Gibbs Resigns as 1245's President—Thomas Named

Upon the advice of his physician, President James E. Gibbs, Jr. has had to submit his resignation. President Gibbs was hospitalized over the Christmas holidays and has since been recovering at home. Nonetheless, the news shocked other officers and members of Local 1245 who have followed his dedicated leadership for the last 2 1/2 years.

The Executive Board, at its February meeting, accepted his resignation with regret and expressed great appreciation for his past services. It appointed Leland Thomas, Jr. to succeed Brother Gibbs in the Office of President.

James Gibbs, Jr. brought a great deal of training and experience to the presidency. He was initiated into the then Local 1234 in November of 1948. He served as a Shop Steward of the Willows-Orland Unit from 1948 to the time of the amalgamation of Locals 1234 and 1246 in 1951.

LIE THOMAS

first term as President of the Local.

Leland Thomas Jr., the new President, was initiated into the IBEW in 1950. He became a Shop Steward and has served as a Chairman of the San Jose Division Joint Grievance Committee; as Advisory Councilman from San Jose; and, before his appointment, was the Executive Board Member-Southern Area.

President Thomas is a Line Supervisor headquartered at Cupertino.

PAY TRIBUTE

In assuming the Office of President, Lee Thomas has paid tribute to the human qualities of Jim Gibbs. It is a mark of the man—his patience, his courtesy, his sense of fair play—to have written (as he did in his letter of resignation):

"I consider it to have been a great honor and privilege for every hour of work, and for... Local 1245 Officers and Members."

Wilson Resigns—Robinson Appointed

Bobby Robinson has been appointed by Business Manager Ronald T. Weakley to fill the vacancy left by Jack Wilson.

Brother Wilson, who has handled various southern San Joaquin Division-Line Operations assignments since 1957, has resigned from Local 1245 to accept a position as Deputy Labor Commissioner.

Jack sees his new job as one of doing for unorganized people.

(Continued on Page 2)

Dan McPeak, left, Larry Foss and Gerry Watson point out the changes in assignment resulting from Dan's promotion into the Local's Headquarters. Dan will undertake administrative, contract research and coordination functions while Larry Foss will return to his "home" division—San Francisco with that field assignment. Gerry Watson has been appointed to the staff to assist John Wilder in East Bay Division—the system's largest, in terms of people.

JAMES E. GIBBS, JR.

At that time he became an Executive Board Member. He was later appointed as a Business Representative and served in that capacity until 1963. He then was elected as Recorder and subsequently transferred to Unit 3414. The members of the Willows-Orland Unit promptly elected him as Unit Chairman. He later became Advisory Councilman from Delta Division, a duty he performed until his election to a position as Recording Secretary.

(Continued on Page 2)

Frank Anderson has been appointed Executive Board Member-Southern Area, replacing Gerald F. Watson. Brother Anderson is a former Advisory Councilman from North Bay Division. He has served as a member of Unit 3716 and chairman of the educational committee. Last year, Brother Anderson moved to Tahoe City in Sierra Pacific's service area, where he has continued to remain active in Local 1245.

Con Edison Settles

Bargaining on the Consolidated Edison properties in New York has been concluded between Local 1-2, U.W.U.A. and the company. The new agreement contains a number of improvements, namely:

1. Hospital-Surgical Premiums

The company will pay one half of the premium for employees and all dependent in 1963 and the full cost of the Blue-Cross-Blue-Shield premium in 1964 and for the duration of the three year contract term.

2. Job Security

The parties continued their job security agreement in much the same form as in the

(Continued on Page 3)
IT IS SCARCELY necessary to review the arguments in support of the inclusion of a union shop clause in a contract between these parties.

