



# Utility Reporter

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1918 Grove Street, Oakland 12, Calif.

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OAKLAND, CALIFORNIA

OCTOBER, 1962

*Labor Recommends . . .*

## Elect These Men!

### FREEMAN, KEENAN STATE NEED FOR PER CAPITA TAX INCREASE



International President  
GORDON M. FREEMAN

As reported in the September issue of *The Utility Reporter*, the recent IBEW Convention adopted amendments to the IBEW Constitution which provide that the per capita payments of each member of the IBEW to the International will be increased from 90c per month to \$1.50 per month, effective January 1, 1963.

The amendments were duly adopted by a substantial majority of over 2300 delegates and are now part of the IBEW Constitution.

In order for the members of Local 1245 to have the opportunity to read the statements made by President Gordon M. Freeman and Secretary Joseph D. Keenan prior to the vote on the issue at Montreal, we reprint the statements from the printed proceedings of the Convention:

#### PRESIDENT FREEMAN'S STATEMENT

"I want to be very brief, but I feel because of some of the discussion, that it behooves me as President of our great Brotherhood to give you a few reasons as to why we thought it was necessary to have an increase in per capita tax.

"Starting in March of this year the first progress meetings were held in Canada; right on down through; and attending every progress meeting until the last one during the month of

(Continued on Page 3)

### 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.

With a current deficit due to generally rising costs of operation and an unusually heavy expenditure for 1962 negotiations, this additional amount of money in the form of I.O. per capita creates an obvious problem for Local 1245 which must be solved through an adequate and acceptable method which will assure sufficient income for a solvent operation.

At the recent Advisory Council Meeting held on October 6 and 7, the general problem was discussed and a large majority voted to recommend to the Executive Board "that the Advisory Council go on record as recommending to the Executive Board that the dues structure be changed to one (1) per cent of the basic wage rate of the respective classifications with a minimum of \$5.00 per month."

The Board, meeting on October 8, voted "to concur with the intent of the Advisory Council's recommendation in regard to the dues structure."

Under the provisions of the Local Union bylaws, proposals to amend the bylaws must originate in the Units. At press time, various unit proposals are being adopted and submitted to the Board for consideration. Upon receipt of a proposal which appears to be the best method of solving the dues problem, the Board will send out said proposal for a reading at the regular unit meetings 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 jurisdiction 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. The 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 bylaws when it is submitted to the Units.

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.



FOR GOVERNOR  
"PAT" BROWN



FOR U.S. SENATOR  
RICHARD RICHARDS



FOR LIEUT. GOVERNOR  
GLENN ANDERSON



FOR ATTY. GENERAL  
STANLEY MOSK



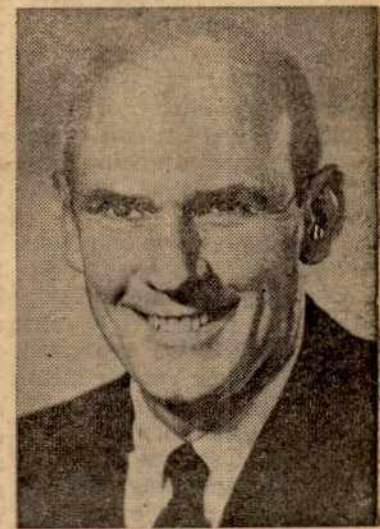
FOR TREASURER  
BERT BETTS



FOR SUPT. OF INSTRUCTION  
RALPH RICHARDSON



FOR SECY. OF STATE  
DON ROSE



FOR CONTROLLER  
ALAN CRANSTON

FOR OTHER ENDORSEMENTS, VOTING RECORDS AND BALLOT PROPOSITION RECOMMENDATIONS, SEE Pages 4 and 5

### In This Issue—

- Union's Financial Crisis .....Pages 1, 2 & 3
- Political Endorsements .....Pages 1, 4 & 5
- Clarification of Lineman's Definition.....Page 6
- Bay Area Rapid Transit.....Page 8



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, Trulyn Dillon, Jimmy Lydon, Brendan Stronge and Terry McGovern, alternate for Joanne Bynum.

### YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Problems involving Local 1245's financial situation warrant priority attention on the part of its elected officers. How do the officers fit into the picture?



R. Weakley

(Continued on Page 2)

As Business Manager—Financial Secretary, I am responsible for all monies collected by the Local Union until such

# YOUR Business Manager's COLUMN

(Continued from Page 1)

funds are turned over to the Treasurer or deposited in the Local Union's bank account without delay. Such funds are deposited in our bank account daily by armored car service and the records of such deposits are submitted to the Treasurer on a monthly basis. Also, I am responsible for mailing to the International Secretary, the per capita report along with the money due, each month. So far as handling money is concerned, the foregoing is the extent of my authority and responsibility in the matter of income and expenditure of the Local Union's funds in accordance with the International Constitution and Local Union Bylaws. Once I receive and deposit the monthly dues income and send the International portion in per capita on to Washington, then the balance, in terms of expenditures and reserves, become the responsibility of the Executive Board in accordance with our Laws.

Many of our costs are fixed. Others are subject to automatic compounding based upon the results of our collective bargaining settlements. Still others are subject to being increased by factors beyond our control and some are subject to control, depending on the programs and policies adopted by the Executive Board and the membership.

One basic factor in all of this is the number of dues paying members on our rolls. We are presently operating on the premise that 10,000 members forms the base of income for budgetary considerations. This base varies but is presently a fair estimate for projecting income according to our membership records.

Organizing efforts therefore become the prime factor in maintaining at least 10,000 members for a fairly fixed base income. This area of responsibility falls generally on me, along with those who assist me—the Officers, Staff, Stewards and Members. We have been able to do this only because our pace has been stepped up to the point that we have been able to just about keep even at approximately the 10,000 member level.

Statistics which I am responsible to keep show that in January of 1961, we had 9,730 members. In January of 1962, we had 9,871. At the end of the nine month period ending September 30th of 1962, we had 10,050 members.

Such statistics are only part of the picture. In the year 1961, we processed 960 membership applications. In the first nine months of 1962, we processed 1221 applications. Yet our membership rolls on September 30, 1962 show 10,050 members.

Thus, we must sign up about 10% of our operating base in order to keep about even each year due to turnover and those who drop out of the Union under the provisions of our contracts at contract bargaining time.

Any Local Union which has to organize over a thousand new members each year in order to maintain a 10,000 member base has a problem which would make most unions give up the ghost. We just don't know of any unions around here that organize a thousand people a year and have a complete turnover of membership numerically over a period of ten years.

How can the leadership know



## 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, Henry B. Lucas, Bobby Robinson, Leland Thomas, Jr., Juventino Garcia, Gerald F. Watson, John W. Michael.

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accurately how many jobs will be lost in our bargaining units through automation, new technologies and changing work methods? How can the leadership accurately predict the extent of bargaining demands among the people and how long it will take to resolve the controversies which result at the bargaining table?

How can the leadership accurately predict what changes will occur in the economy itself or the policies of management or the policies of government?

Only a reasonable degree of accuracy is possible and therefore, any major upset in the apparent picture of the future can throw us out of gear and cause us to face financial problems such as we presently face.

We will show an operating deficit at the end of 1962 due to a number of unpredictable factors which occurred during 1962. Beginning in 1963, we must assume the results of an International Convention decision to the tune of some \$72,000 per year that could not be predicted when the Local Union's basic estimated budget was set forth in 1961, the year of our 50c dues increase.

The foregoing is merely set forth for the purpose of getting the problem into perspective before the facts and figures are made available for a more detailed examination by the membership of our union.

Organizing is costly and the costs continue to rise but it must be done if we are to maintain our base operating income under our present circumstances.

Our only product is service and our only reason for existence is the welfare of the people we are privileged to represent. Our services are many, including handling numerous contract negotiations, grievances, legislative matters, safety problems, impacts of new technologies and work methods, re-defining jobs, re-rating plants and stations, meeting the problems of plant and station shutdowns, protecting our work jurisdiction and a host of problems of our members as a continuing matter of union responsibility day in and day out.

Our territory and the hundreds of diversified job classifications within our jurisdiction are factors which make it impossible to compare our situation with any other Local Union that I know of.

Your Officers must devise, and do devise, programs and policies which are designed to give maximum service within our financial and organizational limitations. Even when diligent efforts along these lines and careful evaluation of budgetary matters are carried on, the variables found in an organization such as Local 1245 defy accurate forecasting in terms of totals by the human beings elected to lead it.

Generally, our situation adds up to the following:

1. A base income is derived

by the Local Union from a fairly constant number of dues paying members.

2. The problems of the members and the costs necessary to meet them continue to rise.

3. A current deficit plus the per capita increase requires a major adjustment in order to regain and maintain a proper financial picture and to carry out the responsibilities heretofore expected by the membership.

In the final analysis, this problem will be resolved by the membership as it sees fit. So long as an opportunity is afforded to take a good look at the full picture and to make a democratic decision through a secret ballot, the membership must only turn out to vote when the time comes in order to decide the fate of their own organization as a matter of free choice.

### Prop. 24 Threatens Your Rights

"This Proposition would replace wholly adequate constitutional protections against subversives with a totally new article containing vague, uncertain, and ambiguous terms and procedures that would gravely jeopardize cherished American freedoms," wrote Thomas Pitts, Secretary-Treasurer of the California AFL-CIO in a letter urging defeat of this measure.

"It is therefore urgent that Proposition 24 be defeated at the polls.

