Joint Session Highlighted

Many highlights marked the year's first joint session of the Executive Board and Advisory Council. Leland Thomas Jr. presided over the meeting, as the Local's new President and as Chairman of both bodies.

New members of the Advisory Council were sworn in by President Thomas. They are: Arthur Barson, San Jose Division; Herbert E. Dickenson, San Joaquin Division; James H. Fountain, Clerical-at-large; and Arthur E. Royce, Stockton Division and City of Lodi.

International Vice President Charles Foehn presented Arthur J. Gorman with a sixty year membership pin. Brother Gorman was initiated in the IBEW in September of 1902. He has been on an "A" membership pension since 1945. In 1953, Local 1245 presented him with a fifty year pin. He said at that time he would be back in ten years for his sixty year pin. Sure enough, looking lean and fit, he appeared at the meeting to receive that pin. He announced he would be back in another ten years to receive his seventy year pin (and we have no doubt he will).

WEAKLEY SPEAKS

Business Manager Ronald T. Weakley gave a two part report. He first outlined the objectives before us for 1963.

President Thomas gives the new Advisory Council Members the oath of office. Herbert Dickenson and Arthur Barson are shown at left. (Advisory Council Members not shown are Arthur Royce and James Fountain). On the right are members of the Business Manager's Staff and members of the Executive Board. Right to left, they are: John Michael, Executive Board Member-at-Large; President Thomas; Nick Garcia, Central Area Executive Board Member; Frank Anderson, Northern Area Executive Board Member; Business Manager Weakley; and Business Representative Foss.

SAFETY

Although we have been active in this area for years, we have been stepping up our activities during the past two years. As we do so, we are pleased to note the growing interest within the membership and we have gauged our program to move forward without getting too far ahead of the interest factor.

The accident rate is up. The hazards which contribute to accidents grow more numerous due to a number of obvious factors. We must do all we can to lower the accident rate and to reduce real and potential hazardous conditions.

We need interest and understanding on the job among workmen and foremen. We have been acetive in this area for years, we have been stepping up our activities during the past two years. As we do so, we are pleased to note the growing interest within the membership and we have gauged our program to move forward without getting too far ahead of the interest factor.

SAFETY LAW

"On the subject of general radiation safety, the passage of the California Control Law moved Local 1245 to a place of importance in the matter of safety.

S.P. Clerks Faced Same Problem as PG&E Clerks

S.P. Railway Clerks have been affected by computer centralization in a manner strikingly similar to the way PG&E Clerks have been affected.

It has been the Railway Clerk in the division office out along the line, who has been initially hit by the impact of computer automation. The centralization of work in the Southern Pacific's Marker Street head office has been going on for five years now. And the decision to move into San Francisco and pull up roots at home has faced many an S.P. Railway Clerk, as it has many a PG&E Clerk.

Telephone Members Ratify 1-Year Agreement

Members of Local 1245 employed by Citizens Utilities Company of California voted by 64 to 15 to accept a one-year agreement providing for wage increases of from 3 to 12c per hour, effective March 1, 1962.

Also, an additional holiday; new job bidding procedure; improvements in Leave of Absence; training; vacation and sick leave provisions of the Agreement were won.

The Agreement further requires the Company and Union to establish a committee to develop job standards and lines of progression, procedures for demotion and retraining when jobs are eliminated or changed due to automation and technological changes.

83% of the members participated in ratification.
And There They Go!

Certain lawmakers in Washington are off and running again in an effort to track down, and shackle, the American Labor Movement. Following the starting gate is the National Association of Manufacturers—the "business bosses of manufacturing management"—as well as other management interest groups.

Management favorites such as Barry Goldwater get plenty of space and time from the employers who own the information industry. Much of its output is devoted to emotional tirades against labor.

(Indeed, the President's very smile when accused in a news conference of managing the news, might have been caused by his thinking about how the news is already managed by Times, Life, the Hearst Press and so on. No doubt, this news management by an interlocking directory of corporation-publishers, was a major reason behind his decision to have Verbatim, televised news conferences.)

Yet who pays cold cash (or carrying charges) for distorted news and expensive anti-labor programs? The consumer. Consumers, many of whom are working people and union members, are forced to subsidize the N.A.M. programs. The cost of advertising (which supports the newspapers) and public relations is levied in the prices paid by the consumer for a product or service. Some of this money finances the program of the N.A.M. and other anti-labor forces in America.