We shall note only that we are especially impressed with the "free rider" argument. The union by law is the bargaining agent for all the employees in the unit. The benefits it negotiates must be granted to all employees, members and nonmembers alike. Neither it nor the company can discriminate by limiting the benefits to union employees or to those in the bargaining unit. The cost of the service, which is especially acute in the case of future employees, would be a divisive influence in the work force, a morale problem. But only the union enjoys the benefits of collective bargaining, while paying none of the cost, is especially acute in the case of future employees.

We do not agree that a requirement that all present employees join a union as a condition of continued employment would violate any basic or inherent rights. However, we can understand that an employer might be reluctant to impose such a requirement, except in the port of Los Angeles where the cost is so high. In this age the members of the union.

The inequity inherent in an arrangement under which a minority of the members of the bargaining unit is the sole beneficiary of collective bargaining, while paying none of the cost, is especially acute in the case of future employees. The union shop is not only an efficient device for providing workers with a voice in the decisions which affect their status, but also represents a "beefing up" of the antimanagement weapon. The union by law is the bargaining agent for all the employees in the unit. The benefits it negotiates must be granted to all employees, members and nonmembers alike. Neither it nor the company can discriminate by limiting the benefits to union employees or to those in the bargaining unit. The cost of the service, which is especially acute in the case of future employees, would be a divisive influence in the work force, a morale problem. But only the union enjoys the benefits of collective bargaining, while paying none of the cost, is especially acute in the case of future employees.

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Consumer News ... and Views

If you have a Consumer Problem, send us a letter. We'll try to get an expert opinion on the matter. Write:
The Consumers Page Utility Reporter
1918 Grove Street, Oakland 12, Calif.

WHAT IS THE CONSUMER COUNSEL PROGRAM?

By MRS. HELEN NELSON
California Consumer Counsel

California’s Consumer Counsel program has marked its third anniversary this month.

A new idea in California state government, the program is also unique in the United States. It’s a first-class consumer protection program.

While a few states (including California) have special sections in the offices of their attorney generals to deal with frauds against consumers, only California has a Consumer Counsel placed at the top level of government, in the Governor’s office.

The California Consumer Counsel post was created by an act of the Legislature at the request of Governor Edmund G. Brown to provide an official voice for consumers.

The law authorizes the Governor to appoint a Consumer Counsel to advise the Governor and Legislature on matters affecting consumers and to make recommendations as to how to combat consumer complaints by speaking on their behalf at hearings of governmental bodies, and to study consumer problems and provide information to consumers.

Mrs. Helen Nelson, appointed Consumer Counsel by Governor Brown, considers consumer education an important part of her work. Earlier this year her office cooperated with women’s organizations to conduct a series of Consumer Information Conferences around the state. Representatives of governmental agencies were on hand to answer questions about food stamps, credit buying, selling methods and all sorts of related subjects.

The response was tremendous,” Mrs. Nelson said. “Hundreds of consumers attended and all left our office feeling we’ve all learned,” Mrs. Nelson adds, “that is too often at the time of purchase there is precious little choice left for us consumers to make. The fundamental decision has been made by others—the factories, the merchants, and sometimes in government.”

Here is a list of bread of wishes, how much fat a pound of hamburger can contain, how much interest we pay on a charge account—these decisions are made by our representatives in government, Mrs. Nelson points out.

MEAT BUYING

Among facts commonly learned at the information conferences were these about meat.

Meat inspection—California has the best meat inspection programs in the country. It is administered by the State Department of Agriculture, which works closely with the Meat Inspection Division of the U.S. Agriculture Department. Inspectors check meat for wholesomeness and safety. They do not grade meat for quality.

In grading lamb, the descriptive names used by the U.S. department of agriculture, not the state, set the grade standards for meat to assure uniformity of quality all around the nation.

Packaging Law Needed

A Truth-in-Packaging bill has been introduced in the Senate by Senator Engle. It is designed to eliminate confusing and deceptive packaging of thousands of kitchen, bathroom and household products.

