Welcome Back!

At press time, we are engaged in wage and contract negotiations with the Pacific Gas and Electric Company. These negotiations involve PG&E's subsidiaries, Pacific Gas Transmission and Standard Pacific. The total number of members and family members affected by the outcome runs into the thousands and the money involved runs into the millions.

What we may accomplish here will also indirectly affect many more utility workers because of the size and importance of PG&E in the industry and in the area of its vast operations.

It would seem reasonable to assume that the thousands of members of Local 1245 who are directly affected by what comes out of our collective bargaining efforts should be interested in what is going on.

Well, this time, many members told us last year that we didn't do a good enough job of keeping our people informed and therefore, interest could not be expected.

Well, this time we have made extra efforts to send information to our membership (Continued on Page 2)

Ruling in Discharge For Incompatibility

Arbitrator Robert E. Burns last week overruled North Bay Division's discharge of a Groundman for—what the District Electric Department called—"preoccupation and incompatibility" (causing) "his job performance to become unsatisfactory".

Arbitrator Burns ruled: "The discharge should not be sustained and (the grievant) shall be reinstated to his employment as a groundman with seniority and other rights up to and with back pay."

Commenting on the PG&E Division's initial charge, Mr. Burns' opinion said, "...Grievant's religious and moral convictions and his desire to further his education would be considered admirable in most circles. Differences in attitudes and nonconformity need not be the equivalent of incompatibility and incompatibility should not be the ground for discharge unless it is in order to prevent that employee's work as a member of a crew that his work is clearly unsatisfactory. The evidence does not establish incompatibility of grievant with his fellow employees which interfered with the performance of his duties as groundman or the work of the other employees."

An important point was also made when Mr. Burns said, "Since the agreement does not specifically reserve to the company the right to discharge without just cause, and since the agreement contains a no-strike clause and covers in a broad sense the rights and obligations of the company, union, and employees, the discharge of an employee covered thereby should be for just cause."

JUST CAUSE APPLIED

The principle of just cause was applied by the Arbitrator to a second case, also involving a Groundman—this time in San Francisco. He ruled that the Company would have to show just cause in order to sustain the discharge of this employee.

Mr. Burns concluded that there was just cause for his discharge, saying: "Grievant's work as groundman was unsatisfactory to an extent justifying the discharge."

OUTLINE OF COMPANY'S 1st PACKAGE OFFER

Current term of Agreements: July 1, 1963 through June 30, 1966.

Effective July 1, 1963:

1. Classification wage adjustments.

2. General wage increases of 3.75%.

3. Increase shift premium from 9c to 10c per hour and from 13c to 15c per hour.

4. Various language amendments to physical and clerical Agreement.

Effective August 1, 1963:

Increase Company's contributions to hospital and medical care plans from $4.50 per month per employee member to $5.00 per month per employee member.

Effective January 1, 1964:

Reduce the requirement for a fourth week of vacation from 25 years of service to 20 years of service.

Effective July 1, 1964:

General wage increase of 3%.

Effective January 1, 1965:

Guarantee eight holidays per year.

Effective July 1, 1965:

Reopen the Agreements for the discussion of a general wage adjustment.

SMUD Opened Served

Notice has been served on Sacramento Municipal Utility District to discuss a proposal to improve wages, working conditions and benefits. The first meeting was scheduled for June 20th. (Continued on Page 3)

PGT Talks Start

PGT negotiations got under way in Sparks May 15th. Richard Perry, Rosalia, and Karl Hammon, Walla Walla, represented the membership on Local 1245's Negotiating Committee with staff assistance from Assistant Business Manager L. L. Mitchell and Business Representative Scott Wadsworth.

Local 1245's Negotiating Committee for PGT made the following proposals:

I. JOB SECURITY

A. Improve job and wage protection for employees who by reason of physical impairment become unable to adequately perform their regular job duties.

B. Prescribe the limits on work coming under the certification which can be performed by other employees covered by the collective bargaining agreement.

II. IMPLEMENTATION OF JOB SECURITY MEASURES

A. Provide eight (8) guaranteed holidays.

B. Provide four (4) week vacations starting with the calendar year in which the employee would attain twenty (20) years' continuous service.