The hucksters' huck and cry is that Labor is too powerful and must be curbed. They make much of the $1.5 billion annual expenditures of the entire American Labor Movement while they forget to mention 57 corporations, each one of which is worth over $1 billion!

The fact is anti-labor forces are too powerful. Their voice should not be amplified with our own money. Labor on the other hand is strong enough to maintain a proper balance of power in our industrial society.

Meanwhile, Hitler's "big lie technique" is not dead. It grinds on every day in mass media publications. And, it forms the basis of the N.A.M.'s anti-labor program.

If the leadership of the N.A.M. wonders why no one wants to be a businessman these days, it should learn the lesson of history that the first step toward dictatorship in free countries was the elimination of the labor movement.

If the leadership of these management groups looked beyond their immediate, vested interests—they would realize that their abuse of power has led to the rise of labor and government countervailing power (subject, as it is, to a time lag and limitations).

Finally, the ever-hardening crust of top leadership in certain institutions should realize: That to be ahead of the movement, a few have to be proved was in the right and imagination is forgivable; to be behind (as the N.A.M., C.ofC. and A.M.A. are), is unforgivable.

Berkeley Crossroads

April 2nd is the day citizens of Berkeley will decide which way they are going.

Until a month or so ago they had not faltered in their progressive steps toward achieving a state of remarkable enlightenment in the field of inter-group relations. A study of de facto segregation in the schools has been commissioned. A Fair Housing Ordinance has been proposed.

However, a petition was circulated which received enough signatures to require the City Council to put the Fair Housing Law up to a vote. That vote will take place April 2nd.

It is safe to say that the petition is backed by conservative interests just as that may be. The leader of one of the groups backing the petition and opposing the Fair Housing Ordinance has been quoted as saying he has not read the ordinance.

The ordinance itself emphasizes education and conciliation. It is patterned after California's Fair Employment Practice Act. Under the enforcement provisions follow the provisions of that Act and it is expected they will not often be necessary, as they have not often been necessary under that Act.

Residents of Berkeley are reminded April 2nd is the date. We wish you God speed.

1963 Negotiating Committee Named For PG&E System

Just as we went to press, the members of the 1963 PG&E Negotiating Committee were named. They are:

Ronald T. Weakley, Business Manager.
I. L. Mitchell, Assistant Business Manager.
Gerald M. Watson, Business Representative.
William Fleming, First Receiver, Sacramento.
Ron Fields, Lineman, San Jose Division.

Another New, Tractor Operator, Gas, General Construction.

James Fountain, Clerk B, North Bay Division.
Nick Garcia, Lineman, East Bay Division.
Wayne Weaver, Mechanic, Pipeline Operations.
John Zaplan, Field Clerk, Gas, San Francisco Division.
Lawrence Tindall, Electrician, Count Valleys Division.

Retired Members

January 1, 1963:
Lee Sherman, San Joaquin Division.

February 28, 1963:
Edward M. Chauvaud, East Bay Division.

March 1, 1963:
L. R. Brandon, San Joaquin Division.
Frank M. Goech, North Bay Division.
W. E. Hulse, San Joaquin Division.

April 1963:
John Freitas, East Bay Division.

Along with the subcontracting problem, we have the irritating situation where too many supervisors are performing too much of our work and complaining grow in number as our people relate this practice to the question of wage and job security.

Again, we welcome reports of such practices to augment what we have in our files so that we may better relate the problem to management as we see means to meet the problem. When such reports are to your Business Representative or send them directly to my office if you wish to assist in the endeavor to reduce the misuse of supervisors in the performance of bargaining unit work.

NUCLEAR POWER

There has been much talk about nuclear power plants, particularly about the Bodega Bay Plant. Some of the questions raised are legitimate and my investigation of the situations in question brings me to the conclusion that a good job is being done by the Pacific Gas & Electric Company to assure proper safety protection to everyone concerned with the operation of the project, including the people of the study area.

The U. S. Atomic Energy Commission has full authority over the operation of Bodega Bay plant, but our labor, technical and protection features are so interlaced that it is impossible for me to the conclusion that the standards set by the A.E.C. will provide for extra precautions which will make Bodega Bay as safe as many nuclear power plants presently operating in the U.S.A.