The need for truth-in-packaging is apparent to anyone who tries to shop for goods on the basis of comparative prices and contents. Pay the poor shopper, feeling like Alice in Wonderland, as she ventures into the supermarket aisles—impulse items kept off at her and “cents off” fall all over the place. And who has the courage or audacity to factor on a box the total on the shelf and attempt to calculate the price per ounce?

New Stewards

The following Shop Stewards were appointed during January.

Packing Gas & Electrical Company
Richard G. Clark, Coast Valley Division; Merle N. Conkey, Colgate Division; Vernon M. Couester, General Construction; Jim R. Hodgecock, General Construction; Emil H. Hinsloun, Cold Storage Corporation; Edwin L. Waddington, General Construction; Peter Genez, Pipe Line Operations; Eugene Campedel, San Francisco Division; Nick Velga, Stockton Division.

Davey Tree Surgery Company, Ltd.
Jay Seiler.

Sonner Tree Service, Inc.
Thomas Barnhill, Thorn Coburn, Donald R. Gamble.

Mental Illness Coverage

The coverage of mental illnesses by group insurance carriers is in most cases more restricted than coverage of other illnesses. This restriction is in spite of continued agitation to recognize mental illness for what it is and to recognize the large cost that often accompanies treatment.

The Employee Benefit Plan Review Research Reports indicate that pilot studies are being made by various companies, including Group Health Insurance, Inc., which were to determine, at an earlier stage of mental illness, whether it is needed, to insurability of mental illnesses. These studies indicate that the usage is lower than expected and appears to be for an insurable item.

Service Plan Restrictions

Most service plans severely restrict the coverage of mental illnesses with limited provisions in their major medical programs. The vast majority of the plans provide a limited number of days, if any, for mental or nervous conditions—usually no more than 30 or 31 days if the illness is serious.

Coverage Under Insured Plans

The Health Insurance Institute emphasizes that under wage replacement and other loss-of-income plans no distinction is made between the benefits available for mental or nervous conditions and for other causes of disability, which appears to be at variance with restrictions under hospital and medical programs.

More particularly, on the West Coast, insurance companies are providing expanding benefits for mental and nervous conditions and in some cases are covering them while hospitalized, as a regular plan benefit.

In Memoriam


YOUR MONEYS'WORTH

YOUR DOLLAR MORE POWER
WHEN YOU FILL UP WITH GAS
VERSITY OWNED AND OPERATED
WOMEN'S AND GIRLS' APPAREL
INSURE YOURSELF, YOUR HOME, YOUR BUSINESS—INSURANCE PHILIP F. YUAN

MEAT GRADING

The U.S. Department of Agriculture, not the State, sets the grade standards for meat to assure uniformity of quality all around the nation.

Beef Grading

The official U.S. grades for beef are USDA Prime, Choice, Good and Standard, Commercial and Utility.

Mrs. Nelson points out that shortly after she took office in 1959, there was an attempt to discontinue Federal grading of lamb. As Consumer Counsel for California she opposed the discontinuance. Protest came from consumer groups in other parts of the country, too. The Consumer Counsel action was successful and lamb grading was maintained.

While U.S. grade standards have been set for fresh pork, they are rarely used, Mrs. Nelson points out. No government grade standards have been set for cured pork products like bacon.

"If we consumers buy at buying ungraded bacon in a peck-
Mr. Chairman, and Representative to this Electric Companies Public Information Conference: I would like, in a brief introduction, a pleasure to meet you here today. I see some faces in the audience that are familiar, and I especially pleased that Mr. Sillin, President of the International Brotherhood of Electrical Workers, was your representative chosen to introduce me here today.

RELATIONSHIP

The union of which I am President, the International Brotherhood of Electrical Workers, has had an excellent relationship with Central Hudson Gas and Electric Company for a number of years, and I can tell you gentlemen here today, that it is our policy to have better management executives of all the companies. We have paid to have the knowledge of the public utilities and I believe the future of our industry would be even better if it now appears on the horizon.