Virtually all of the candidates for statewide office including Governor Brown and Richard Nixon, candidates for the State Senate, Assembly, and Congress, have announced opposition to this measure. The State Committee of the Democratic Party, civic, labor, and religious groups; too numerous to mention are united in opposition.

"There is, however, a serious threat that the radical right can put it over," Pitts stated.

#### Information Vital

It seemed that Proposition 24 could not pass—until polls showed that the ballot description is so misleading that a majority of uninformed voters would approve it.

Northern and Southern California, and local committees against Proposition 24 were hurriedly formed in recent weeks to try to get the necessary information to the voters. The statewide committees are headed by two highly respected conservative attorneys.

The leadership of both political parties is aware of the dangers involved in this measure. Unfortunately, the wording of the ballot summary is such that the average voter, if not informed to the contrary, will favor it simply as a vote against Communism. The ballot description does not indicate the loss of Con-

## 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 propositions can happen to us. They can happen now or in the near future. They are questions of survival. And the question of survival in these cases is, or should be, crucial to us.

Behind the question of survival for mankind, for the Brown Administration, for Local 1245—is a common denominator. That is the development of democratic institutions which provide the voter with a means to determine his destiny. The issue in the Cuban crisis, as President Kennedy said, is not peace 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.

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 pit parliamentary procedure against the threat of nuclear extinction.

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

The November election and the financial crisis before our Local give us an opportunity to apply that lesson. We know, from the world crisis, we live in an imperfect world. Yet that does not mean we should destroy it altogether. Let us apply the lesson to the two, more immediate crises.

### I.O. Allocates 60c Increase

The following excerpts are from a letter sent by International President Freeman and International Secretary Keenan to all Financial Secretaries of IBEW Locals.

"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 "BA" 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:

\$1.30 and all admission fees and all other receipts shall go into the General Fund.

\$1.60 to the Pension Fund.

.10 to JOURNAL subscription, placed in General Fund.

.03 to the Defense Fund.

.07 to the Convention Fund.

\$3.10

NOTE: Paragraph two remains unchanged.

'Sec. 3. The monthly per capita tax for each "A" member on withdrawal card shall be apportioned as follows:

\$1.30 and all admission fees and all other receipts shall go into the General Fund.

\$2.20 to the Pension Fund.

.10 to JOURNAL subscription, placed in General Fund.

.03 to the Defense Fund.

.07 to the Convention Fund.

\$3.70

NOTE: Paragraph two remains unchanged.

'Sec. 6. The monthly per capita for each "BA" member shall be apportioned as follows:

\$1.30 and all admission fees and all other receipts shall go into the General Fund.

.10 to JOURNAL subscription, placed in General Fund.

.03 to the Defense Fund.

.07 to the Convention Fund.

\$1.50

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

'Sec. 1. L.U.'s shall collect dues from members either monthly or quarterly in advance and the monthly dues shall not be less than:

\$4.80 for "A" members.

\$2.00 for "BA" members.'

"It will be the responsibility of each Financial Secretary to collect and mail the money due with the per capita report beginning with the month of January, 1963, and for each succeeding month thereafter. The first report to include the increased per capita payment will be due February 10, 1963, unless special arrangements are made with the I.S. This is in accordance with Article XIX., Sections 4 and 5 of our Constitution."

stitutional freedoms the proposition contains, or the arbitrary powers granted therein to various officials, eg., grand juries, Federal marshalls, even tax as-

sessors. Most of the provisions of this proposition have been scrutinized by committees of the State Legislature and rejected as unnecessary or unconstitutional.

unnecessary or unconstitutional.

# I.O. STATES REASONS FOR 60¢ INCREASE IN PER CAPITA DUES

(Continued from Page 1)

July, Secretary Keenan and myself, we felt, gave a fairly clear explanation of the need for an increase in per capita tax. You have been told that in the July-August issue of the *Journal* we did try to give you the story on the need for the increase.

"We realize that many of our local unions need assistance. We propose to give them that assistance if we can get the money to do it with. We propose in the first place to increase our International staff somewhere in the neighborhood of 25 to 30 members. We propose to give them a course of instruction and education. We also propose to increase—I am talking now about the field staff—the International office staff in order to give our people in the field more complete factual and accurate information to aid them in negotiations, organizing and so forth.

"We propose to increase and step up our entire program and to extend our activities in all branches of the industry.

"It is a little difficult to pinpoint so many dollars for this activity and so many dollars for another activity. I want you to know why I feel that it is necessary to step up our activities in order, if you please, to maintain, if nothing else, our present situation. We have to move forward. That is a must, and in that connection I can tell you there is a potential of around two million people who should be members of the IBEW in the United States and Canada. That is a conservative figure that we have taken from records, government records, if you please, and they are not our figures.

"My position is that this Brotherhood cannot afford to go into the red, and insofar as the payments of per capita tax are concerned, we have been going in the red. The only way we have been able to keep out of the red and to accumulate a little reserve was because of initiation fees being paid by new members coming in and by the transfer from the Convention Fund to the General Fund when that has reached the amount of \$1,250,000. That has netted us about \$40,000 a year, perhaps \$42,000. If you want it correct down to the dollar we will have to get it from the Secretary's office. However, this convention will cost us a considerable amount of money, even though we have approximately the same number of delegates as did the 1958 Convention, because we have increased the cost of our Convention and, therefore, it will take us some 30 to 36 months on the payment into the Convention Fund to recuperate to the \$1,250,000 before any of the moneys can be transferred to the General Fund.

"Now, we cannot live on the basis of initiation fees. I have always opposed the proposition of attempting to direct our organization's activities based on the payment of initiation fees.

"We may find a period where we will have no initiation fees.

"There is another matter I want to call to the attention of this convention that is quite serious. I am told by our Accounting Department that we have between \$14 and \$15 per member in the General Fund. Now, that, to me, is not a very good reserve. Now, why do we need a little reserve?

"Maybe some of our delegates do not know, but it has been stated here in the last two days that our railroads negotiate on a national basis, and it would be very easy for the railroad management to decide to lock our people out on a national basis. It would throw many thousands of our members out of work, and I propose we take care of those members in some way, shape, manner or form.

"I am fully cognizant of the fact that we will probably never have a situation confronting our entire membership where they would be thrown out of work because of actions of an employer and a Council and not because of a strike but, again, I want to point out it is quite possible that our utility companies might join hands—and I speak now of the privately operated utility companies—with the advocates of public power and decide to give us a fight on a national basis, and if they ever did, we would have hundreds of thousands of our members affected.

"I propose, if that happens, which, God forbid, but it is a possibility, and I propose if that happens we shall take care of those members and I could go down the line, every branch of our industry, and somewhere along the line we have national agreements affecting thousands of our people.

"You heard reports from the Western Electric boys, around 70,000. Sure, they might negotiate on a local basis. They don't negotiate nationally, but in order to try to beat that situation down where they negotiate locally, the arrangement is made in New York City before the company ever starts negotiating.

"We have other situations where we have national agreements. In the manufacturing industry, again with Westinghouse, GE, employing thousands of members scattered all over, and I could go on and go on in every branch of our industry, and I want to tell our construction people, our inside and our outside people, it is getting to be more difficult to deal with these contractors because some of this stuff that has been adversely affecting the labor movement has begun to rub off onto them, and in many cases they have taken advantage of that situation and they have given some of our people a bad time.

"Now, in addition to that, as I say, we wanted a

little money in reserve. Sure, this is going to bring in quite a bit more money, but we do not intend to sit idly by. We intend to use this money advisedly and to the best interest of all the members of our Brotherhood, both in Canada and in the United States.

"I believe I have made myself clear, and for further information we will now call on Secretary Keenan."

## SECRETARY KEENAN'S STATEMENT

"President Freeman, Sisters and Brothers: I rise today to try to bring to you what we look to in the future as far as our Brotherhood is considered. I'm sure that we, the officers could leave town tomorrow and not raise this question. That would be the easy way and that would be the way in which we would be doing a great injustice to every person and every member of our Brotherhood.

"We in the International Office can check the records of the past. We know the conditions of the present, and we must guess as to the possibilities of the future.

"I wish that I could come here today and detail every penny that we needed so that you could go back to your Local Unions and make a full explanation. If I tried it, I would just be feigning the question.

"Now, we know what is going on every day, and so do you. But I just think that we ought to look at the future of this great industry and the possibilities of this great International Union. The utility people will understand this.

"Today we have in this country a capacity of 170,000,000 kilowatts, and this program of the Edison Institute that we have our hands on, plans a program of putting in place 400,000,000 kilowatts in the next ten years. That means that we all must have to triple the equipment in place today in order to use up the power that will be produced in the next ten years. That means that every branch of our International has a future for them in increasing the membership and increasing the jurisdiction and the possibilities of this International Union.

"They say today that there are 2,000,000 people ready for organization as far as our Brotherhood is concerned, and as of today there is not much we can do but try to do the best we can with what we have.

"You asked us to give you these details. There are a number of things we must consider. There again I don't want to go into the past, but I remember in 1940 and 1941 when our two countries were in the war economy, the conditions were so bad that they had to call on all the forces of both countries in order to build the ships and build the airplanes necessary, to equip our soldiers, our sailors and our flyers around the world. So they needed our cooperation that time, because we didn't know the deadline.

"But in our America we had a clash back and forth with the large employers of our country, because they didn't want to convert their plants to war production. They felt that they could make automobiles and refrigerators and all the rest during that period. But after Pearl Harbor they changed their minds.