The members of Local 1245 will man Bodega Bay as they have manned Humboldt Bay and the whole concept of safety in these operations differs from any other operation because the A.E.C. will require a whole set of special rules to be laid down by the A.E.C. and are subject to turnover in interpretation and application which may be applied to some unwise contractors other utility operations.

I shall discuss some broader aspects of the nuclear power situation in the April issue of this publication and perhaps this discussion will be of some educational value and serve to correct some of the misinformation and misunderstanding which clouds the peaceful development of the use of the atom for the welfare of man.

YOUR BUSINESS MANAGER COLUMNS

(Continued from Page 1)

need it at all levels of Union leadership and at all levels of management if we are to meet our immediate and joint responsibilities.

Lipservice won't get the job done. Neither will the job be done overnight. A carefully constructed program is being carried on within our Union which will rely primarily on our ability to properly utilize our labor-management processes, and secondarily on our ability to protect and advance our members' interests where public authority is the controlling factor.

During the April Unit meet-ings, a special report on this important subject matter will be made by our Area Representatives in attendance. Questions and suggestions will be welcomed as are reports of any authentic hazardous situation or unsafe operations known by those in attendance but unreported to date.

SUBCONTRACTING

Another matter of major concern to my office is the subject of protection of work opportunities. We have a growing problem in this area.

The subcontracting of our work coincidental with reduc-tions or static situations within our bargaining units is causing a mounting concern in the field. The hope for promotions diminishes in many areas and in many operations. The assurance of wages and job security diminishes as "outsiders" perform work which our people rightfully feel should be assigned to bargaining unit personnel.

While our legal rights are limited, the moral rights of our people must be given proper recognition where work assignments are made if the "security" of a job with a utility is to be mean what it rightfully should.

We are well aware of the construction programs and we recognize that in some instances, our position is not the best in the world. Nevertheless, we feel that more work could and should be done by our forces than is the case at the present time.
Plan Info Meets

On Consumer Bills

Bills of special interest to consumers will be analyzed and discussed at workshop conferences called by the Consumer Counsel office with the cooperation of consumer groups.

Already scheduled are conferences in Los Angeles, tentatively set for April 6, and Sacramento on April 20. Meetings in major areas are tentatively planned.

Information-in-depth is the aim of the meetings. Specific bills before the State Legislature will be discussed in full, and informal workshops will provide opportunity for consumer exchange of views.

The meetings will be open to the public without charge. Attendance of time, place, etc., will be mad as soon as details are completed.

Speaking for Consumers

By MRS. HELEN NELSON

Consumer Counsel to Governor Edmund G. Brown

When the State Legislature, in response to Governor Brown's request, passed the law creating the Consumer Counsel office in September, 1959, one of the several responsibilities they spelled out for the position is to "appear before governmental commissions, departments and agencies to represent and be heard on behalf of consumer interests."

In the three-and-half years the office has been in existence, we have functioned in this capacity many times. Quite a few of our appearances have been before legislative committees. During the current legislative session we will be making many more appearances before committees to speak on behalf of consumers for all the state and local laws our lawmakers are considering.

In this column, however, I want to deal with our appearances before regulatory agencies of government.

As our world becomes more complex and technical, there is a growing tendency to enact general enabling legislation and pass on to an agency the responsibility to develop and enforce the necessary rules and regulations. This pattern of letting an administrative agency set the regulations rather than detailing them in a law has its advantages. The administrative agency, adhering to the purpose of the legislature, can make its regulations flexible and responsive to changing technological and economic circumstances.

But this governmental delegation to change existing regulations or make new ones is required to give public notice of their intention. Federal agencies do this by publishing their proposed regulations in a publication called the Federal Register. It comes out every Saturday.

PROTEST ON LAMB GRADING

It was from scanning the Federal Register that I learned, in December 1959, that the then Secretary of Agriculture, Ezra Taft Benson, intended to suspend lamb grading. I had been in office less than two months at that time, but I knew that suspension of lamb grading was not in the consumer interest.