It is the policy of the IBEW to have utility employer representatives address our annual regional Progress Meetings and conventions. We feel that this is one of the best ways we have, as I say, to bring the things that are being done right as an employee organization, and so we are working.

Mr. Sillin recently addressed our Third District—a large Progress Meeting. He made some favorable comments which are always pleasing to hear, but what is more important, he made some constructive and legitimate criticisms which are most certainly being thoroughly thought about and taking proper movement, by myself and other officials of this Brotherhood.

Here, today, speaking with you gentlemen, encouraged by Mr. Sillin and other officials of the IBEW, I expect to make some remarks which are in the nature of constructive and some criticisms which may be helpful. The areas of interest which I shall be concerned with are the growth of the strength of a nation and the prosperity of its people is found in its electrical power quotient. In discussing recent power developments, I would like to give you a few facts that have been factually reported.

U.S. vs. U.S.S.R.

I recently had an opportunity to compare some power statistics as they exist in Russia and in the United States. While Russia, three times as large as the United States, we have about 12 times as many miles of transmission lines as Russia has. The attitude of the Russians toward power production is so different from that of the United States. The Soviet Union: The emphasis is always on providing more power for industry, more power for the things of war, while the things of peace—the needs of the consumer are sadly neglected. It is important to note, that only 18 per cent of Russia's power goes to housing and agriculture. It is just the opposite in our country.

CONSUMER FIRST

The power is there! That, first and foremost, is a guarantee of the future of our industry and all in it.

INDUSTRY'S FUTURE

All the predictions, the all forecasts, the reports, are just so much the power. All the predictions, the reports, are just as much a part of our industry and all in it. The power is there! That, first and foremost, is a guarantee of the future of our industry and all in it.

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VENT FREEMAN

The acquisition of electricity from farms and other private utilities is a common practice in the utility industry. However, it is not always within the realm of national interest, and the IBEW has taken a stand on this matter.

The IBEW received criticism for its stance on union elections and the resultant publicity. The company of Electrical Workers believes in private enterprise and in the ability of business men to manage.

The IBEW has developed, again and again, the side of the private utilities in the continuing private versus public utility conflicts. This has been done on both the State and National level by means of testimony at committee hearings, through speeches, letters, articles in magazines and even paid ads in some of the nation's leading newspapers. As a case in point, I refer especially to a full-page paid ad which our New York State Electrical Workers Association inserted in the New York Times a few years back, which opposed the Niagara Power Public Bill introduced into the Senate by Senator Herbet Lee. It was published in the House, by Congressman Charles Buckley. We pointed out in this ad that the Bill proposed that Government place regulated business enterprise in the development of additional water from the Niagara River, for electric power to be distributed on a priority basis to preference groups (municipal distribution systems and rural cooperatives) representing only a small part of the cost of the public customers in New York State.

IBEW SHOCKS

The IBEW received criticism from many union sources on its stand and shore allowances on the part of many management executives who knew little about us, when they ran for public office. 

"We are opposed to this discriminatory bill because it violates the principles of free enterprise and fair play because there is no valid reason for government to compete with its citizens in the electric business, or any other business. The bill marks a long step toward further nationalization of American industry, and management must be mature and able to acquit themselves in a responsible manner."

On another occasion the IBEW printed a full page advertisement and distributed 50,000 copies to newspaper editors in every state in the union. That statement included this thought:

The International Brotherhood of Electrical Workers believes in private enterprise. They want private utilities to survive. We want to work with them and bargain with them without Government interference. Thus the officers of our union with our members united and our friends in the electric utility business are determined to gain.

The utility industry is a cornerstone for success of any labor - management relations must be based on freedom of the individual.

RESPONSIBILITY

There is another point which I should like to put forward by today. It embraces the subject of responsibility.