"Today we are living in a war economy in both countries, whether we like it or not. We don't know but that any minute some action in some place of the world will put us into war, and we are not in shape to meet the conditions today that can develop, as we were in 1941.

"You asked where this money is going to go. Well, I get disturbed very much, because every morning in Washington we have some commission that is wanting to crack down because we are trying to maintain our position as a labor union in this great country. If our men exercise their rights as American citizens, they appoint a commission to make an investigation.

"I suppose at the present time in the International Office we have 10 or 12 full time people just going around meeting with the commissions in order to try to protect our organization.

"Now, we talk about organizing. Yes, we need 20, we need 30, we need 40, we probably need 50 organizers. But I couldn't give you the cost. I know this, that every time we put an organizer on the road it will cost us between \$15,000 and \$20,000. And that is just a start.

"I've seen some of these organizing campaigns where we spent \$100,000 and \$200,000 and we thought the night before the election we could win it, and we lost it. But that's \$200,000 that goes out the window and we have nothing to show for it.

"Then we are shouldered and plagued with law suits. Sure, it isn't costing very much, but it will be costing from time to time.

"So, we need this money in reserve. Maybe there

will be no reserve. Maybe the conditions will be such that we will have to come in for a special assessment in order to meet what we need.

"Now, we have another condition in the United States, and I suppose it applies in Canada. In the folder that I talked about this morning, sent out by the AFL-CIO, it says that we have a committee in Washington that is known as the Right-To-Work Committee. In any state in the Union where a right-to-work law is being developed, and especially if it is a referendum, we don't talk in terms of dollars—we talk in terms of \$100,000.

"There were people from California, people from Ohio, people from Colorado, Oregon and Washington, who were attending our convention in Cleveland four years ago who felt that there was no possibility of defeating those laws, but they were defeated because we had the money when the chips were down that we could send out to those states in order for them to win the fight.

"Now, next year is a legislative year. I know the Right-To-Work Committee is going to introduce a law in every state in the Union where they don't have it, and they are going to make a fight. How much it is going to cost our International to help those locals, I don't know. Your guess is as good as mine.

"Gordon and I spent night after night figuring out how we could meet the future and how we could go to our members and ask for the money needed. This is a most disagreeable job, to ask for money.

"I think you all read the newspapers. Day after day President Kennedy has a fight with Congress over getting money for armament to protect our country. He has the same arguments there: 'Let's reduce the funds and reduce aid to those countries around the world as far as military aid is concerned.' Every state Governor in the United States that goes to the Legislature looking for money has the same proposition to face. Yes, you bring in a program here, but we think it's too elaborate and we should cut it down. Every Mayor in this country has the same problem. But everybody wants police protection. They want good roads. They want all of the conveniences that are necessary but they don't want to pay for them.

"Now, we are shouldered with the responsibility, through your actions, of setting up plans and programs to meet all of the things that will face us in the next four years. I'm sure when we come into convention four years from now we can give you an audit and we can assure you that whatever money is collected will be well spent, and probably with that surplus we have on hand it may be possible for us at the given moment to stave off disaster as far as our International is concerned. I would rather have it in a bank in Washington than have it in the Local Unions where we can't possibly get it and lose because of a few thousand or even a million dollars, as far as this International is concerned.

"Now, I have tried to detail and give to you some of the figures as far as our dues structure is concerned. I think you can take a paper and pencil and you can follow me.

"In 1959 we collected \$6,516,000. Our expenses for that year were \$7,112,000 and we operated at a loss of \$596,000.

"In 1960 we collected \$6,624,000. Our expenses were \$7,437,000—an excess of expenses over income of \$813,000 in that year.

"In 1961 we collected \$6,621,000 and our expenses were \$7,994,000—a loss of \$1,372,000.

"In 1962 we collected \$6,817,000 and our expenses last year were \$8,143,000—a loss of \$1,325,000.

"You say, well how did you operate?

"Well, Gordon told you. We operated by cutting corners, by cutting services, and doing the best we could with what we had.

"Now, we make up these deficiencies this way: We collected last year \$722,000 in initiation fees. We had this \$9,000,000 or \$10,000,000 in reserve invested, and through those investments we made about \$400,000.

"Then we have the Convention Fund. We transferred from the Convention Fund about \$638,000 last year.

"I want to point out, due to the cost of this Convention, we will get no money from that source for the next two and one half or three years. So that will immediately eat up a part of the 60c we are talking about.

"Then we have other types of revenue.

"Now, we have done everything we possibly could to keep this organization in the black.

"There is another important point that I want to make and that is that down through the years the Pension Fund didn't pay its way. The International Brotherhood paid the cost of administration. We thought that they should pay their fair share, and we collected from the Pension Fund a sum of about \$299,000 last year, for I wouldn't be here today and neither would Gordon if we thought that we could get by. We are positive we can't get by, but you give us the responsibility of running your organization, just like the people of America and Canada give to their Prime Minister and their President to do the job that they think is necessary, and their opposition is nothing compared to what we get here now. I think we ought to look at this seriously; I think we ought to look into the future, and I beg you to support the recommendation of the Law Committee.

"Thank you."



International Secretary  
JOSEPH D. KEENAN

# NOVEMBER 6th IS ELECTION DAY— GIBBS URGES EVERYONE TO VOTE!



JAMES E. GIBBS, JR.

President James E. Gibbs, Jr., speaking for the Executive Board of Local 1245, has issued the following statement on the November 6 General Elections: "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 tradition 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 each voting member's right to vote as he or she sees 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 in the opinion of the Executive Board will be to the benefit of members of this Union or of workmen in general, and to oppose such legislation as 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 workmen 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 Labor.

"Therefore, your Executive Board respectfully urges that all members give consideration to the recommendations set forth herein which reflect the considered judgment of the elected Leaders of Local 1245."

Those members of Local 1245 who reside and vote in Arizona, Idaho, Oregon and Washington, are urged to check with Local Labor Councils in order to obtain recommendations of Labor in these areas on candidates and ballot propositions prior to November 6.

## 1245's Nevada Endorsements

- Governor  
GRANT SAWYER
- Lt. Governor  
BERKLEY L. BUNKER
- Attorney General  
HARVEY DICKERSON
- Secretary of State  
JOHN KOONTZ
- Controller  
KEITH LEE
- Mine Inspector  
MERVIN GALLAGHER
- Supt. of State Printing  
JACK McCARTHY
- U.S. Congressman  
WALTER M. BARIING
- U.S. Senator  
ALAN BIBLE
- Assemblyman (Washoe County)  
JOHN P. BYRNE

### FOR CONGRESS—House of Representatives

#### CALIFORNIA

- District
- 1st. Clem Miller
- 2nd. Harold T. Johnson
- 3rd. John E. Moss
- 4th. Robert L. Leggett
- 5th. John F. Shelley
- 6th. John A. O'Connell
- 7th. Jeffery Cohelan
- 8th. George P. Miller
- 9th. W. Donlon Edwards
- 10th. James P. Thurber, Jr.
- 11th. William J. Keller
- 12th. William K. Stewart
- 13th. George J. Holgate
- 14th. Charles R. Weidner
- 15th. John J. McFall
- 16th. B. F. Sisk
- 17th. Cecil R. King
- 18th. Harlan Hagen

#### District

- 19th. Chet Holifield
- 20th. Open
- 21st. Augustus F. Hawkins
- 22nd. James C. Corman
- 23rd. Clyde Doyle
- 24th. Open
- 25th. Ronald Brooks Cameron
- 26th. James Roosevelt
- 27th. Everett G. Burkhalter
- 28th. Robert J. Felixson
- 29th. George E. Brown, Jr.
- 30th. Edward R. Roybal
- 31st. Charles H. Wilson
- 32nd. J. J. Johovich
- 33rd. Harry R. Sheppard
- 34th. Burton Shamsky
- 36th. William C. Godfrey
- 37th. Lionel Van Deerlin
- 38th. D. S. Saund

### FOR STATE SENATE

- 2nd. Randolph Collier
- 4th. Frank S. Petersen
- 6th. Open
- 8th. Virgil O'Sullivan
- 10th. Harold W. Moore
- 12th. Joseph A. Rattigan
- 14th. J. Eugene McAteer
- 16th. John W. Holmdahl
- 18th. Open
- 20th. Alan Short

- 22nd. Hugh P. Donnelly
- 24th. James A. Cobey
- 26th. Stephen P. Teale
- 28th. Charles Brown
- 30th. Hugh M. Burns
- 32nd. J. "Jim" Stiern
- 36th. Eugene G. Nisbet
- 38th. Thomas M. Rees
- 40th. Hugo Fisher

### BOARD OF EQUALIZATION

- 1st. George R. Reilly
- 2nd. John W. Lynch
- 3rd. Paul Leake
- 4th. Richard Nevins