Immediately we filed a protest on behalf of California consumers with the Secretary of Agriculture. Subsequently we learned that two different elements in the meat packing industry had found it impossible to reach agreement on new grading standards for lamb. As a result the government representatives were unable to come to agreement, the Secretary of Agriculture then proposed to suspend the whole thing.

We made our protest known. And despite the rush of Christmas shopping, many consumers followed suit. Faced with this action, the then Secretary Benson rescinded his order and agreed to hold another hearing so consumer representatives could be included. The final outcome was that lamb grading was continued, but that it was continued on the basis of improved standards with increased usefulness for consumers.

HOW HEARINGS ARE CONDUCTED

People who have participated in government for many years are aware that in the hearings conducted by regulatory agencies the subject matter technical, and the participants limited to representatives of various segments of the industry concerned and the staff of the regulatory agency. The agency representative who presides often seems more like a judge than an executive. He must be careful that all the proprieties of an administrative hearing are observed and that the record of the hearing is technically irreproachable so that the resulting regulation cannot be overturned by the courts. You see, it will have all the force of law.

Many of the agency representatives who sit as hearing officers are a remnant that the final appeal must arise out of, and be supported by, evidence in the record. If no evidence in support of the consumer interest gets into the record, the final regulation cannot be in the best interest of consumers.

Hearings of regulatory agencies seldom attract a reporter looking for live news, although the outcome and the ultimate decision may affect every family in the state, or, in the case of a Federal agency, every family in the country.

SHORT-WEIGHT HEARING

My first entry into a regulatory hearing room was in Sacrament last year, when the commission of the Department of Agriculture was to hear proposed regulations relating to the content statement on packages. These regulations were proposed by the Department of Agriculture as a result of consumer complaints that elementary weight of packaged food was understated by approximately a percent on some frozen foods; they were also proposed to permit short weighting of cells-packed frankfurters.

It was my first experience in a hearing room that last most of the day. Every word was recorded. Retailers, frozen food industry associations, both state and national, and farmers' groups all appeared and gave testimony. The proposed regulation was not adopted.

Several months later, another hearing on a less objectionable proposal was held, and I returned to my office of the Consumer Counsel. The room was filled with substantially the same people and I opposed this proposal, too. Six months after the hearing, the proposed regulation was adopted.

(footnote continued on subsequent columns Mrs. Nelson will describe hearings by regulatory agencies on proposals that affect food, and health insurance.)
PG&E Sets Expansion Plan

PG&E has proposed to spend $2.4 billion between now and 1980 on an expansion program that will add 15 million kilowatts to the present generating capacity of over 6 million kw. The money will be expended on massive generating units and extra high voltage transmission lines.

Nine thermal plants, 660,000 kilowatts or larger and seven others, 1 million kw or larger, will be on the system by 1980. So will 1300 miles of EHV lines, 500 kw or more. Included in these 1200 miles of EHV is the private utilities' plan for a California-Pacific Northwest intertie, proposed by them in lieu of a federally-constructed intertie.

The Company presently has 14 thermal and 62 hydroelectric generating plants. The largest single generator is 330,000 kw and the highest transmission voltage is 320 kv. By 1980, thermal generating capacity alone will be almost 20 million kw.

NEW GENERATING PLANT SITES

Three major sites are being acquired for new generating plants.

1) Nipomo, below Oceano in San Luis Obispo County
2) South Moss Landing, a mile away from the present Moss Landing plant, and
3) Montezuma, near Collinsville in Southern Solano County.

LARGER UNITS

The capacity of generating units has increased and will continue to increase under this plan. 165,000 kw became standard size in 1954, 330,000 kw in 1960; 660,000 kw in 1964 or 1966 Bodega Bay Atomic A unit, 330,000 kw and the highest transmission voltage is 320 kv. By 1980, thermal generating capacity alone will be almost 20 million kw.

MORE ATOM PLANTS SEEN

"We will depend on the atom as we use more and more as time passes,"

(Continued on Page 5)

READERS REPLY TO WEAKLEY'S CALL FOR SUGGESTIONS ON SHORTER WORK SPAN

Last month, the Business Manager's Column asked for your opinion on this important job security question. Letters were received from all sections of the system. Here are a few examples:

March 11, 1963

Mr. Ron Weakley-

Dear Sir-

I was quite surprised, and pleased to read your recent article in the Utility Reporter. Prior to your article, I have given considerable thought along these lines. I am nearing my 58th birthday and am still "hacking it."