The topic which Mr. Silin explored at the IBEW Progress Meeting at which he spoke and I could not agree with him more in his statement that "both union and management must be held as responsible." He also said that the keynotes for success of any labor-management relations must be founded on mutual "trust and confidence," that the public party must take a narrow or legalistic approach to collective bargaining.

The IBEW is proud of its good relations with the utility companies. This is due in no small part to the reasonable arguments on the part of management and its concern not just with the welfare of the stockholders but with the welfare of its employees and the public.

The IBEW also takes pride in the reputation it has built as a responsible union.
GOMPERS' THEORY

I should like to inject here also the thought that the IBEW is a firm subscriber to the old Samuel Gompers' theory, that "the worst thing that can happen to an employer is for the employer not to make a profit." 

There is an alternative which I believe would be far more constructive. Instead of enacting laws prohibiting the right to strike in the face of an economic emergency, why not simply prohibit the right to withdraw from the job in the event that the right to withdraw from production is an indispensable element of economic freedom. They also fail to realize that the intervention of produtoin is not a result of inability to settle labor disputes. 

There are others who would resolve this problem by arbitrarily prohibiting the right to strike in this instance, in the same manner that the right to withdraw from production is an indispensable element of economic freedom. They also fail to realize that the intervention of production is not a result of inability to settle labor disputes, but rather by a failure of the parties to resolve an underlying labor dispute.

The electric light and power industry is particularly sensitive to public opinion as its enterprise system. 

I think for the good of America's industry which suffers so severely from the economic emergency, the electric light and power industry, both at the local and national level, will not be too long, but since this gathering is a workshop of a Public Information Program, I should like to inject a note regarding the type of information which may be disseminated to the public.

There have been particular instances — sometimes of a highly dramatic character — where this has occurred, and therefore, seem wise to give consideration to the effect of public relations in improving the public's attitude to strikes.

The CIR has won for the Electrical Manufacturing Industry a title, "Strikeless Industry," and I think you might be interested to know that at our Brotherhood Convention, concluded in Montreal September 14, the question of what the leader in the manufacturing field, Mr. Kory Kahler of the General Electric Company, addressed our delegates and urged them to do all in their power to stabilize the manufacturing industry and said it made the electric light industry, through public relations benefits, a program of cooperation, of promoting the welfare and interest of its members. 

I do say that if we are constantly do not expect our utility companies to operate without losses. This certainly is preferable to the "man bites dog" incident and the "strikeless industry" program.

Since I last had an opportunity to address a group of employers from your industry, we have witnessed the continued expansion of the use of attorneys to the collective bargaining table, and also in the application of the final step of the grievance procedure, I am speaking, of course, of arbitration. 

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ALTERNATIVE TO STRIKE ACTION

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PRAISE WON

We have eliminated so much of this cost, red tape, ill feeling in our construction operations and I do hope that you gentlemen will give this IBEW proposal your best consideration and report back to us.

The CIR has won for the IBEW in the many years since the founding of the union, the title, "Strikeless Industry," and I am sure that you will come to the same conclusion, that the electric industry is one step in the right direction, but we believe that the strike is not a technique of collective bargaining which has no place in the collective bargaining procedure.

The electric light and power industry has experienced a distinct advantage in the absence of the strike, but it does not mean that the CIR has won for the IBEW and the National Electrical Contractors Association from persons in every walk of life, particularly the President of the United States. I think it would be a very desirable and constructive action and one which would prove to the nation at large and the public with whom the electric utility companies are responsible for the welfare of the society in every sense of the word. Public relations wise, I think we do not consider that we can do any more than to promote the best interests of our industry.

C.I.R. FOR ELECTRIC MANUFACTURING

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Since I last had an opportunity to address a group of employers from your industry, we have witnessed the continued expansion of the use of attorneys to the collective bargaining table, and also in the application of the final step of the grievance procedure, I am speaking, of course, of arbitration. 

