members are Jack Mahoney, Trudy Dillon, Jimmy Lydon, Brendan Strange and Terry McGovern, all center for Joanne Byrnes.

In This Issue—

- Union's Financial Crisis
- Political Endorsements
- Clarification of Lineman's Definition
- Bay Area Rapid Transit

For Other Endorsements, Voting Records and Ballot Proposition Recommendations, See Pages 4 and 5

San Francisco Labor Committee

FOR GOVERNOR
"PAT" BROWN

FOR U.S. SENATOR
RICHARD RICHARDS

FOR GOVERNOR
GLENN ANDERSON

FOR ATTORNEY GENERAL
STANLEY MOSK

FOR TREASURER
BERT BETTS

FOR SUPT. OF INSTRUCTION
RALPH RICHARDSON

FOR SECY. OF STATE
DON ROSE

FOR CONTROLLER
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DON ROSE

FOR CONTROLLER
ALAN CRANSTON
Treasurer or deposited in the funds are turned over to the International Secretary, the per capita increase requires a article admitting new, unique, and ambitious terms and procedures that would gravely jeopardize American freedoms, "wrote Thomas Pitts.

In the final analysis, this problem will be resolved by the membership. Some factors beyond our control and our only reason for existing is the welfare of the people for statewide office ... Assembly, and Congressional negotiations, grievances, legislative matters are carried on, the various officials, eg., grand juries, unnecessarily or unconstitutional.

Lessons of Cuban Crisis

We should have learned at least one lesson from the world crisis posed by nuclear missile bases in Cuba: "It can happen to us!"

This lesson can be applied to the extinction of mankind in nuclear war, the demise of an enlightened State Administration in Sacramento, or the death of this Local Union.

All three problems can be solved by us. They can happen now or in the near future. They are questions of survival and the question of survival in these cases is, should be, to the people.

Behind the question of survival for mankind, for the Brown Administration, for Local 1245—a is a common denominator. That's the question. We have another crisis which provide the voter with a means to determine his destiny. The issue in the Cuban crisis, as President Kennedy put it, is not power at the expense of freedom, but peace and freedom.

Freedom means the preservation of our democratic institutions. For this, we risk our lives. For this, we risk the chance of a very small man becoming our Governor. For this, we risk the survival of our Union.

The November election and the financial crisis before our eyes provide a common denominator: "It can happen to us!"

We risk these things in order to preserve the right of the voter to make his determination. The power of his vote on these issues of survival is evident, even in the United Nations, where representatives of the world pet parliamentary procedure against the threat of nuclear extinction.

The world crisis teaches us the lesson: No one has a monopoly on survival. We must protect our democratic institutions we must vote intelligently.

1.0. Allocates 60c Increase

The following excerpts are from a letter sent by Informa- tion Director M. A. Walters, Assistant Editor, to all Financial Secretaries of IBEW Local.

"Action of the Twenty-seventh Convention of the IBEW held in Montreal, Quebec, Canada, September 10-14, 1962 increased the per capita 60 cents per month for both "A" and "B" members effective January 1, 1963, by adoption of the following amendments to our Constitution:

"Article X, Sections 2, 3 and 6.

"Sec. 2. The monthly per capita tax for each "A" member shall be apportioned as follows: $1.50 to the Defense Fund. $1.30 and all admission fees and all other receipts shall go into the General Fund. $1.30 to the Pension Fund. $1.00 to JOURNAL subscription, placed in General Fund.

"NOTE: Paragraph 2 remains unchanged.

"Sec. 3. The monthly per capita tax for each "A" member on withdrawal card shall be apportioned as follows: $1.00 to the Defense Fund. $1.30 and all admission fees and all other receipts shall go into the General Fund.

"NOTE: Paragraph 3 remains unchanged.

"Sec. 6. The monthly per capita for each "A" member shall be apportioned as follows: 1.50 to the Pension Fund. 1.30 and all admission fees and all other receipts shall go into the General Fund.

"NOTE: Paragraph 6 remains unchanged.

"Sec. 7. The monthly subscription in General Fund.

"NOTE: Paragraph 7 remains unchanged.