### FOR ASSEMBLY

- 1st. Open
- 2nd. Pauline L. Davis
- 3rd. Leroy F. Greene
- 4th. Harold E. Booth
- 5th. Pearce Young
- 6th. Paul J. Lunardi
- 7th. Robert D. Carrow
- 8th. Walter W. Powers
- 9th. Edwin L. Z'berg
- 10th. Jerome R. Waldie
- 11th. John T. Knox
- 12th. Richard J. Gibson
- 13th. Carlos Bee
- 14th. Robert W. Crown
- 15th. Nicholas C. Petris
- 16th. Robert L. Hughes
- 17th. Wm. Byron Rumford
- 18th. Edward M. Gaffney
- 19th. Charles W. Meyers
- 20th. Phillip Burton
- 21st. Jos. Beeman
- 22nd. Open
- 23rd. John Francis Foran
- 24th. Alfred E. Alquist
- 25th. William F. Stanton
- 26th. Open
- 27th. Leo J. Ryan
- 28th. Jack T. Casey
- 29th. John C. Williamson
- 30th. Charles M. Spencer
- 31st. Gordon H. Winton, Jr.
- 32nd. George N. Zenovich
- 33rd. Charles B. Garrigus
- 34th. Elvin Anderson
- 35th. Myron H. Frew
- 36th. Winfield A. Shoemaker
- 37th. Burt M. Henson
- 38th. Carley V. Porter
- 39th. Bert Bond
- 40th. Edward E. Elliott
- 41st. Tom C. Carrell
- 42nd. Tom Bane
- 43rd. Open
- 44th. Joseph M. Kennick
- 45th. Alfred H. Song
- 46. Open
- 47th. Open
- 48th. George E. Danielson
- 49th. Open
- 50th. Philip L. Soto
- 51st. John Moreno
- 52nd. George A. Willson
- 53rd. Mervyn M. Dymally
- 54th. Open
- 55th. F. Douglas Ferrell
- 56th. Charles Warren
- 57th. Open
- 58th. Harvey Johnson
- 59th. Anthony C. Beilenson
- 60th. Milton John Lear
- 61st. Lester A. McMillan
- 62nd. Tom Waite
- 63rd. Don A. Allen, Sr.
- 64th. John C. Gunn
- 65th. Jesse M. Unruh
- 66th. Joe A. Gonsalves
- 67th. Clayton A. Dills
- 68th. Vincent Thomas
- 69th. William E. Dannemeyer
- 70th. Reece Ballard
- 71st. Burke Harrington
- 72nd. John P. Quimby
- 73rd. Ray Conatser
- 74th. Joseph F. Palaia
- 75th. Leverette D. House
- 76th. Ray Rainwater
- 77th. Armando M. Rodriguez
- 78th. Robert Bruce Shanner, Jr.
- 79th. James R. Mills
- 80th. George M. Hood, Jr.

## YOUR U. S. SENATORS' VOTING RECORD ON NINE KEY

| Senator        | Aid to De-pressed Areas | Unemployment Insurance | Minimum Wage | Aid to Education | Housing |
|----------------|-------------------------|------------------------|--------------|------------------|---------|
| <b>CALIF.</b>  |                         |                        |              |                  |         |
| Kuchel Rep.    | X                       | ✓                      | ✓            | ✓                | X       |
| Engle Dem.     | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| <b>NEVADA</b>  |                         |                        |              |                  |         |
| Bible Dem.     | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| Cannon Dem.    | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| <b>ARIZONA</b> |                         |                        |              |                  |         |
| Hayden Dem.    | X                       | —                      | ✓            | ✓                | ✓       |
| Goldwater Rep. | X                       | X                      | X            | X                | —       |
| <b>OREGON</b>  |                         |                        |              |                  |         |
| Morse Dem.     | ✓                       | —                      | ✓            | ✓                | ✓       |
| Neuberger Dem. | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| <b>WASH.</b>   |                         |                        |              |                  |         |
| Magnuson Dem.  | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| Jackson Dem.   | ✓                       | ✓                      | ✓            | ✓                | ✓       |
| <b>IDAHO</b>   |                         |                        |              |                  |         |
| Dworshak Rep.  | X                       | X                      | X            | X                | X       |
| Church Dem.    | ✓                       | ✓                      | —            | ✓                | ✓       |

## HOW YOUR REPRESENTATIVE VOTED ON EIGHT KEY H

| District | California Representatives | Aid to De-pressed Areas | Wage Minimum | Housing | Rights of Unions |
|----------|----------------------------|-------------------------|--------------|---------|------------------|
| 1st      | Miller, Dem.               | ✓                       | ✓            | ✓       | ✓                |
| 2nd      | Johnson, Dem.              | ✓                       | ✓            | ✓       | ✓                |
| 3rd      | Moss, Dem.                 | ✓                       | ✓            | ✓       | ✓                |
| 4th      | Mailliard, Rep.            | X                       | ✓            | X       | X                |
| 5th      | Shelley, Dem.              | ✓                       | ✓            | ✓       | ✓                |
| 6th      | Baldwin, Rep.              | X                       | ✓            | X       | X                |
| 7th      | Cohelan, Dem.              | ✓                       | ✓            | ✓       | ✓                |
| 8th      | Miller, Dem                | ✓                       | ✓            | ✓       | ✓                |
| 9th      | Younger, Rep.              | X                       | X            | X       | X                |
| 10th     | Gubser, Rep.               | X                       | X            | X       | X                |
| 11th     | McFall, Dem.               | ✓                       | ✓            | ✓       | ✓                |
| 12th     | Sisk, Dem.                 | ✓                       | ✓            | ✓       | ✓                |
| 13th     | Teague, Rep.               | X                       | X            | X       | X                |
| 14th     | Hagen, Dem.                | ✓                       | ✓            | ✓       | ✓                |
| 27th     | Sheppard, Dem.             | ✓                       | ✓            | ✓       | ✓                |
| 28th     | Utt, Rep.                  | X                       | X            | X       | X                |
| 29th     | Saund, Dem.                | ✓                       | ✓            | ✓       | ✓                |
| 30th     | Wilson, Rep.               | X                       | X            | X       | X                |

# READ THE RECORD—VOTE WISELY

## Voters Can Pay a Tribute to Late Representative Clem Miller

Voters of the huge First Congressional District will have the opportunity of paying tribute in the voting booth to a man regarded as one of the finest examples of progressive legislators until his death in a plane crash near Eureka on Oct. 7.

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.

Organized Labor of the First District was unanimous in its sorrow at Miller's tragic passing literally at the start of a brilliant career and in stating the human qualities he possessed—qualities geared to intelligence, action, and determination.

He was buried at Pt. Reyes National Seashore, which stands as a monument to his service in Congress since he fought for this recreation area almost single-handed. Memorial services were held in Washington. Said House Speaker John McCormack: "Clem Miller was one of the most pleasant and able men ever to sit in this hall. He was deeply concerned with the general welfare of the American people."



REP. CLEM MILLER

## "We've Got to Warn People on Proposition 24"

(Courtesy East Bay Labor Journal)

Proposition 24, as worded on the ballot, sounds tame enough. It's against Communism. Most people are.

But it's a booby trap. And most Californians apparently don't know about its dangerous features, according to a strongly-worded report by Robert S. Ash, executive secretary of the Alameda County Central Labor Council.

Ash cited a recent Field Poll in which two out of three persons who expressed an opinion said they'd vote for Proposition 24.

"This means we've got a big job ahead," Ash told Central Labor Council delegates.

"We've got to get out and tell people exactly what this proposition means and how dangerous it is."

### GIVES GRAND JURIES POWER

Ash particularly singled out the feature of Proposition 24 which could let county grand juries, meeting in secret sessions at the behest of county district attorneys, blacklist patriotic non-Communist organizations as "subversive."

Similar powers would be given to the state attorney general under this loosely-worded, unnecessary amendment.

Ash said Proposition 24 is opposed by both major candidates for governor, both major candidates for the U.S. Senate, most members of the Legislature "and almost everybody else of any importance in California."

But people apparently don't know this, he said.

Organizations could be smeared and their members intimidated and deprived of civil liberties, all without the right to present evidence in their defense for normal court appeal procedure, Ash pointed out.

## Supt. of Schools Everyone Endorses Richardson

Dr. Ralph Richardson has the endorsement of every statewide 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.

Their reasoning runs close to that of Dr. Robert Gordon Sproul, president emeritus of the University of California, who announced his endorsement of Richardson last week in these words:

"After 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. Established record as a teacher and an administrator at levels ranging from the public schools to 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—not indoctrination—as the responsibility of the public schools.