I have no particular dislike for attorneys, however, I do feel that their use in collective bargaining is not conducive to a beneficial relationship between the parties to the contracts. I feel that it is necessary that the parties to the collective bargaining procedure negotiate the contract in good faith and that the use of attorneys in this procedure may not be in the best interest of the parties to the contract.
FEBRUARY, 1963 UTILITY REPORTER PAGE SEVEN

The alarming accident rate of California gas and electric utilities workers should give all of us food for thought. While the accident rate for all California industries decreased 2 of 1 percent in 1962, the accident rate for the utilities increased 2.4 percent in 1962, or 12 TIMES THE STATE AVERAGE!

More emphasis on safety—less on claims needed. It is time for a reappraisal of policies and philosophies by those utilities who claim to have everything under control and to be "doing the best we can." The "best" is obviously not good enough — the facts and statistics bear this out.

Evolving attitudes. The most significant thing to be learned from the recent Governor's Industrial Safety Conference, attended by Vernon Franklin (chairman of the California System Safety Committee) and me, is the joint effort being made by labor and management in stemming the rise in accident rates. A featured speaker from the Floor Corporation, one of the West's largest builders and fabricators, outlined the joint committee safety program, in a cooperative effort—including joint revision of the safety rules and many other aspects of the most important services and health of the employees and the public—a decreasing accident rate and an enviable safety record has resulted.

Nuclear power safety. It is my opinion that public concern over nuclear power generation can best be gained by showing an exemplary safety record in conventional power generation and the related services. An industry which undertakes to assume the responsibilities associated with the operation of any power generation must pay close attention to improving its overall safety program so that the area of legitimate criticism of electrical or to decontamination or destroyed. McVey began to develop new nuclei of support, which had shown a radioactive discharge that had been cut off. He agonizingly learned that his 6-year-old daughter Becky's beachball had been contaminated.

"What the hell have I done to my child?" he asked incredulously.

When word of the accident finally reached the McVey home on May 2, those who knew the family reacted in fear. The house was searched for evidences; the children were shunted and tagged.

The house they were purchasing became contaminated and they had to leave it. McVey's job terminated at the beginning of July 1959 and a long period of unemployment set in. He was virtually blackballed.

Despite assurance from the Atomic Energy Commission all articles of iridium-192 had been accounted for, and radioactivity could not spread, the general reaction was still one of suspicion. Close friends and family members caused employers to turn McVey away. His work experience was, after all, unique.

In his discussions with others in the field of gas safety, McVey talked about his accident in the lab, and the people he talked to castigated the McVey family for having the accident. They assumed McVey and his family were to blame for what happened. McVey knew he was not responsible for what happened, but he was labeled as such.

Cloudy formations on the lenses of McVey's and Madeleine's eyes indicated indeterminate damage from the radiation. He, who had been keen sighted, began to have eye trouble and had to be fitted with glasses. The girls also began wearing them.

Eddie is an easygoing person who did not dislike his job, he was good with animals and is good with people. McVey learned they'd lost their home. McVey said, "I would have been allowed to stay, but it was a one-time deal."

The fractured pellets had been removed from the laboratory. But it was enough. In less than a year, two pellets fractured. When McVey was able to pick up the air and carried through the lab and outside the building, the radioactivity levels were deposited on clothing of employees who had worked with the pellets. These included protective glasses. The girls also began wearing them.

The children, Becky, Linda, who was 15 and Eddie, a sensitive 17-year-old with a mustache and a sense of capability, walked in bewildered. Medical symptoms quickly developed. Linda and Becky had 48 pounds from his normal 185 and lost them in three months. It was blood-building agents regenerating, he would become a victim of a radiation disease.

"What happens tomorrow happens to the family. Each member and his family has a personal stake in our efforts to bring the utilities accident rate down to a safe level with other California industries.

