How Big a Slice Will Per Capita Increase Take Out of the Local's Dues Dollar?

The pie-chart above depicts what percentage of the Local's dues dollar will be left after the increased per capita has been processed for the new year. It is pointed out that this deficit must in part, be created by prolonged negotiations and a formalized organizing program for clerical members.

The fixed costs required to maintain contact, legal or service obligations were well within available income and a nominal surplus above would be available to maintain other Union programs. It then became the Board's belief that with a more rigid control over activity within the Union's present programs, a dues increase could be postponed if our membership could be maintained at the current level.

Your Executive Board, with this objective in mind, has prior to the August Council meeting, conducted a program calling for a full and frank presentation of all controllable expenditures and established a "ways and means" committee to study the problem. This sub-committee made recommendations for Executive Board action to effect economies and reduce controllable expenditures.

Written rules governing reimbursable expenses for members on Union business were adopted, expense vouchers were revised; and new instructions for approval of expenses were sent to the Trustees.

ECONOMY MEASURES ESTABLISHED
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1. Standing committees (except the Central Safety Committee and those required by contractual obligations) were all discharged. Revised committee operation was adopted calling for reductions in both size and scope.

2. The formalized organizing drive was ended and paid organizers returned to their prior employment.

3. All of the negotiating programs were reviewed and a consolidation was effected. Services and their costs were examined in order to maintain the phase of the Union's program.

4. A policy of using a minimum number of delegates was adopted for maintaining our contact and liaison with the needed conferences and conventions.

5. Development of negotiating programs was reviewed and it is in the process of revision to develop ways to minimize our costs.

6. Weekend Board meetings were utilized where possible to reduce costs.

Our automobile replacement policy was reviewed and revised to extend the use-period before replacement.

It was recognized that these measures could only be a delaying procedure for, historically, the rising cost of Union operation has exceeded its fixed income regardless of economies effected. This program was to follow the policy recommendation of no cuts in service or programs as suggested by the Advisory Council at the time of our last

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Vane for Local 1245

Amount of success in these bargaining efforts.

However, at this time of Thanksgiving, we would be ingratitudeful if the voters of California for their good sense last November 6th.

As to the post mortem—and it was in Mr. Nixon's political to the press that the subject was raised—we do not wish to indulge in a one. However, Mr. Nixon did use a servile in at least bringing the general question of the objectivity of the press and public protection. Unfortunately, and this may be the essence of Mr. Nixon's career—a valid subject was brought up, but for the wrong reason.

In the worst case, we are left with our efforts fail to produce the results we want. We must constantly and have a general speedup in efficiency, cutting corners wherever possible, to keep giving our service in a manner we must operate been that the next time we do better the next time we

As I see it, there is not much concentration of newspapers and magazines in the hands of a relatively few people. It is this concentration which is the one-newspaper town, the publisher who infiltrates the news columns with pre-cast views. The problem is the nature of Mr. Nixon's career, including Alger Hiss and the objectivity of the press. To remain is, ly– and this may be the essence of Mr. Nixon's career, including Alger Hiss.

There is an American conscience, of course, and there are magazines that listen to it. Unfortunately, they are often of limited circulation and are not translated into other languages.

Television network news programs are a welcome addition. They are effective and essential at home bat. Teletext news programs, have a limited circulation.

The other balance is the Labor Press. It is affected by limited circulation, although strengthened by unity of thought and freedom of expression.

The point of the story; however—the point raised by Mr. Nixon in his last press conference and the point raised by Mr. Reagan in his press conference; and the point raised about Nixons's career, including Alger Hiss— the objectivity and freedom of the press, remains to be fought for, and about.
Executive Board's Statement on Dues (Continued)

The two charts above, which are drawn on the same time scale, compare deficits to dues structure. The black peaks indicate deficits (monthly outgo exceeding monthly income) and these come with a greater frequency when, on the bottom chart, our monthly dues don't slightly exceed 1% of the monthly PG&E weighted average wage rate. On the other hand, where the shaded dues line has exceeded the dotted 1% line, we have tended to run surpluses (as shown on the top chart).

Only a limited portion of Union costs are directly related to family living costs. The cost of necessary Union supplies, materials and purchased services are generally increased in greater proportion than those required by the general membership, for the major cost of operations is directly related to membership wage rates. Thus, the bulk of Union cost has outstripped normal cost of living figures. The Union functions as a service organization and has no other function. Part of that service comes from participation by its membership. Ironically, our successes in improving wage rates also create direct cost increases to the Union through the higher wages which must be paid for that membership's participation in the Union's affairs, and other costs which are based on contractual wage rates.

In order to maintain the gross income required for the fundamental operations under the general organizing must continue 1% formula, it has necessitated a greater emphasis on organizing new areas and expanding our jurisdiction. This policy must be continued if we are to maintain stability without a change in dues relationship to membership income.