## COPE RECOMMENDATIONS

- Prop. No. 1A**  
Vote YES  
State and Higher Education Bonds—\$270 million Eighty per cent of the proceeds will be used for University, State College and Junior College construction; the remaining 20 per cent for other state facilities.
- Prop. No. 1**  
Vote YES  
Compensation for State Legislators Provides for long overdue increase in salary not to exceed an annual salary of \$11,250 without changing retirement benefits. (See Prop. 17, also.)
- Prop. No. 2**  
Vote YES  
Veterans' Property Tax Exemption Extends exemption to include cooperative housing.
- Prop. No. 3**  
No Recommendation  
Veterans' Tax Exemption Changes Limits benefits to veterans entering service from California or residing in state by 1962, and broadens other provisions.
- Prop. No. 4**  
Vote NO  
Assessment of Agricultural Land Allows special, low assessment of agricultural land under a procedure that would promote land speculation and urban sprawl, while undermining the tax base of growth areas.
- Prop. No. 5**  
Vote YES  
Workmen's Compensation Transfers burden of financing subsequent injuries fund from general taxpayers to liable employers.
- Prop. No. 6**  
Vote NO  
State Bond Proposals Imposes more difficult methods and increases vote required to submit important state bond issues to the voters.
- Prop. No. 7**  
Vote NO  
Constitution Revision Procedure Gives legislature the power, now reserved to the people through constitutional conventions, to propose piecemeal and broad revisions.
- Prop. No. 8**  
Vote NO  
Legislative Procedure at General Sessions Cuts period reserved for public study of proposed legislation.
- Prop. No. 9**  
Vote YES  
General Obligation Bond Accounting Streamlines accounting procedures for more efficient handling of state bond funds.
- Prop. No. 10**  
No Recommendation  
Welfare Exemption for Leased Property Permits exemption for improvements on property leased for 99 years.
- Prop. No. 11**  
Vote NO  
Assessment of Historical Landmark Areas Allows special, low assessment procedure without taxpayer protections against deceptive designations for special interests.
- Prop. No. 12**  
Vote YES  
Aid to Widows of Veterans Extends Cal-Vet program to unmarried widows of veterans.
- Prop. No. 13**  
Vote YES  
College Property Exemption Makes non-profit college exemption applicable to all lands used exclusively for education.
- Prop. No. 14**  
Vote YES  
Sale of Tidelands Permits release of certain tidelands previously reserved for streets.
- Prop. No. 15**  
Vote YES  
County Tax Appeal Boards Permits their establishment by larger counties to relieve log-jam of hearings before supervisors.
- Prop. No. 16**  
Vote YES  
Constitution—Eliminates Obsolete and Superseded Provisions
- Prop. No. 17**  
Vote YES  
Pay of State Legislators Provides for long overdue increase in salary, not to exceed a monthly salary of \$834. (Because of conflict with Prop. No. 1, the measure receiving the highest vote prevails.)
- Prop. No. 18**  
Vote NO  
Alcoholic Beverage Control Appeals Board Gives the Board broad powers which would diminish the rights of individuals.
- Prop. No. 19**  
Vote YES  
Compensation of Local Officers Provides for elimination of a salary gap between members of the same local board, commission or council.
- Prop. No. 20**  
No Recommendation  
Boxing and Wrestling Contests Allows legislature to amend 1924 Initiative, but without power to prohibit wrestling and 12-round boxing.
- Prop. No. 21**  
Vote YES  
Election of Superior Court Judges in Los Angeles Shortens ballot by removing name of unopposed incumbent, with protective restrictions.
- Prop. No. 22**  
Vote YES  
Amendment of Osteopathic Initiative Act Further implements the merger of the medical and osteopathic professions concerning the training and licensing of doctors.
- Prop. No. 23**  
Vote NO  
Senate Reapportionment Increases the number of state senators from 40 to 50 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 30 years.
- Prop. No. 24**  
Vote NO  
Subversive Activities—Louis Francis 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.

## ISSUES

Key to chart: ✓ means a good vote.  
X " a bad vote.  
— " no vote recorded.

| Job Restraining | Farm Workers Wages | Public Works | Health Care for Aged |
|-----------------|--------------------|--------------|----------------------|
| X               | X                  | —            | ✓                    |
| ✓               | X                  | ✓            | ✓                    |
| ✓               | ✓                  | ✓            | ✓                    |
| ✓               | ✓                  | ✓            | ✓                    |
| ✓               | X                  | ✓            | X                    |
| X               | X                  | —            | X                    |
| ✓               | ✓                  | ✓            | ✓                    |
| ✓               | ✓                  | —            | ✓                    |
| ✓               | ✓                  | ✓            | ✓                    |
| X               | X                  | X            | X                    |
| ✓               | X                  | —            | ✓                    |

(source: Electrical Workers' Journal)

## HOUSE BILLS

Note: Congressional Districts 15-26, Los Angeles County, not shown below.

| Public Welfare | Welfare-Pension Plans | Tax Revision | Free Trade |
|----------------|-----------------------|--------------|------------|
| ✓              | ✓                     | ✓            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| X              | ✓                     | X            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| ✓              | ✓                     | X            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| X              | X                     | X            | X          |
| X              | X                     | X            | X          |
| ✓              | ✓                     | ✓            | ✓          |
| ✓              | ✓                     | ✓            | ✓          |
| X              | X                     | X            | X          |
| ✓              | ✓                     | ✓            | ✓          |
| X              | X                     | X            | X          |
| ✓              | ✓                     | ✓            | —          |
| X              | X                     | X            | X          |

## 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 developed during the 1962 negotiations) 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 an understanding is reached between Union and Company on these definitions, you will be immediately advised thereof. (Agreement is near at press time).

August 31, 1962

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

Dear Mr. Thompson:

As agreed by our conversations of August 20, 1962, I am submitting revised attachments to my letter of August 16, 1962. We 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 relative to the various job definitions referred to in our original letter.

Enclosed revisions include:

|                                 |                |
|---------------------------------|----------------|
| Revision of Section 205.11      | Attachment I   |
| Revisions of Lineman Definition | Attachment II  |
| Fieldman                        | Attachment III |

We will withhold 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 those matters further.

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

Very truly yours,  
(s) Ronald T. Weakley  
Business Manager

Note: Attachment III was withheld pending further discussions.

### ATTACHMENT I

#### Revision of Section 205.11

Present problems in the grievance procedure are based on a lack of objective methods for determining an employee's qualifications for promotion or entry into another classification. In order to establish uniformity and known requirements, Union and Company will establish, where agreement can be reached, testing programs for various classifications. The program shall include tests, passing scores, testing procedures and review of results which may be questioned. Tests need not be limited to academic matters but can cover physical demonstration as well.

While Company may, as it has in the past, use tests which may not be agreed to, the change in Section 205.11 does not limit the right of Union to question through the grievance procedure, the validity application or results of such test when relied on by Company under Section 205.11 to disqualify an employee otherwise entitled to a job under the bidding procedure.

### ATTACHMENT II

#### Revisions of Lineman Definition

In discussions on the Lineman definition, we did not specifically explore the limits of the truck driving to be performed by a Lineman when working apart from a crew. In general, Union's understanding of the intent of the amended Lineman's definition was to provide a means of work assignments which would meet the necessities of new work methods. It was not the Union's intent to penalize in any way the incumbent Linemen and Apprentices in the event that any of said employees may be unable to qualify for any of the requirements of the revised definition which were not previously required prior to 1962 negotiations. Past practice would indicate that driving of a pick-up truck has been permissible although not a requirement of a Lineman in the performance of his duties. Further, the driving of line trucks or operation of mechanized equipment as regu-

lar duties of a Lineman or Apprentice Lineman has never been the regular practice or a requirement although on occasion the Lineman may have driven a line truck where such was used only as a means of transportation.

Thus, where a two-man unit is composed of a Lineman and another employee other than a Lineman, the Lineman may be required to drive a pick-up truck if such employee is capable and qualified to do so. Where such a unit is to use a line truck for transportation only and the Lineman is qualified and capable of driving the truck to be used he may drive the truck for the day. If, however, the truck or mechanized equipment is to be used during the day in the course of the work process, the employee other than the Lineman shall be assigned the duties related to driving the truck and/or operating the mechanical equipment for the day.

It is obvious that where a unit working apart from a crew is composed of Linemen only, one Lineman must drive the truck and operate the equipment if such use is proper as part of the unit operation, or this work may be shared by the two.

It is understood, however, that regardless of the above, no Lineman or Apprentice shall be disqualified by reason of a failure to meet necessary requirements for driving, inability to drive a truck, or inability to operate mechanical equipment.

Discussions on expansion of duties which would affect the Troublemán or Subforeman classification were held. It is our understanding that present Troublemán's duties will not be performed by Lineman except as provided in the past where such work was compensated at the Troublemán rate on an upgraded basis. We further understand that present crew operations will continue as in the past and combinations of two-man or one-man operations will not be used to eliminate crews. Doubling up of units would require a Subforeman and splitting of



**SERIOUS MATTER**—President Kennedy and Governor Pat Brown discuss fall elections during President's recent visit to the San Luis Reservoir dedication ceremonies. This joint federal and state venture is a major unit in the \$1.75 billion California Water Project.

crews to establish units to perform phases of a job is not intended.

While it is understood that a job definition cannot list every possible duty performed by a particular classification and there may be certain duties not mentioned which would be in line with those described for Lineman working apart from a crew, the descriptions in the Lineman definition relating to the following are limited:

A. Running of services: Service work will be performed by Troublemán in accordance with Review Committee Decision No. 158, or such work shall be done by a line crew.

B. Pole setting jobs by two-man units: This work shall include but be limited to—

(1) Setting of poles which are supports for street light brackets and/or secondary street light drops only; they shall not be interset in a line, although the job shall include the installation of the secondary street light drop in connection therewith.

(2) Replacement of a customer's agricultural meter pole and the transfer of the service in connection with such work.

(3) It is understood that the original setting of agricultural meter poles and installation of the service shall be done by line crews in connection with the original job of installing Company facilities necessary to serve an agricultural customer and further Company policy requires a review of all jobs which would involve the original installation of an agricultural meter pole and service before assignment to a line crew to see that this work can be done in connection with other work which is necessary. It is agreed that occasionally, unforeseen causes beyond Company's control could prevent the setting of a customer pole under such operation. In cases of this nature the line crew shall complete all work in connection with installing the customer service except for its attachment to the customer service pole and shall leave the service wires individually coiled on the line pole. Where the above conditions have been met, such occasional jobs may be assigned to a two-man unit which will set the customer service pole, making the needed service attachments, plugging in the meter and energizing the service by fusing the transformers.

C. Installing street light fixtures: This work shall not include attachment of any wires to circuits with voltages in excess of 750 volts.

D. Climbing through energized circuits: This is limited to that work involving two men as indicated by the definition and was derived from the decision

rendered in Review Committee Decision No. 82 regarding voltage testing and shall in no way indicate that "hot work" shall be performed by two men alone.