But, I am just lucky, and have seen former partners drop back to groundmen or other menial jobs. My feeling has been that men whose work is primarily dependent on their physical ability, should retire at 60 years of age.

A man at a desk job can retire at 65 or even 70!

I realize that this will take considerable legislation and may not happen in my time, but feel it must be started soon to alleviate the unemployment situation, as well as the last five years of those nearing the age of 65!

SAN RAFAEL, California

March 1, 1963

Dear Ron,

You requested comments. I prefer early retirement at 60 over a shorter work week. I feel this would create jobs also. And I would also like PG&E to pay the Hospital-Surgical Premiums for employees and dependents. This would be a non-taxable increase in wages as the money I now pay for premiums would be available for other purchases. Also how about 4 weeks' vacation after 20 years and eight guaranteed holidays per year. Check 1964 and we lose 3 holidays on Saturday.

SAN MATEO, California

February 26, 1963

Dear Mr. Weakley,

I have just finished reading your article in the Utility Reporter.

I have been talking along your lines to my fellow Union members; they agree with me. Now I wonder if people up at the head office do, so here goes.

I believe that anyone, regardless of age, who has paid Social Security for 30 years or over should be able to retire under full Social Security Benefits. Also raise Social Security deductions to cover all of our pay, including overtime and also raise retirement payments to a decent livable payment—not counting Company retirement.

...The President's tax cut will do a little good but only temporarily. Retiring at 50 or less should open a lot of jobs to our younger generations, and if we don't make an honest effort to let them make a living for themselves, we will have to build a lot of jobs and apprenticeships for them.

CASTROVILLE, California
Ronald Weakley
1918 Grove Street
Oakland, California

Referring to your column in the February Utility Reporter, I am not for cutting the work week at least not yet, but full retirement at 60 years, I am for. There are many valid reasons.

1. Help make room for the increase in the Nation's new work force each year.

2. Retirement at 60 would leave one more years to enjoy the fruits of his many years of labor while he is still young enough.

3. Inject young blood into the labor field and industry alike. Men young and eager and more flexible with the tempo of the times.

Industry cried, Social Security will ruin the country, and we can't afford it, same with 40-hour week, they did, and like Social Security, retirement at 60 will do the Nation more good than harm. Many union members say they can't afford to retire at 60, with a few exceptions. If they can't afford retirement at 60, they still won't be ready at 65.

Should the choice be between a shorter work week, my choice would be the shorter work week but leave the hours of the working day unchanged. Longer week-ends would be of more benefit.

A time-off subject, long overdue, which has been submitted by our Unit many times, is 20 days' vacation for 20 years' service with Company.

MARTINEZ, California

March 8, 1963

Mr. Ronald Weakley
1918 Grove Street
Oakland 12, California

Re "Your Business Manager's Column" in February 1963 issue.

A Shorter Week Has Merit. The trend to Nuclear Plants

(Continued from Page 4)

President Sutherland declared, "We confidently expect that the Bodega Bay Atomic Park plant will be economically successful and that many of the new big generating units in the construction program after 1965 will be nuclear."

"CALIFORNIA POWER POOL"

Extra high voltage transmission lines will be:

—required for the North-west-California interties,

—necessary for flexible handling of the big power blocks to flow from the new large-scale generators, and

—advantageous to the California Power Pool. This pool agreement is now before the Public Utilities Commission for its approval. The proposed pool includes PG&E, Southern Cal Edison, San Diego Gas and Electric, and Cal Electric Power.

EHV TRANSMISSION LINES

The California Power Pool has made a proposal to the Bonneville Power Administration to build a privately-owned EHV intertie. PG&E and Pacific Power and Light have announced joint construction of a 500 kv transmission line from Klamath Falls, Oregon, to Round Mountain, Shasta County. This line will have to cross federal land and the Secretaries of Agriculture and the Interior are now studying the implications and complexities of private vs. public interties.

Also proposed is an EHV link from Round Mountain south to Midway Sub, outside of Bakersfield. This would require new power stations at Tahoe Moun- tain, Butte County; Tesla, near Tracy; and Los Banos; as well as Midway. From Midway, another 500 kv line will be built into Los Angeles by an independent company.