395,000 KILOWATT NUCLEAR POWER PLANT FOR SO. CAL. EDISON Southern California Edison Company plans to begin construction on a 365 megawatt nuclear power plant estimated to cost about $2,000,000,000. The plant is slated to be built on a 90 acre frontage on the north-west corner of Camp Pendleton.

Radiation effect on wood. When wood is soaked in a chemical monomer, like a thin, watery plastic, and then irradiated, the strength of the wood is increased fivefold. When bombarded by gamma rays the wood does not become radioactive or contaminated in any way. This research is being carried out by a number of institutions and may have a far-reaching effect on building and other wood-utilizing industries. Cotton also shows these properties. It is long-wearing garments and fabrics. Cotton is alsoRadioactive nightmare. It was the Army's eyes that indicated incipient nuclear exposure. It was McVey's eyes that showed the slightest hint of radiation. He was virtually blackballed.

"What the hell have I done to my child?" he asked incredulously.

When word of the accident finally reached the McVey home on May 2, those who knew the family reacted in fear. The house was searched for evidences; the children were shunted and tagged.

The house they were purchasing became contaminated and they had to leave it. McVey's job terminated at the beginning of July 1959 and a long period of unemployment set in. He was virtually blackballed.

Despite assurance from the Atomic Energy Commission all articles of iridium-192 had been accounted for, and radioactivity could not spread, the general reaction was still one of suspicion: Close friends and family members caused employers to turn McVey away. His work experience was, after all, unique.

In his discussions with others in the field of gas safety, McVey talked about his accident in the lab, and the people he talked to castigated the McVey family for having the accident. They assumed McVey and his family were to blame for what happened. McVey knew he was not responsible for what happened, but he was labeled as such.

Cloudy formations on the lenses of McVey's and Madeleine's eyes indicated indeterminate damage from the radiation. He, who had been keen sighted, began to have eye trouble and had to be fitted with glasses. The girls also began wearing them.

Eddie is an easygoing person who did not dislike his job, he was good with animals and is good with people. McVey learned they'd lost their home. McVey said, "I would have been allowed to stay, but it was a one-time deal."

The fractured pellets had been removed from the laboratory. But it was enough. In less than a year, two pellets fractured. When McVey was able to pick up the air and carried through the lab and outside the building, the radioactivity levels were deposited on clothing of employees who had worked with the pellets. These included protective glasses. The girls also began wearing them.

The children, Becky, Linda, who was 15 and Eddie, a sensitive 17-year-old with a mustache and a sense of capability, walked in bewildered. Medical symptoms quickly developed. Linda and Becky had 48 pounds from his normal 185 and lost them in three months. It was blood-building agents regenerating, he would become a victim of a radiation disease.

"What happens tomorrow happens to the family. Each member and his family has a personal stake in our efforts to bring the utilities accident rate down to a safe level with other California industries.

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government.
Brown Hails USW-Kaiser Employment Security Plan

This is the Steel Co. where there won't be layoffs en masse. Color it Class.

The Steelworkers agreement with Kaiser Steel has drawn praise from Governor Brown. "It represents a most significant contribution towards human welfare," the Governor said. "At a time when bold new ideas are needed for revitalizing the national economy and enhancing our industrial position in the world, the designers of this agreement have applied that need.

"And they have done so, remembering the need to preserve human factors and values in an age of increasing displacement of men by machines," he said.

LABOR POOLS ABSORB LAYOFFS

One of the most striking features of the plan is the setting up of employment reserves. Employees who would otherwise be laid off as a result of technological displacement or new work methods are employed in these labor pools.

To qualify, these employees must have one year's service; their displacement cannot result from a decrease in finished steel production or a change in production requirements and the employment reserve cannot exceed a maximum number. If the maximum is exceeded, employees may be laid off from the reserves in the order of company seniority. If the number falls below the minimum, they will be recalled to work in the employment reserve.