A review of various Unit proposals on past dues increases as well as Unit recommendations indicated that some membership attitude tended toward a graduated dues structure based on income. While this idea was a departure from past policy of equal dues for all, it does fit into the general concept of our society of progressive taxation based on ability to pay and also provides a pay-as-you-go basis for financing Local Union programs. As persons progress up the ladder under contractual promotional procedures and as wage increases are negotiated, dues revenue would more nearly keep pace with the increased costs of operating the Union's affairs on behalf of the membership.

These profits were reviewed with the Advisory Council in October and this body recommended that a dues increase should be sought in line with the 1% formula applied to monthly incomes with a fixed minimum of $5.00 per month.

Your Executive Board concurred with the intent of this administrative proposal but, before a decision could be formulated on the form of the amendment to achieve this end, certain problems pertaining to administration of such a dues structure had to be resolved.

The various dues deduction cards were checked for their adaptation to methods of dues structure. The various cards were reviewed with the employers and our attorneys to see what form of dues structure would be legal and most workable under a dues check-off arrangement. Methods of collection for cash paying members were also reviewed.

During this process, various Unit recommendations were being made on a Bylaw amendment for changing monthly dues.

Your Executive Board reviewed all of these proposals included in this Board Reviews submitted prior to November 17, 1962 at its specially called meeting of that same date and is adopting the following proposal for submission to the membership:

(Continued on Next Page)

Charts Indicate Deficits Occur When One Per Cent Formula Isn't Met

(Signed)

[Signature]

November, 1962

Utility Reporter

Page 22
Board Returns Dues Change to Units for Members' Vote

(Continued from Preceding Page)

Proposed Amendment to Article XII, Sec. 2(a), of Local 1245 Bylaws:

"Sec. 2(a) The monthly dues of Local 1245 shall be in accordance with the following schedule:

(1) 'BA' Members.

(A) Unemployed members, members working outside of the jurisdiction of Local 1245 or members working within the jurisdiction of Local 1245 having a basic monthly rate of pay of $450.00 or less.

$4.50

(B) All other members with a basic monthly rate of pay of:

$500.00 or less but more than $450.00 $5.00

$550.00 or less but more than $500.00 $5.50

$600.00 or less but more than $550.00 $6.00

$650.00 or less but more than $600.00 $6.50

$700.00 or less but more than $650.00 $7.00

$750.00 or less but more than $700.00 $7.50

$800.00 or less but more than $750.00 $8.00

For each fifty dollars ($50.00) or fraction thereof of his basic monthly rate of pay which exceeds $800.00, a member shall pay an additional fifty cents (50c) per month dues.

(C) The basic monthly rate of pay shall be computed: (a) for members on a weekly rate of pay by multiplying the basic weekly rate of pay by 4.33 and (b) for members on an hourly rate of pay by multiplying the basic hourly rate of pay by 173.33.

(2) 'A' Members shall pay $4.50 per month in addition to the amount set forth in item (1) above.

(3) Each month's dues shall include 10c to be placed in the General Fund for the subscription to the Union's publication presently known as the 'Utility Reporter'."

This proposal will be read at the regular monthly Unit meetings in December, 1962 and voted upon at the regular monthly Unit meetings in January, 1963. If adopted, the new dues structure will become effective February 1, 1963.

Cost Breakdown, 1953 and 61

Below is a percentage breakdown of the costs of providing service—our only function. The charts show the percentages for each major cost account for the years ending December 31 of 1953 and 1961.
### Income and Outgo for First Nine Months of 1962

<table>
<thead>
<tr>
<th>Month</th>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>August</th>
<th>September</th>
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</thead>
<tbody>
<tr>
<td>Income</td>
<td>$54,245.96</td>
<td>$53,450.30</td>
<td>$56,456.42</td>
<td>$53,910.41</td>
<td>$53,971.10</td>
<td>$57,575.52</td>
<td>$54,677.87</td>
<td>$55,784.24</td>
<td>$62,790.61</td>
</tr>
<tr>
<td>Outgo</td>
<td>15,409.99</td>
<td>12,498.25</td>
<td>13,140.80</td>
<td>15,677.39</td>
<td>13,189.60</td>
<td>13,159.70</td>
<td>16,350.59</td>
<td>12,472.15</td>
<td>13,542.70</td>
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<tr>
<td>Difference</td>
<td>$38,836.07</td>
<td>$30,952.05</td>
<td>$43,315.62</td>
<td>$38,233.02</td>
<td>$37,481.40</td>
<td>$35,415.82</td>
<td>$36,327.28</td>
<td>$43,312.09</td>
<td>$49,247.91</td>
</tr>
</tbody>
</table>

### Cost Details

Dues are the main ingredient of Total Income and these figures include I.O. Per Capita.