Other EHV lines will be built within PG&E's service area to transmit power from the huge new generating units and to "double up" on first stage EHV lines.

The California-Northwest intertie itself would be "doubled up" after 1967, under this proposal.

THE SLY PLOT

NEW YORK (PAI) — The National Association of Manufacturers is all upset that little boys don't want to become big businessmen. The NAM News notes that a survey showed that "kids down to the age of eight" want to be pilots, engineers, detectives, nurses, lawyers, doctors, newspapermen, photographers and even politicians — but not businessmen.

"The campaign against business is moving subtly but surely toward its ultimate victory," one executive was quoted as saying. (See page 2 editorial).
AUTOMATION'S DILEMMA

The Railroad Clerks had a choice of moving to San Francisco, where they were, and being retrained; or, taking a severance payment. Many elected to sever their employment with the Southern Pacific, taking the lump sum payment.

SIMILARITIES END

With the details of the alternatives summarized, the Railroad Clerks begin to see the end. For instance, the Railroad Clerks who do not choose to move to San Francisco from Bakersfield, say, are retrained for any loss in the sale of his home.

Also, the railroad generally, were losing business, rather than gaining it, as the utilities

This has affected railroad employment but not as much as the railroads would have the public believe. The ILS equation that one third of the jobs lost on the railroads resulted from business lost to truck transport, etc. However, two thirds of the jobs have been taken by improved technology. Thus the productivity of the railroad employee has increased enough to account for the loss of half a million jobs on the railroads from 1947 to 1961. This should help to answer the railroad's image of "featherbedding."
SAFETY PROGRAM MOVING AHEAD
With membership participation and interest increasing in Local 1245, the direction and emphasis of the union's efforts become clearer. Often we don't take part in things until they involve us personally. As the growing accident rate touches more and more people, the realization grows that some kind of cooperative effort is needed.

The program is on ACCIDENT PREVENTION THROUGH INDIVIDUAL AND EMPLOYER RESPONSIBILITY. This responsibility comes home to everyone. Everybody understands the rules for doing a job properly.

ROULETTE AND ANSWERS
To help you know what the proper working procedures are, this union, through the efforts of Bus. Mgr. Ron Weakley, and Assist. Bus. Mgr. L. L. Mitchell, has asked for complete distribution and updating of the "Accident Prevention Rulebook" of P.G.&E. In addition, the time has come for some plain talk from certain state regulatory agencies concerning the laws which they are supposed to enforce.

Questions concerning the meaning of terms and expressions found in the state's General Safety Orders are being asked by the members. When safety rules are first written the authors intend them to mean certain things. As time goes on the interpretation changes or is obscured. We then have a peculiar situation existing something like that found in certain primitive tribes that worship symbols and scratchings on rocks. When these tribes are asked to explain these symbols and what they mean, the tribal elders reply that people who did it, but by golly they will be worshiped. It is time we found out what those scratchings mean.

CHANGES NEEDED
Safety regulations, like most laws, must be clear to the people who are regulated. As times change and technology progresses they must be amended and brought up to date. This means spelling out in greater detail what is qualified to do what work safely, and also what an employee must do to protect himself and his fellow workers. The questions being asked by the members are clear and straightforward. The attempt to provide the same straightforward—we will at-

SALVATION PROGRAM MOVING AHEAD

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of these factors. One is simply the growth in population; others are the rising costs or prices per unit of service, the increase in the amount per capita utilization of health services and supplies, and the increase in the level and scope of the content—of medical care. Thus in growth in population is eliminated as a factor contributing to higher expenditures, the increase per capita since 1948 is found to be 121%, compared with a population increase of 27%.

PREDICTION BREAKDOWN

$6.7 billion was taken in by all health insurance plans in 1961, of which $2.8 billion went to Blue Cross and Blue Shield plans, and $3.4 billion to insurance companies with a balance of $0.5 billion to all other health insurance plans. It is estimated that approximately 4.4 billion went to hospital services and $2.3 billion to physicians' services. Hospital insurance plans spend an estimated $5.7 billion in providing benefits; the $1 billion retained by insuring organizations represents compensation for the cost of obtaining health insurance service and include all operating costs of the carriers.