E. Stringing wire and tying in: This is limited to work in which specialized mechanical equipment is used. Presently, this equipment is known as a "Telsta Rig" and other wire stringing was not intended under a two-man operation.

F. The establishment by the Lineman definition of certain functions which may be performed by one or two-man operations shall not be construed to mean that such functions may always be performed by such a unit. Where conditions of a job create an unsafe condition not contemplated by our discussions, an adequate number of men shall be supplied to perform the job in a manner consistent with proper safety practices.

September 19, 1962

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention:  
Mr. Ronald T. Weakley  
Business Manager

Gentlemen:

We have reviewed Attachments I and II to your letter of August 31, 1962, with respect to our understandings as to the intent of Section 205.11 of the Agreement, as amended July 1, 1962, and the intent of the Lineman definition, effective September 1, 1962.

Our understanding of Section 205.11, as amended, is the same as that contained in Attachment I to your letter.

Our understanding of the meaning of the new Lineman definition is substantially the same as that contained in Attachment II to your letter, however, we would like to comment on the third sentence of the fifth paragraph in such attachment. We foresee no elimination of crews in the sense that they would all be split up into one or two-man units. There is a continued need for crew operation in the Overhead Line Department. However, where one or two-man units are appropriate to perform work as agreed in the Lineman definition, these units will be established and used. There is no intent to use small units to perform separate phases of a single job solely to avoid the use of a Subforeman or Foreman on such job.

Yours very truly,  
(s) V. J. Thompson  
V. J. THOMPSON  
Manager of Industrial  
Relations

## Hospital in Santa Clara Kaiser Starts

Local 1245 members who work for PG&E in Santa Clara will be interested in the start of construction on a \$5½ million Kaiser Hospital in their county.

Business Representative Mark Cook said, "This will eventually allow our members to have a choice of Kaiser in their hospitalization coverage."

The 159-bed, seven-story structure will be located on 21 acres off Kiely Boulevard between Homestead Road and Benton Street.

Plans call for the eventual expansion of the hospital to over 300 beds. Kaiser Hospital Foundation officials say the initial building should be completed by June of 1964.

## Urge Election Of Rumford



**WILLIAM BYRON RUMFORD**  
Assemblyman  
17th Dist.—In Alameda County

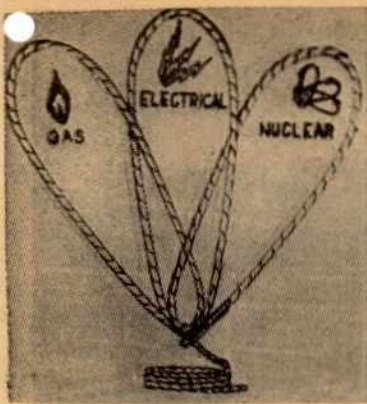
The story of Assemblyman William Byron Rumford is one of opportunity, hard work, responsibility and success.

Born in Arizona, Byron sold newspapers to earn money while attending elementary and secondary schools in Phoenix. He moved to the San Francisco Bay Area in 1927 and worked his way through the University of California College of Pharmacy graduating in 1931. In later years he attended graduate school at the University of California, earning a Bachelor of Arts Degree (1948) and a Master of Arts Degree (1959) in Public Administration.

His professional career began in 1935 when he was appointed Pharmacist at Highland Hospital, a position he held until 1943 when he acquired his own drug store. That same year he became a Public Health Investigator for the State Department of Public Health.

Assemblyman Rumford, now Secretary of the State Democratic Central Committee, was first elected to the Legislature in 1948. He has applied himself diligently to health and narcotics legislation. He also introduced legislation which permitted free polio shots, the establishment of the Fair Employment Practices Commission, and served on the committee which created the Department of Alcoholic Beverage Control, as well as veterans affairs and regional planning.

In 1953, Assemblyman Rumford was honored with an invitation from the State Department to travel in Germany as a Citizen Ambassador of the United States, and again in 1960 was invited to Washington, D.C. by the Ambassador from Ghana to meet with American business men on the economic problems of this nation.



# Safety Roundup

By SAM L. CASALINA  
SAFETY CONSULTANT

## GAS SAFETY AID— HAS LIMITS

One of the factors that contributes to the high standard of living enjoyed by this nation is the ready availability of public utilities. Not only must sources of natural gas and electricity be abundantly available, but service to consumers must be maintained despite storm damage, shifting power needs, and a burgeoning population.

As servants of man—gas and electricity are forms of potential energy that can heat your home, prepare your food, or run an industrial complex. This same energy can burn a man to death, or blind a gas service man with an explosion from an undetected gas accumulation. Local 1245's members must shoulder their share of the responsibility to see that this energy is expended for, and not against us.

## NATURAL GAS ODORANTS

While dedicated to the task of providing the public with this energy in a safely useable form, we are helped by certain "built in" safety factors. One of these is the addition of various strong-smelling compounds to natural gas to aid in its detection. Depending on the type of gas being utilized, the natural odor of the gas does not give a distinct enough warning before explosive concentrations are built up. For this reason ODORANTS are added to natural gas before it is fed into distribution lines.

## WE LOSE BY A NOSE

The human sense of smell (olfaction) is not very highly developed in comparison to some animals. But there are chemical compounds which the human nose can detect in concentrations of ONE PART PER SEVERAL BILLION PARTS OF AIR. Among these are the mercaptans.

## MERCAPTAINS

The lower explosive limits of natural gas is about 4 parts per 96 parts of air. The butane-propane mixture has a slightly lower explosive limit. Odorants are added (as a rule of thumb) to the natural gas so that they are detectable in mixtures of one half to one per cent of gas in air. This gives a safety factor of roughly 4 to 8.

## SAFE, IF THEY STAY PUT

THE TROUBLE WITH ODORANTS IS THAT THEY CAN BE FILTERED OUT, LEAVING AN UNDETECTABLE, HIGHLY EXPLOSIVE CONCENTRATION. While there is some difference of opinion as to the conditions which must exist before natural gas can be scrubbed of its odorant, recent technical journals on the subject are quite clear.

## SOIL ABSORPTION

The August issue of the American Gas Journal reports: "One of the principal deficiencies of ALL present day gas odorants is their inability to withstand the filtering action of all types of soils when a gas leak occurs underground. All gas odorants are effectively scrubbed of their odor intensity when passing through the soil, regardless of type; clay, loam, sand, or various mixtures of soils. Only after efficient odorized gas has passed through the soil to completely saturate the surrounding area or channel of the leak can the

odorized gas be detected at the surface. The amount of time necessary to complete this cycle will depend on the type of soil, degree of compaction, moisture content, volume of gas flow and the odorant content of the gas."

## MANUFACTURED VS. NATURAL GAS

The report continues: "It has been claimed that manufactured gas was not absorbed by soil and that an underground leak was readily detectable when it occurred. The odor character of manufactured gas was contributed by the relatively large volumes of aromatics that it contained. Because of these large volumes the soil around the leak was more quickly saturated, hence a leak was more readily detected. Natural gas containing only a minute part of odorant takes considerably longer time to saturate the leak channel and a longer time to be detectable at the surface."

Where the possibility exists that gas from an older line is leaking through soil to a manhole, basement or crawl space, all possible precautions should be taken including the use of gas detector or "sniffer."

## Tree Trimming Agreements Open

Local Union 1245 acting on behalf of its members employed by Davey Tree Surgery Company, Ltd., Frank L. Nolan Tree Surgery Company and Utility Tree Service, Inc. has served notice on the employers of its desire to amend certain sections of the respective Agreements. The current term of all three Agreements runs until December 31, 1962 and require sixty days notice of desire to amend. Assistant Business Manager M. A. Walters, who is coordinating activities of the negotiating committees, stated that the Union is seeking basically the same principles in all three Agreements, namely a substantial wage increase, establishment of sick leave provisions, improvements in expense provisions and closer parity of other working conditions and fringe benefits within the industry.

President James E. Gibbs, Jr., has appointed the following negotiating committees to represent the Union in the forthcoming negotiations:

Davey Tree Surgery Company, Ltd.: L. E. Heineman, San Diego; Ben F. Smallwood, Fresno, and Neil Smith, Concord, together with Assistant Business Manager M. A. Walters and Business Representative L. N. Foss. Nolan Tree Surgery Company: Eugene Peglow and Business Representative Mark Cook. Utility Tree Service, Inc.: James Proff and Business Representative Frank Quadros.

## Retired Members

October 1, 1962:  
CLINTON W. PEEK, Humboldt Division.  
EMILE BONLARON, Shasta Division.  
IRA B. HOLTHE, Shasta Division.

## Sohner Employees Choose Local 1245

Local Union No. 1245 has been selected as the collective bargaining representative of the employees of Sohner Tree Service, Inc., as a result of an NLRB representation election held on October 9, 1962.

Business Representative Frank A. Quadros, who was responsible for the successful organizing campaign and the resulting certification, reports that Union is currently in the process of preparing for negotiations with the Company and solidifying membership among the employees.

Sohner Tree Service, Inc.,

## Health & Welfare

By EDWIN M. BURR  
Consultant on Insurance and Pension Plans

### DISCUSS FEES WITH YOUR PHYSICIAN

Many state medical societies have adopted Relative Value Fee Studies to provide a guide to equitable doctors' fees and to provide insurance companies with a guide in setting surgical schedules under insurance policies. The intent is to equalize fees amongst the majority of physicians so that the insured may have some guide as to what his physician would probably charge.