"$1.50 With amendments in Article X to increase the per capita tax, it became necessary to adjust the minimum "monthly dues" stated in Article X, Section 1 as follows:

"Sec. 1. A Local shall collect dues from members either monthly or quarterly and the monthly dues shall not be less than $4.50 for "A" members.

"It will be the responsibility of each Financial Secretary to see that this provision is carried out, beginning with the month of January, 1963, and for each succeeding month thereafter. The first report to include the increase for each period to be reported on July 15, 1963, unless special arrangements are made with the IS. This is in line with Article XIX, Sections 4 and 5 of our Constitution.
lITTLE money in reserve. Sure, this is going to bring higher dues, but we do not intends to give anything away. We intend to use this money adversely for the Brotherhood, both in C"ns and in the United States.

I believe I have made myself clear, and I want further to say that there is one proposition of attempting an increase in per capita tax. You have been told that in the July-October, 1962
UTILITY REPORTER PAGE THREE

10 ST: REASONS FOR 9% INC: 1'CE IN FEDERAL DUES

(Continued from Page I)

July, Secretary Keenan and I felt, gave a fairly clear explanation of the need for an increase in per capita tax. You have been told that in the July-October, 1962, another thing is necessary to step up our activities in all branches of the International. We propose to give them that assistance if we can get the money to do it. We propose in this matter to increase our International in the neighborhood of $25,000,000 in the neighborhood of 250,000, if we can do it, and we want to extend our activities in branches of the International. We have in the neighborhood of 250,000 people, and we want to try to extend our activities in branches of the International.

We propose to increase and decide to give us a fight on a national basis, and we are trying to do it. We have given some of our people a bad time. In the case of Westinghouse, GE, and some of the people we are trying to beat that situation down where they negotiated locally, the arrangement is made in New York for the whole country, and in some cases they would have hundreds of thousands of dollars. We have given some of our people a bad time. We have had a situation where we spent $100,000 and $200,000 and we are trying to stop it. I get disturbed very much, because every day we have a situation where we have to rub off onto them, and in many cases they are trying to beat that situation down and they are giving us some people a bad time.

Now, in addition to that, as I say, we wanted to give some of the contractors because some of this stuff that has come in and by the transfer from the Convention Fund to the General Fund when that has reacted the money, we can do but try to do the best we can with what we have. We have always had the power and ability to give some of our people a bad time. We have the cooperation of the public, and we also propose to increase—that is the word we look to in any state where the Brotherhood is concerned. I want you to know why I feel that it is necessary to increase our per capita tax, and that I want to tell you why I feel that it is necessary to increase our per capita tax. You have been told that in the July-October, 1962, we are trying to extend our activities in all branches of the International. We have in the neighborhood of 250,000 people, and we want to try to extend our activities in branches of the International.

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President James E. Gibbs, Jr., speaking for the Executive Board of Local 1245, has issued the following statement on the November 6 General Election: "On Tuesday, November 6, 1962, those who are registered to vote have the opportunity to exercise the right of free men and women as they go to the polls to vote for the candidates of their choice and for or against the various ballot propositions in their respective states." In the interests of Local 1245, the Executive Board suggests that first, every eligible voter make every possible effort to go to the polls and vote on Election Day. Second, that while exercising the right of free men and women to vote as they see fit is a sacred right, it is incumbent upon the Executive Board to offer recommendations based upon a responsible review of the candidates and the issues.

The membership adopted certain provisions as part of the "Objects of this Local Union" which are contained in our bylaws. Therefore, under the provisions of the bylaws of Local 1245, it becomes the duty of your elected Executive Board to recommend and support such legislation as is in the opinion of the Executive Board will be to the benefit of members of this Union or of workingmen in general, and to oppose such legislation as is in the opinion of the Executive Board will be to their detriment; and to recommend and support candidates for public office who in the opinion of the Executive Board will assist the objectives of this Union or workingmen in general; and generally to defend our rights and advance our interests by all lawful means.

As part of Organized Labor, we have participated in the deliberations and actions of certain State and Local Labor Federations and Councils with regard to which candidates and which ballot propositions deserve the support of Labor. We have also reviewed the picture from the standpoint of Local 1245 as a part of Organized Labor.