A major difference in the health insurance field between 1958 and 1961 is the growth of the group insurance policy. In 1948 the corresponding percentages for these two services were 22% and 32.5%, respectively. We can see that the highest increase in expenditures in 1961 more than offset the reduction for physicians' services.

The only other substantial increase occurred in the net cost of insurance, which rose from 3.9% of the health care dollar in 1948 to 4.6% in 1961, which of course reflects the increase in usage and cost under health plans. There was a substantial drop in dentists' services from 11.7% to 9.8%. Other services remained relatively stable.

FACTORS IN PAY INCREASE

"The substantial increase in private health expenditures, from $7.7 billion in 1948 to $12.1 billion in 1961, as noted by New Stewards, "is the result of several factors. One is simply the growth in population; others are the rising costs or prices per unit of service, the increase in the amount per capita utilization of health services and supplies, and the increase in the level and scope of the content—of medical care. Thus in growth in population is eliminated as a factor contributing to higher expenditures, the increase per capita since 1948 is found to be 121%, compared with a population increase of 27%.

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The only other substantial increase occurred in the net cost of insurance, which rose from 3.9% of the health care dollar in 1948 to 4.6% in 1961, which of course reflects the increase in usage and cost under health plans. There was a substantial drop in dentists' services from 11.7% to 9.8%. Other services remained relatively stable.

FACTORS IN PAY INCREASE

"The substantial increase in private health expenditures, from $7.7 billion in 1948 to $12.1 billion in 1961, as noted by New Stewards, "is the result of several factors. One is simply the growth in population; others are the rising costs or prices per unit of service, the increase in the amount per capita utilization of health services and supplies, and the increase in the level and scope of the content—of medical care. Thus in growth in population is eliminated as a factor contributing to higher expenditures, the increase per capita since 1948 is found to be 121%, compared with a population increase of 27%.
Welcome!

The following people have been welcomed into Local 1245 during the month of February, 1963:

COAST VALLEYS
Neil T. Abbey
Jack W. Butchins
William A. Thomas

SAN JOSE
Michael L. Cole
Forrest L. Morrel

EAST BAY
Willis A. Beck
Richard W. Carlson
Edward H. Quinn
Gary Rainondo
Anthony L. White

SAN FRANCISCO
Daniel H. Gibson
Eugene Hecock
Michael J. Melride
Michael A. Ady
Stanley E. Mullen
Manuel C. Rodriguez
Edward C. Silva
Denton Swift
D. T. Ballew

SIERRA PACIFIC
William E. Cadelj
George W. Martin

NORTH BAY
James R. Blum
Lawrence R. Johnson

S.M.U.D.
John D. Harvey
Lewis W. Gordon

GENERAL CONSTRUCTION
Carlton C. Bishop
Fred W. Cook
Ronald M. Critelli
John J. Demini
Robert J. Ferraro
Edward T. Flahake
Jack Hall
Jack B. Wildes

SAN FRANCISCO
Glenn Wyrick
Walter L. Work
Granada C. White
Jack Thompson
Charles O. Turner
Clarence E. Snider

FURNITURE & EQUIPMENT
Note 1-See accompanying letter for exceptions to generally accepted accounting principles.

MACK B. HALEY, an em-
ployee in the Steam Division,
died February 26, 1963. Brother Haley was initiated into the I.B.E.W. on November 1, 1944.

LEONARD E. MASSEY, a
Mechanic in the San Jose Divi-
Sion, died February 26, 1963. Brother Massey was initiated into the I.B.E.W. on May 8, 1950.

DAVENPORT ENGLISH, a mem-
er of the I.B.E.W. since his initiation on April 1, 1962, passed away on February 24, 1963. Brother Schooler was born in Kettleman City.

SAMUEL VANCE, an em-
ployee in the San Francisco Di-
vision, passed away on Feb-
uary 8, 1963. Brother Vance had been a member of the I.B.E.W. since September 9, 1950.