The major component of Affiliation fees is I.O. Per Capita; other affiliation fees are paid only in January and every third month thereafter.

Staff salaries and automobiles purchased—the expenses of getting representatives into the field—are the dominant costs of Staff Expenses.

Labor cost is the common denominator of many of these expense items, even Research and Education when the Local's Conference is on in April. Otherwise, the Utility Reporter is a major cost in this category.

Office Expenses is mainly labor cost but also includes items that are enjoyed by the membership, such as pins, scrolls and decals. Supplies, printing, postage and telephone expenses are also charged to this account.

Other Salaries and Expense Allowances are broken down into a salary category and an expense category. These are the labor costs of membership participation in our Local. They will reflect the costs of our Conference and of our Negotiating Committees as well as those of the Executive Board, Advisory Council and other committees. Not included in the figures below is a $15,000 bill for the wages of the PG&E Negotiating Committee which was not billed to us until after September.

Donations and Benefits includes remembrances for deceased members.

The major ingredients of Other Expenditures are Hall Rentals for Unit Meetings, legal and audit fees.

Payroll Taxes—Net are a cost of doing business, even when our business is service. They are on a quarterly basis which accounts in part for the variation.

The cost behind all of these accounts is labor cost which has risen, ironically, as a measure of our success in representing and serving the members of this Local.
Gas Dept. Definitions Clarified

ATTACHMENT III, FIELDMAN

V. J. Thompson Manager of Industrial Relations

October 14, 1962

Pacific Gas and Electric Company

San Francisco, California

Dear Mr. Thompson:

In accordance with understanding reached at meetings of the parties, the parties agreed: Subject to an effective date of August 16, 1962. These include Attachment III, Fieldman, Attachment IV, Mechanic, Gas; and Attachment V, Fitter.

Should there be a conflict in our understandings on the classifications here submitted, we would appreciate hearing from you.

Very truly yours,

RONALD T. WEEKLEY
Business Manager.

with a contractor or others who were performing operations which could create a hazard to PG&E gas pipelines. In working in such assignments his work could involve inspection of work being performed, localizing and marking locations of pipes and pipelines to be damaged by others performing such work.

1. A Fitter and one other employee working apart from a crew, it was agreed Fitter would not be used as "tweeters" or "man hole men".

2. In delineating the duties of a Fitter, it was agreed that the work would be confined to distribution pipeline systems of 2 inches or less in size, and that the system the Fitter would perform the work was as defined in Paragraph No. 1 of attachment.

3. Domestic type meter and regulator sets were agreed to be small gas meters and regulators which could be done by a Fitter with 2" could be done by a Helper with all other being done under the Mechanic rate.

C. It was agreed that Fitters could be employed in the welding of distribution systems except as noted herein to provide on-site training for Helpers as to classification of a Fitter or Apprentice Fitter classification as arc welding was not a requirement of the Light Crew Foreman or Fitter or Apprentice Fitter classification.

b. (1) by either Fitters or Mechanics. (2) Installation of 2" control fittings which were to be welded to pipelines by means of pipe to pipe welds or installing or installing of service tees could be done by a Fitter with other arc or acetylene welding.

2. Use of concrete saws.

3. Use of portable trenchers, such as "Ditch Witch," "Arps." or "Stewarts."

4. Use of truck mounted compressors. Where used on a rolling basis from crew to crew, the employee shall receive the top rate of pay of the Fieldman classification.

5. Fitting work by a Fieldman shall be limited to fabrication and alteration of meter sets up to 300 lbs. pressure.

IV. MECHANIC, GAS

Discussions of this definition covered the change in the distinction between the Fitter and Gas Mechanic classifications, to provide those of arc welding for the Gas Mechanic classification. This was a more highly skilled Fitter working in general, on all kinds of mechanical and pipe line work. The changes here reflect the discussions relating to Fitter and provide for the performance of arc welding without direct supervision which a Fitter would receive in the past.

A. Language relating to installation of telemetering and remote control equipment was added, though not specifically outlined in the old agreement and as such shall not be a requirement of a Fitter classification.

5. Use of truck mounted compressors. Where used on a rolling basis from crew to crew, the employee shall be paid the top rate of Equipment Operator.

6. Fitting work by a Fieldman shall be limited to fabrication and alteration of meter sets up to 300 lbs. pressure.

B. Use of portable trenchers, such as "Ditch Witch," "Arps." or "Stewarts."

C. Use of truck mounted compressors. Where used on a rolling basis from crew to crew, the employee shall receive the top rate of pay of the Fieldman classification.