PLAN'S AIMS

Job and income security will be enhanced by providing:
1. that increases in productivity will not result in loss of employment or income for the employees;
2. greater integration of seniority units;
3. training and re-training programs for employees in relation to the skills required for prospective new jobs; and,
4. conditions which will lead to improved product quality and customer service in order to earn and keep customers.

EARNINGS PROTECTED

Employees going into the employment reserves will be paid a "displacement differential" so that they continue for 52 weeks to be paid at their former, higher wage rates. Displaced employees on short work weeks will be paid on a 40 hour basis. Any payments made under these conditions will, however, be deducted from dollar gains shared in by employees.

Family's Radioactive Nightmare Recounted

Jim Fountain has been appointed Clerical Advisory Council Member-at-Large, replacing Joan Bynum, who has submitted her resignation. Jim is a Stewart, Unit Recorder, Grievance Committee and Clerical Negotiating Committee member. Joan has agreed to continue as a member of the East Bay Joint Grievance Committee and as Unit 2301 Vice-Chairman.

Con Ed Pact

(Continued from Page 1)

previous agreement. This clause runs as follows:

"Job Security: During the period of this agreement, certain technological changes have been made in The Company's business and operations. The Company and The Union have generally been able to work out transfers of employees affected to other jobs with titles and rates of pay comparable to their previous jobs. An effort will be made to continue this practice. However, The Company hereby states that while certain changes in methods and procedures may be made during the contract term, The Company agrees that employees affected will, in cooperation with The Union, be transferred without reduction in pay. While this declaration of agreement must be at the risk of the business, The Company, nevertheless, believes that it will be able to carry this declaration through the contract term.

VACATIONS

Four weeks vacation after 20 years service will be included in the new agreement.

GENERAL WAGE INCREASE

A general wage increase would finish college and Ed keeps his promise. By the time he gets out in two years, I may be in a position to help him. At least he knows what I want now.

"This hit Linda very hard emotionally too," Madeline says. "She suffered quite a bit from nausea for a long time she was easily disturbed emotionally before this happened and it be- came much worse after." Linda married an airman from Mountain Home Air Force Base and lives in Mountain Home, Idaho, which she is expecting her first child.

Becky, a lively but well-man- nered 14-year-old is tall, usually articulate for her age and Becky wants to be a veterinarian.

I wouldn't bet against her becoming one either," McVey says.

It wasn't until Oct. 9, 1961, that McVey managed to return to his profession. He was hired by American Machine & Foundry Company in Denver for the important job of test- ing calibrations on delicate electronic instruments.

In April, 1962, the family moved to Mountain Home where McVey was transferred. In September, 1962, he was transferred to Chico where the firm had a contract to work on the Titan missile base north of town.

McVey's work involves period-

(Continued from Page 7)

odical checks of instruments used in most phases of the complex loading, firing and guidance systems of the three liquid-fuel, 90-foot tall Titans in their underground silos. Mostly self-taught, having spent two years in college, McVey again is facing an uncer-

tain future.

"Our contract expires in ear-

ly spring," he says. "Right now I don't know if the firm will have a place for me. There may be more contracts let out and I should know fairly soon whether I stay on or not. It's a little frightening, the thought of being out of work again. But this broke the ice," he says.

He estimated the family's debts, mostly medical, at $20,- 000.

A short time after AMF put McVey on, Carter L. Burgess, the president of the firm and now its chairman, said that McVey would be judged by his abilities and not his medical record. Burgess said that as long as McVey's work is sound he would "have a place with us.

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Both "Mac" and Madeline are resigned to eventual ope- rations for removal of cata-

rons. Madeline's is expected to sink down into a well of disappointment after this one."

They understand and we can face them. They're wonderful," Madeline says.

"All of these things that have happened, we don't want to sink down into a well of self pity and we don't want to be scarred for the rest of our lives by bitterness," McVey says. "Yet, it's not easy to say that. But we've tried to do that.

"We believe in God and we believe in people. How could we do otherwise when in spite of everything so many people helped us so generously?"