In Memoriam

FINANCIAL STATEMENT
Continued from Page 6

P&G Company Departmental:
Central Stores Job
Definition
Clarial Advisory
Clarial Ideas of Progress
Electric Underground
Job Protection
Sten
Stem Department
Weekly Department
Weekly Department
Advice
Weekly Department
Advice
$24,068.40 $25,650.40 $105,628.60

Donations and Beneficia:
Donation to Friendship
Memorial Bills
Donation in Lieu of Flowers:
American Cancer Society
Donation:
Junior and Malmsen Christmas Gifts
Hanna Boys Center
George A. Steele
Candidate for Councilman
Local No. 496, I.B.E.W.
Articles of Organization
April Aaron Fund
City of Hope
Local No. 496, I.B.E.W.
National Council of Churches
$0.00 $0.00 $10.00 $10.00 $0.00 $0.00 $0.00 $0.00 $0.00

Other Expenditures:
Local Perks
Audit Fees
Hall Rental
Refunds
Adoption Fees
Welfare Plans—Staff and Clerical—Net
Group Life Insurance—Net
State Compensation Insurance
Insurance and Fidelity Bonds
Group Accident Air Travel Policy
Severance Pay Plan
A. M. Hansen
Personal Property Taxes
City of Berkeley PFD Service Charge
City of Oakland PFD Service Charge
Contingency Fund—Cash—Safe
Burglary Insurance Claim
$5,000.00 $1,447.50 $1,049.53 $779.50 $300.00 $500.00 $450.00 $1,267.16 $300.00

EXHIBIT B

STATEMENT OF ASSETS, LIABILITIES AND RESERVES
DECEMBER 31, 1962

ASSETS
Cash Accounts:
Cash in Commercial Accounts and Deposits
Liability Class of Bank
Statement
$38,650.76
$5,766.76

Returned Checks for Collection
$40,017.78
$76,817.78

Contingency Fund
$1,500.00
$1,500.00

Chu Fund
$200.00
$200.00

Savings Fund Account
$45,704.01
$45,704.01

Total Cash Funds
$205,043.21
$205,043.21

Other Assets:
All Transportation Deposits
$430.00
$430.00

Furniture and Equipment:
Automobiles (17) at Cost
$136,942.32
$136,942.32

Local Union Portion Forwarded:
Federal Inheritance Tax Contributions Act
$3,088.00
$3,088.00

State Unemployment Tax
$7,411.38
$7,411.38

Federal Unemployment Tax
$425.50
$425.50

Employment Security Department—Net
$28.13
$28.13

Total Disbursements
$680,965.76
$680,965.76

LIABILITIES AND NET WORTH

Liabilities:
I.B.E.W. Per Capita
$13,986.73
$13,986.73

Pension Taxes Payable
$61,246.53
$61,246.53

Representatives Insurance Plan—
Vested Benefits (Sched B)
$42,305.27
$42,305.27

Total Liabilities
$60,124.54
$60,124.54

Reserves:
Balance December 31, 1962
$70,851.78
$70,851.78

Total Liabilities and Reserves
$140,976.32
$140,976.32

Note 1—Depreciation provision per annum is 3% on automobiles and approximately 5% on furniture and equipment.

Note 2—See accompanying letter for exceptions to generally accepted accounting principles.

SCHEDULE B

REPRESENTATIVES SEVERANCE PAYS:
PURCHASED AND VESTED INTEREST
DECEMBER 31, 1962

Vested
Interest

Participant

$1,060.44

Ronald T. Weakley
$1,106.00

John J. Wilder, Jr.
$1,050.00

John B. Wilcox
$1,050.00

Morton A. Walters
$1,050.00

William S. Wadsworth
$2,050.00

Howard M. Sevay
$3,050.00

 פרש
$1,042.82

Roy D. Murray
$1,042.82

Lee L. Mitchell
$1,042.82

Daniel F. McPeek
$1,042.82

James McCallum
$1,042.82

Alfred R. Rasmussen
$1,042.82

Ronald A. James
$1,042.82

Eugene P. Saunderson
$1,042.82

James M. Thompson
$1,042.82

Raymond L. Easley
$1,042.82

Mark R. Cook
$1,241.93

Alfred M. Hansen
$1,241.93

Total Liability (Exhibit B)
$42,305.27

Shown at the Fort Bragg Annual Dinner are: members of Unit 3717 and their wives. Business Manager Weakley; Assistant Business Manager Mitchell; Business Representative Frank Quadros, his wife, Fran; and Mr. and Mrs. Ja mes Fountain attended as honored guests.