Therefore, your Executive Board respectfully urges that all members give considerable thought to the recommendations set forth herein which reflect the considered judgment of the elected Leaders of Local 1245."
Voters Can Pay a Tribute to Late Representative Clem Miller

The name of Rep. Clem Miller will remain on the ballot and if he is posthumously re-elected then a special election will be held to determine a successor.

JOSE BILLS

<table>
<thead>
<tr>
<th>Public Works</th>
<th>Welfare-Pension Suits</th>
<th>Tax Revision</th>
<th>Free Trade</th>
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<tr>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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Key to chart: ✓ means a good vote, ✓ means no vote recorded.

Supt. of Schools

Everyone Endorses Richardson

Dr. Ralph Richardson has the endorsement of every state-wide professional organization of teachers and school administrators that has acted. This includes the AFL-CIO Federation of Teachers. Not one professional organization of educators has had an official good word to say for Richardson's opponent.

At careful consideration of the candidates for the office of State Superintendent of Public Instruction, I have decided to cast my ballot for Dr. Ralph Richardson because of his 1. Twenty-five years as a teacher and an administrator at levels ranging from the public schools in California and universities and to the Presidency of the Los Angeles City Board of Education.
2. Experience in curriculum development, textbook selection, and the preparation of teachers.
3. Recognition of education—indestructibility—as the responsibility of the public schools.

COPE RECOMMENDATIONS

Prop. No. 1A

State and Higher Education Bonds—$270 million. Eighty per cent of the proceeds will be used for University of California and Junior College construction; the remaining 20 per cent for other state facilities.

Prop. No. 1

Compensation for State Legislators

Provides for long overdue increase in salary not to exceed an annual salary of $12,150 without changing retirement benefits. (See Prop. 17, also.)

Prop. No. 2

Veterans' Property Tax Exemption

Extends exemption to include cooperative housing.

Prop. No. 3

Veterans' Tax Exemption Changes

Limits benefits to veterans engaging service from California or residing in state by 1962, and those otherwise under Proposition 24.

Prop. No. 4

Agricultural Land

Allows special, low assessment of agricultural land under a procedure that would promote land speculation and urban sprawl, while unwise for growth areas.

Prop. No. 5

Workmen's Compensation

Transfers burden of financing subsequent injury from general taxpayers to liability employers.

Prop. No. 6

State Bond Proposals

Imposes minimum method increases and increases vote required to submit important state bond issues to the people.

Prop. No. 7

Constitution Revision Procedure

Gives legislature the power, now reserved to the people through constitutional conventions, to propose piecemeal and broad revisions.

Prop. No. 8

Legislative Procedure

Allows special, low assessment of agricultural land under a procedure that would promote land speculation and urban sprawl, while unwise for growth areas.

Prop. No. 9

General Obligation Bond Accounting

Streamlines accounting procedures for more efficient handling of state bond funds.

Prop. No. 10

Welfare Exemption for Leased Property

Permits exemptions for improvements on property leased for 99 years.

Prop. No. 11

Assessment of Historical Landmark Areas

Allows special, low assessment procedure without taxpayer protections against deceptive designations.

Prop. No. 12

Aid to Widows of Veterans

Extends Cal-Vet program to unwed widows of veterans.

Prop. No. 13

College Property Exemption

Makes non-profit college exemption applicable to all lands used exclusively for education.

Prop. No. 14

Sale of Tidelands

Permits sale of certain tidelands previously reserved for streets.

Prop. No. 15

County Tax Appeal Boards

Permits their establishment by larger counties to relieve log-jam of hearings before supervisors.

Prop. No. 16

Constitution—Eliminates Obsolete and Superceded Provisions

Permits amendment of Constitution by the adoption of any portion of the Constitution by the voters.

Prop. No. 17

Pay of State Legislators

Provides for long overdue increase in salary, not to exceed a monthly salary of $85. (Because of conflict with Prop. No. 1, the measure receiving the highest vote prevails.)

Prop. No. 18

Alcoholic Beverage Control Appeals Board

Gives the Board of Equalization power which would eliminate the right to review by the Board.

Prop. No. 19

Compensation of Local Officers

Provides for elimination of a salary gap between members of the same local board, commission or council.