### CALIFORNIA FOUNDATIONS

Most counties throughout California have adopted the 1960 California Medical Association Relative Value Study as a guide in determining equitable fees. In some instances the local county medical societies have adopted these studies and set up a separate organization outside of the medical society to which practicing physicians may belong. In doing so doctors have agreed to accept the fee set forth in these studies as payment in full.

These so-called foundation plans have avoided the metropolitan areas of San Francisco-Oakland and Los Angeles. Other areas such as San Jose, Stockton, San Diego and the Central Valley of California have established these foundation plans.

### DISCUSS DOCTOR FEES

Even in the areas mentioned above there are not, to my knowledge, any Local 1245 employees insured under one of the foundation plans. It therefore behooves you to discuss fees with your physician in advance of any extended medical care.

If you will take the booklet provided by your health plan to the physician's office, show him what your plan will pay, or give it to him to study so that he may inform you in the event it is not clear. Unfortunately, a great many booklets provided by insurance carriers do not clearly set forth all of the benefits provided. It may be even necessary to write the insurance company office to determine what will be paid on a certain medical procedure. It may be that your physician's office would perform this service for you.

If the fee as quoted by your physician is a great deal higher than that provided by your group health plan, it may be wise to discuss the matter further with either a doctor of equal competence, or with the local County Medical Society Office. They can give you the Relative Value Study that is in use in your county and a comparison between the fee charged by the physician in question with the CMA 1960 Relative Value Study and, thirdly, the fee paid by your insurance carrier.

### GUIDE TO PROPER FEES

These Relative Value Studies do not always set physicians' fees. These Studies eliminate certain inequities and help to interpret fees which physicians charge, and also help the physician to interpret his fee, and help the patient and the public to better understand on what basis charges are made by physicians.

In the event that you do not question your physician's charges prior to treatment, do not be surprised if in some instances they may greatly exceed the amount paid by your group health plan. It is in one sense no different than buying a new automobile, refrigerator, or TV set, asking it to be delivered or installed in your home and then asking the price. The same disastrous results can occur with group health plan payments and physicians' fees.

## WELCOME!

The following people have been welcomed into Local 1245 for the month of September, 1962.

### BA APPLICATIONS

**SAN JOAQUIN**  
Baker, Jeff J.  
Causey, William H.  
Nunn, Nellie H.

**COAST VALLEYS**  
Kelso, Robert S.  
Walters, Robert L.

**SAN JOSE**  
Anthony Jean  
Deaver, William J.

**STORES**  
Brecht, Frederick E.  
Brown, Edward J.  
Elam, Joseph  
Souza, Deibert

**EAST BAY**  
Aldrich, Edward  
Bernal, Fred R.  
Cassidy, Frank C. Jr.  
Handley, Chester B.  
Mann, Robert A.  
Matthews, Russell  
Meyer, Duane  
McDonough, Michael W.  
Minehart, Velear  
Poscoe, Harold E.  
Romano, Kenneth V.  
Sizemore, Paul W.  
Wilson, Ian

**SAN FRANCISCO**  
Capretto, Robert O.  
Derby, Doris Ann  
Diller, W. D.  
Patrick, Doyle L.  
Rasner, Don  
Spindler, Roger G.  
Uribe, Jay E.

**GENERAL OFFICE**  
Larrison, Robert A.

**STOCKTON**  
Hampton, James D.

**CITY OF ALAMEDA**  
Post, William E.

**PACIFIC GAS TRANSMISSION**  
Eades, Larry D.

**HUMBOLDT**  
Yates, Elwyn R.

**SHASTA**  
Roessler, William T.

**DRUM**  
Fanucchi, Johnny J.  
Sarrionandia, Bessie

**COLGATE**  
Albers, Gilroy A.

**SACRAMENTO**  
Best, Walter J.

**S.M.U.D.**  
Collard, Charles  
Phillips, Lawrence

**BUREAU OF RECLAMATION**  
Church, James T.  
Davison, Leland L.  
Johnson, Edward G.  
Kuhn, Bernard D.  
Payton, George A.  
Rose, Ralph R.  
White, Warren A.

**CITIZENS UTILITIES**  
Brown, Dorothy L.  
Davis, Wanda

**GENERAL CONSTRUCTION**  
Aguilar, Gilbert  
Anderson, Hersel R.  
Barnett, Darrell L.  
Byrd, W. H.  
Cain, Paul J. Jr.  
Diemont, Hugo A. R.  
Elliott, Denis

Enax, Gunther H.  
Fellows, Roger W.  
Flores, Alex C.  
Garvin, Joseph L.  
Hammond, Gilbert H.  
Hancock, C. M.  
Heggie, Ronald L.  
Justice, James B.  
Meadows, Ernest E.  
Murphy, Michael J.  
Nand, Satya  
Nugent, Jack D.  
Pemberton, Mike J.  
Porter, Leslie E.  
Raines, Donald F.  
Rogers, Calvin J.  
Stambaugh, Eugene H.  
Walters, Timmy J.  
Wood, Edward L.

**UTILITY TREE SERVICE**  
Main, James E.

**DAVEY TREE SURGERY**  
Baker, Charles N.  
Beagles, Donald U.  
Gill, Howard L.  
Harkins, William C.  
Sample, Dwight  
Sample, Harold L.  
Serna, James L.  
White, Joseph E.

**NOLAN TREE SURGERY**  
Beyer, Thomas E.  
Fallstead, John Q.  
Holder, Troy  
Lahn, Harold C.  
Penny, Robert M.

**A APPLICATIONS**  
**GENERAL CONSTRUCTION**  
Back, Alan C.  
Hart, Warren R.  
Jirik, Sidney Z.  
Liles, Wilsie O.

## New Shop Stewards

The following new shop stewards were appointed during September:

**DAVEY TREE SURGERY COMPANY, LTD.:** Glen Pair.

**PACIFIC GAS & ELECTRIC COMPANY:** Woodrow W. Soulliere, General Construction Department. Dewayne Laughlin, San Joaquin Division. Robert C. Begovich, Central Stores.

**SIERRA PACIFIC POWER COMPANY:** Robert W. Belles, Enrica J. Peluso, and Norman H. White.

## In Memoriam

**ALBERT W. PORRIA**, a Meter Repairman from San Jose Division, died October 9, 1962. Brother Porria had been a member of the I.B.E.W. since November 1, 1952.

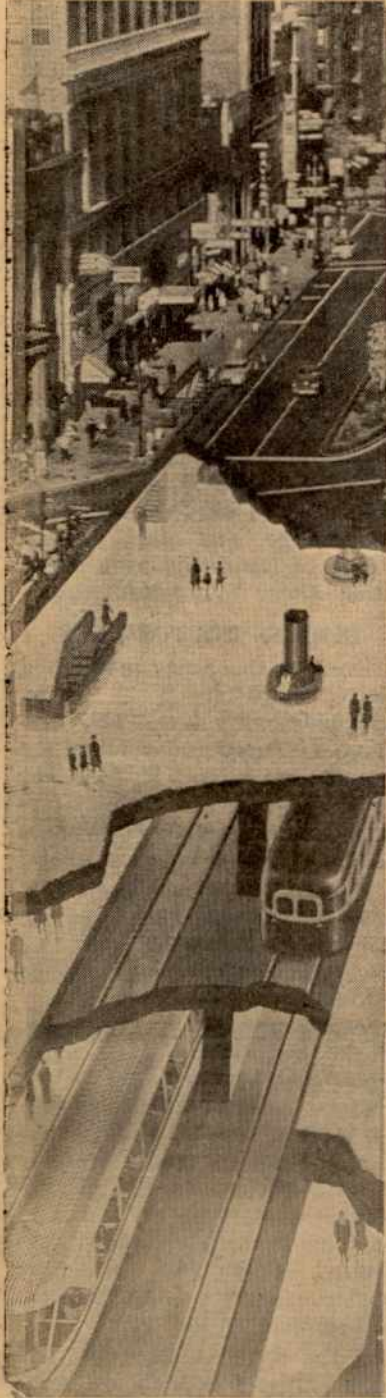
**ERNEST W. LINEBAUGH**, a Storekeeper from De Sabla Division, died October 7, 1962. Brother Linebaugh was initiated into the I.B.E.W. on May 1, 1942.

**HAROLD E. BUSS**, a Lineman from Stockton Division, died October 13, 1962. Brother Buss was initiated into the I.B.E.W. on March 1, 1952.