D. Where a three-man operation is required, a Light Crew consisting of a Fieldman, a Helper may accompany him as a flagger. The flagger's assistance to the Fieldman such as raising manhole covers, painting, and marking lines, etc. shall be limited to minor paragraph A-4, we believe a Fitter may be assigned to more than one crew during a day. In such cases he will be working with the Foreman of the crew to which he is assigned and not independently of it. It is not the intent to schedule a Fitter to move from crew to crew to perform the work.

In reviewing these proposals it is probably a little easier if we start with the more current proposals and work backwards.

______________________

MECHANIC, GAS

1. It was agreed that pre-assembling control fittings which could be done by a Fitter with all other being done under the Mechanic rate.

2. Use of concrete saws.

3. Use of portable trenchers, such as "Ditch Witch," "Arps." or "Stewarts."
ANATOMY OF AN ACCIDENT (Note: The narrative which follows might be a composite of many accidents suffered by utility workers, some by Local 1245’s members. The narrative is fiction—based on case histories. It is better to read and learn from case histories than to be one.)

The subdued light in the hospital room told him that the dying end Bob Miles was when he received medical attention. He was one of the many workers and civilians killed by electrical energy.

The “artery of facts” said Bob had probably been killed as the shoe line had gone down, he thought. Some kind of pain killer, he had. He had a sudden odd feeling in his stomach when he recollected the don’t but hawt words: “All we can do is to make him comfortable as possible.”

He remembered that the flash had swallowed him up. He had felt though he were falling. There had been voices and blotted images. And pain — lots of pain.

The Induction effects had returned every so often, but they were lingering longer. Even sensory stim- gowen resulted in Bill Miles, they are. Sensory? They ought to call it “per- sonal security” or something like that. Then you would really think about it instead of just making you gasp in the back of your mind.

If I had to do it again, sah, I would write a book about safety. I’d tell ‘em: When you get to work, shut it off. The job set-up is unsafe, don’t proceed until it is safe. This means: Check for:

- Conventional circuits — short-circuited through the body.
- Open circuits — give you a shock through your clothes.

Bob Miles became aware of some- thing new today. He had planned to remember all the details of the accident when he woke up.

Ellen will get to woo thousand hundred if — when I go. Big deal! It’s about what we owe the house. A little insurance might carry her and the kids for a while. But nothing.

I had told her that she’s really got to go. — She who brings her own personal troubles to work, employees and equipment, she is a very hard to work with. But that was the time to go and had said, “Some of this equipment’s equipment should be in a museum.”

I knew you still pushed out of shape after I put in the job. Your friends and I always pushed. A month ago you’re supposed to put in that year where we left off:

The following people have been identified in the local for the month of October, 1962:

SAFETY CONSULTANT

COAST VALLEY

Hillman, DeWayne

COAST L.E.D.

Lara, Dominique J.

PIPE LINE OPERATIONS

Meyers, Paul A. Jr.

STANPAC J. JAMES

Cira, Edward

STORAGE

Gibson, John M.

EAST BAY

McLoud, Albert L.

SAN FRANCISCO

Jones, Erwin D.

GENERAL OFFICE

Brew, Jerry E.

STOCKTON

Ricardo, L.

PACIFIC UTILITIES COMMISSION

Jones, David H.

SMITH, James B.

BUTTE

Douglas Kenneth H.

NORTH BAY

Hall, Edward J.

SACRAMENTO M.U.D.

Gibson, C. B.

U.S. BUREAU OF

Martin, Leonard

GENERAL CONSTRUCTION

Henderson, Jerry H.

EAST BAY

Alt, Betty L.

Testimony

Barrow, William

Burt, John W.

Health, Roy W.

Martin, Robert S.

CITIZENS UTILITIES

Beaver, Paul H.

Lafleur, Rulies J.

Baldwin, Robert G.

Elsie, Betty E.

Barker, Henry M.

Meyers, Paul A. Jr.

Berry, Betty E.

Huggler, Harold H.

Crosby, James E.

Harrison, Harry L.

Fiebusch, Marcel

Hedges, Ronald L.

Forbes, Diane

Herman, Joseph H.

Brown, Jean

Huggler, Harold H.

Hugger, Kermit H.

Meyers, Robert H.

SLEMP, Joseph H.

Huggler, Harold H.

Welch, C. B.

Huggler, Harold H.

Staley, Marl C.

Huggler, Harold H.

McDowell, Robert A.

Huggler, Harold H.

Scoma, Joe C.

Huggler, Harold H.

Rognerud, Suein O.

Huggler, Harold H.

Slemp, Joseph H.

Huggler, Harold H.

Smith, Charles M. Jr.

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Huggler, Harold H.
Your December Meeting
Calif. Wraps Up Fine Xmas Gift for JFK

January Unit Meetings

Your December Meeting
Calif. Wraps Up Fine Xmas Gift for JFK

January Unit Meetings

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