Prop. No. 20

Betting and Wrestling Contests

Permits betting and wrestling under a broad procedure which would reduce the current illegal majority and do nothing to correct the Senate committee system. Passage would postpone a genuine reapportionment for at least 20 years.

Prop. No. 21

Election of Superior Court Judges in Los Angeles

Shortens the term of a judge not to exceed an annual salary of $12,150 without changing retirement benefits. (See Prop. 17, also.)

Prop. No. 22

Amendment of Ombudsmen Initiative Act

Further implements the merger of the medico- and ombudsmen professions concerning the handling and licensing of doctors.

Prop. No. 23

Senate Reapportionment

Increases the number of state senators from 30 to 44 in a manner which would reduce the current liberal majority and do nothing to correct the Senate committee system. Passage would postpone a genuine reapportionment for at least 20 years.

Prop. No. 24

Subversive Activities—Louis Frenche Amendment

Replaces present wholly adequate constitutional protections against subversives with a totally irresponsible new article, containing vague, uncertain and ambiguous terms and procedures that would gravely jeopardize cherished American freedoms.
Job Definition for Linemen Clarified

The attached correspondence clarifies the understanding between Union and Company with regard to the application of Section 205.11, as amended (1962 regulations) and the use of one and two-man units under the Lineman definition.

Discussions are still going on regarding the Gas Department definitions (Fieldman; Mechanic; Gas; and Fitter). As soon as a final decision is reached between Union and Company on these definitions, you will be immediately advised thereof. (Agreement is near at press time).

Mr. V. J. Thompson
Manager of Industrial Relations
Pacific Gas & Electric Company
San Francisco 6 California

Mr. Thompson:
As agreed by our conversations of August 26, 1962, I am submitting revised attachment 200.11 to your letter of August 14, 1962, and believe the revisions will outline more clearly and provide greater detail of the understandings which have been discussed through our meetings and various subsequent telephone conversations regarding the various job definitions referred to in our original letter.

Enclosed revisions include:
- Revisions of Section 200.11
- Revision of Line Definition
- Fieldman
- We have deleted the revisions on the Mechanic, Gas (Attachment IV) and Fitter (Attachment V) definitions until the return of Mr. Ed Sibley and after we have discussed these matters further.

Should there be a conflict in our understanding on the definitions hereby submitted, we would welcome hearing from you. Very truly yours,

Mr. Ronald T. Wexley
Business Manager

Note: Attachment IV was withheld pending further discussion.

ATTACHMENT I

Revision of Section 200.11

Problem presents in the grievance procedure are based on a lack of definition of a particular job. Inasmuch as determining an employee’s qualifications for promotion or transfer is subject to classification, it is important to establish uniformity and consistency between the Company and the Union. To this end, revised programs for various classifications are presented. The program shall include tests, passing scores, testing procedures and requirements, and definitions which may be questioned. Tests need not be limited to academic matters but may be based upon an employee’s performance and condition as well.

Section 205.11, as amended, is the same as that contained in Attachment I to your letter. We have reviewed Attachment II and believe it to be proper for the continued need for crew operation in the Overhead Line Department. This revision shall be done by line crews.

3. It is understood that the original setting of agricultural meter poles shall be done by one-man units. The original setting of the secondary street light drop in connection therewith shall be done by one-man units.

2. Replacement of a customer’s pole and the transfer of the service in the Overhead Line Department.

1. It is understood that the definition was to provide a customers pole whereby the setting of a customer’s pole may be done in connection with another work order. This work order may be shared by the two.

1. It is understood that the definition was to provide a customers pole whereby the setting of a customer’s pole may be done in connection with another work order. This work order may be shared by the two.

The Troubleman or a Subforeman shall have the authority to assign work.
Safety Roundup

By Sam L. Casalina
SAFETY CONSULTANT

GAS SAFETY AID—
One of the factors that contribute to the high standard of living enjoyed by all Americans is the ready availability of public utilities. We are provided with natural gas and electricity by individuals who are well trained and capable of performing the work necessary to keep our gas and electricity systems operating properly. As servants of man—gas and electricity are forces of potential energy that can help your home, your food, or run an industrial complex. This same energy can be a man’s worst enemy if certain measures are not taken. We hope to avoid an explosion from an insensitive use of gas. October 12th marks the 25th year for Local 1245. Member’s should take a little time to see the responsibility to see that this energy is expended for and not against us.