# A "YES" VOTE ON PROPOSITION "A"

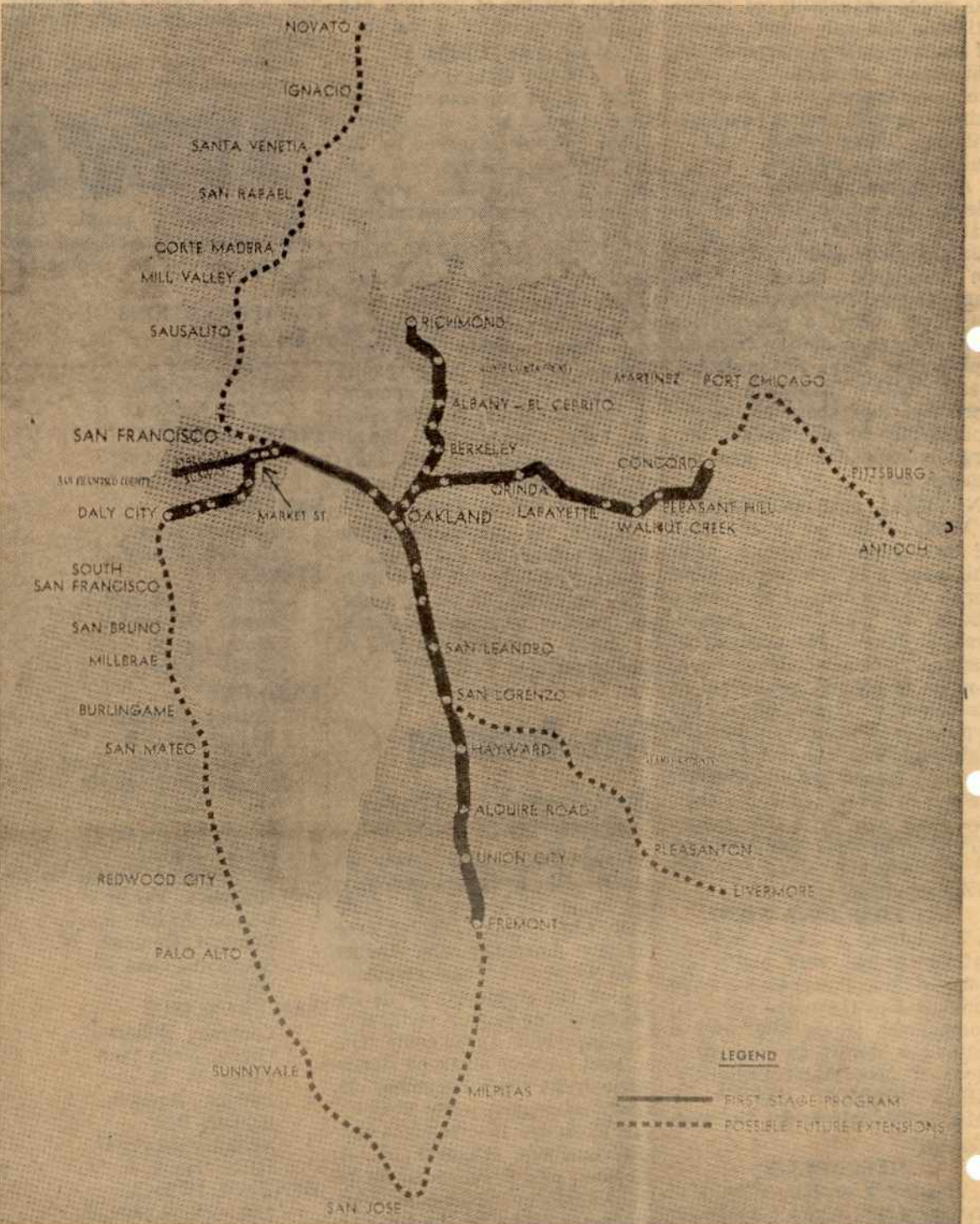
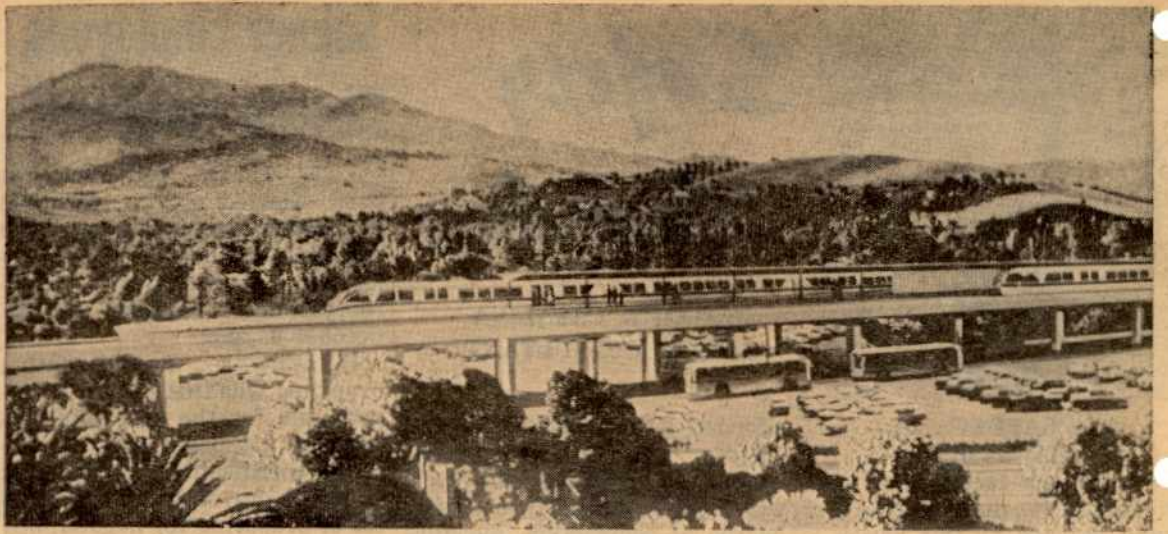
## Will Prevent the Economic Strangulation of the San Francisco Bay Area

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



The map on the right shows the solid-line backbone 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 by 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 streetcars 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 station 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, 26 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.



Statement required by the Act of August 24, 1912, as amended by the Acts of March 3, 1933, July 2, 1946 and June 11, 1960 (74 Stat. 208) showing the Ownership, Management, and Circulation of Utility Reporter, published monthly at Oakland, California for October 1, 1962.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Intl. Brotherhood of Elect. Wkrs. Local 1245, 1918 Grove Street, Oakland, Calif.; Editor, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.; Business manager, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.

2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.) International Brotherhood of Electrical Workers, Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland, California.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statement in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.

5. The average number of copies of each issue of this publication sold or distributed through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required by the act of June 11, 1960 to be included in all statements regardless of frequency of issue.) 9,882.

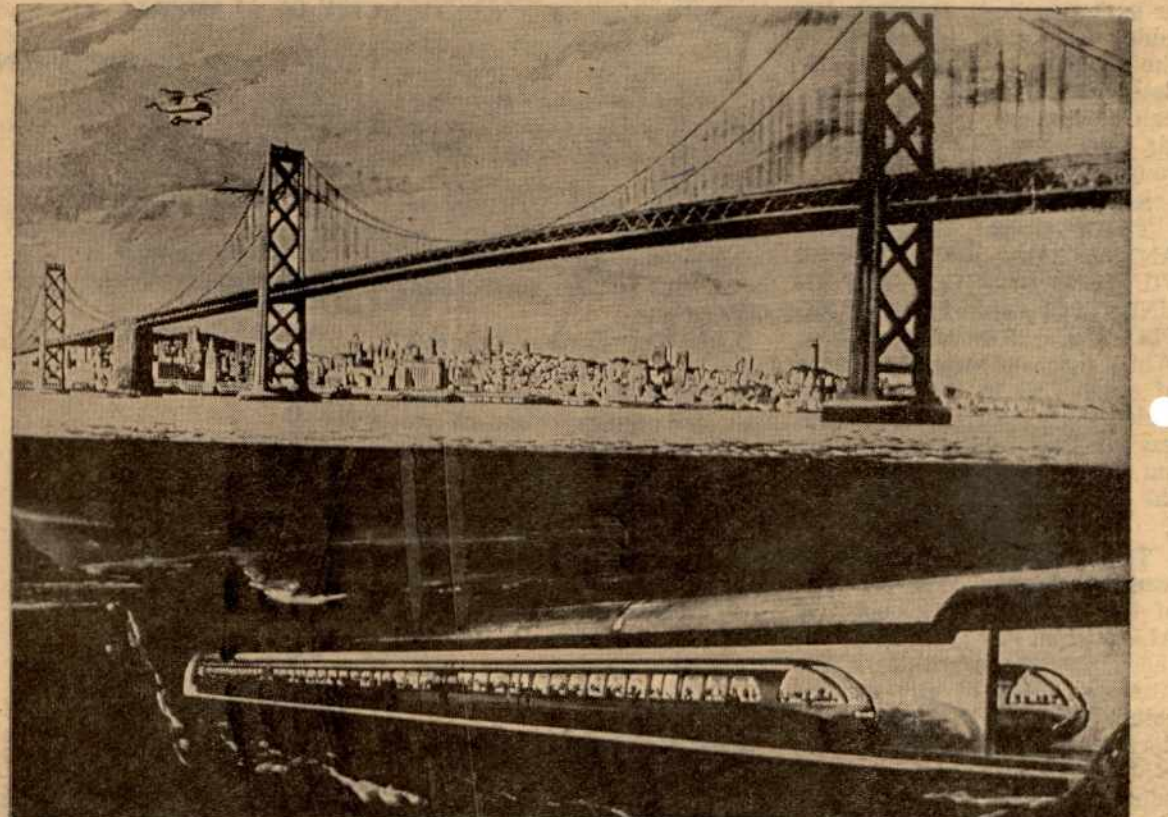
RONALD T. WEAKLEY, Business Manager

Sworn to and subscribed before me this 25th day of September, 1961.  
Alice H. Skinner  
(SEAL) (My commission expires Nov. 11, 1962)

## 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.



LOCAL PROPOSITION A—RAPID TRANSIT—will provide a system of fast train transportation in Contra Costa and Alameda Counties, linked with San Francisco via a tunnel under the bay. It will increase the availability of jobs and labor throughout the bay area, attract industry, increase home property values, provide years of work on the construction project, and help meet the problems caused by the explosion of population and multiplying number of automobiles in the area.