NATURAL GAS ODORANTS
The odor of natural gas has been claimed that manufactured gas was contrib-
tured by large volume of aromatics that it conten-
tained. Because of these large quantities of aromatics the leak was more rapidly saturated hence a leak was more readily detected. Natural gas containing only a minute part of odorants can be considered a dangerous atmosphere to be detectable at the surface.

WHERE the possibility exists that gas is entering an oil well leaking through soil to a man-
hole or crawl space, all possible precautions should be taken by using the detection devices or "sniffer."

Tree Trimming Agreements Open

Local Union 1945 acting on behalf of its members employed by Tree Service Company, Ltd., Frank L. Nolan Tree Service Company and Utility Tree Service, Inc., has served notice on the employers of its desire to amend certain sections of the respective Agreements. The Tree Service Company's demands will run until December 31, 1963 and require sixty days notice of desire to amend. Assistant Business Manager A. M. Weier and the negotiating committees of both organizations have arrived at the following conclusions, stated that the Union is willing to base the new agreements in all three agreements on the following principles:

1. Increase establishment of sick benefits, improvements in expense provisions and closeout of other working conditions and fringe benefits with the industry.

2. The agreement, as presented by James G. Biles, has incorporated the following negotiating committee to represent the Tree Service Company's interest in the further negotiations:


<table>
<thead>
<tr>
<th>Tree Service Company</th>
<th>Utility Tree Service</th>
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<tbody>
<tr>
<td>Sarria</td>
<td>Herring</td>
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<tr>
<td>Saramac</td>
<td>Ronzal</td>
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<tr>
<td>Gamey</td>
<td>Boro</td>
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In Memoriam

ALBERT W. PORTER, a Meter Reader and a member of Local 1245, died, October 9, 1962. Brother Porter had been a member of Local 1245 since November 1, 1952.

ERNEST W. LINDEBAUGH, a Meter Reader and a member of Local 1245, died, October 7, 1962. Brother Lindebaugh was a member of Local 1245 since May 1, 1942.

BRUCE L. RAGSDALE, a Meter Reader and a member of Local 1245, died, October 1, 1962. Brother Ragsdale was a member of Local 1245 since March 1, 1955.
A "YES" VOTE ON PROPOSITION "A"

Will Prevent the Economic Strangulation of the San Francisco Bay Area

say "Citizens for Rapid Transit," a committee of volunteers favoring Proposition "A"

The map on the right shows the solid-line backbones for a three county system and the dotted-line possibilities for a full regional rapid transit system. The illustrations depict the kinds of facilities that have been designed for the San Francisco, Alameda, Contra Costa system.

This photo-rendering shows a cross-section of the Market Street subway planned for downtown San Francisco as an integral part of the modern rail rapid transit network being developed in the Bay Area Rapid Transit District. High-speed transit trains will utilize the lower level of the subway, which connects the San Francisco Mission line to the underwater trans-Bay tube leading to transit routes throughout the East Bay. Center level of the subway will be utilized during initial years by the structures of the San Francisco Municipal Railway, which now are operated along the surface of Market Street. Upper level of the underground complex will be set aside for a continuous pedestrian mezzanine equipped with passenger stations, escalators and entrances to downtown shops. Assured peak-hour rapid transit travel times to and from the Powell and Market subway stations include: 24th and Mission, 5 minutes; Daly City, 11 minutes; 11th and Broadway, Oakland, 9 minutes; downtown Berkeley, 17 minutes; Walnut Creek, 27 minutes; Hayward, 56 minutes. The photo-rendering is included in the official report on the three-county rapid transit plan, transmitted today to Directors of the Bay Area Rapid Transit District.

**New Asst. Secty.**

Norm Amundson has been named Assistant Secretary of the Alameda County Central Labor Council. This county unit of the AFL-CIO is generally regarded as one of the best in the country.

Norm is known to Local 1245 members for his service as a Business Representative and Editor of the Utility Reporter. He managed the campaign of Francis Dunn in the primaries and then became Community Services Director for the United Crusade.