C. General areas of possible misunderstanding on certain contract sections are indicated by incidents which have occurred since the effective date of the (Continued on Page 8)

Sierra Pacific Benefits

"Offer Expected Soon"

Bargaining on the Benefit Program for Sierra Pacific members has been continuing. The Company is expected to make an offer on this subject shortly. When it is received by Local 1245's Committee—Sierra Pacific members will be advised of the kind of offer made and will be informed concerning the dates, times and places for special meetings in which to vote for or against the offer.

The Union's Negotiating Committee on the Sierra Pacific properties—Arleen Walker, Ted Barti, Robert Newberry, Enrico Peluso and Business Representative Roy D. Murray—suggest you watch Sierra Pacific bulletin boards for further information.
problems and differences can reach an acceptable solution of the natural problems resulting from differences of opinion, objectives, and at times, philosophies.

The Negotiating Committees are charged with the responsibility to represent the interests of their respective organizations and to bargain out the differences until a tentative agreement is reached.

It should be clearly understood that at this point, our Company is not bargaining with the membership. It is bargaining with the Pacific Gas & Electric Company.

When a tentative settlement is reached, it is the Union's job to conduct a ratification vote and only then, is the decision made in respect to the results of negotiations.

Some members are of the opinion that too much information serves to create distortion and preconceived opinions based on failure to examine all of the factors on any given question in negotiations. This, it is said, by places unneeded barriers in the way of obtaining a majority expression based on fact and reason at ratification time.

Others are of the opinion that if given sufficient factual information on the issues, the membership will be in a better position to agree or disagree with the proposed contract. We may infer or say that such is the case.

The latter position is being taken by the Committee and the Officers as a matter of policy in this year's negotiations.

The Committees have been working for six weeks since the exchange of their original proposals. This time has been spent in review and analysis of these proposals by each of the parties. Explanation and discussion at sub-committee and full committee meetings have prepared the way for the Company to make its initial package offer.

This offer was made by Com-  
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The following people have been welcomed into Local 1245 during the month of May, 1963:

SAN JOAQUIN:
Donald S. Crooks
James F. Griffin
Jessie R. Grumbles
Larry C. Tussing
James Waters

COAST VALLEYS:
Boone A. Beattie
Nancy Lee Bommartito
Robert C. Gigraphy
Larry J. Johnson
John Sampson, Jr.
Christopher B. Wilkin

SAN JOSE:
Robert E. Benson
Lloyd S. Moss
Jack Tuma

EAST BAY:
John H. Kennedy
H. E. Reese

SAN FRANCISCO:
James F. Lind
Richard B. McKenna
R. C. Thomas Overton
Thurman A. Smith

STOCKTON:
William E. Beckman
Dennis Selbel

SHASTA:
Laugi Tavolazzl

SIERRA PACIFIC:
Frank A. Flyger
Ernest Kirkor
Clyde W. Long
Donald W. Tanner

DE SALLA:
Kendall W. Grant

DEUMB:
Rose E. Berlin

NORTH BAY:
Clifton Bethknap
Ronald A. Combs
Darrell Dietrich

Bay L. Parsons
Dennis M. Porter
Lloyd J. Snyder

GENERAL CONSTRUCTION:
Ron Conley:
Douglas C. Fiore
Arvel L. Hobson
Clyde R. Randel
William C. Richey
Ted L. Rohr
Merlin H. Swanson
Walter M. Yale

UTILITY TREE SERVICE:
Davy E. F.

ROD AND WIRE:
Roland J. Lemay

DAVEY TREE SURGERY:
Harry E. Crouch
Howard F. Tyler

Mr. Ronald T. Weakley, Business Manager
Loma 345, International Brotherhood of Electrical Workers
1918 Grove Street
Oakland, California

Dear Mr. Weakley:

Recent action by Governor Brown in vetoing Assembly Bill 898, the measure which we believe was passed to prevent AC Transit from obtaining charter services to the public, was most gratifying.

Your support of our position was very helpful in this regard. It is my great pleasure to extend to you, on behalf of our Board of Directors and the riders and taxpayers we serve, a sincere "thank you."

Very truly yours,
Robert M. Copeland
President
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While We Bargain

Our current negotiations are being conducted in accordance with laws which regulate collective bargaining. When we reach agreements and begin to make these contracts, we are not only to have our agreement as a basis, but also to have the power to make use of the contents of such contracts. Even when the provisions of these contracts have been carried out, we must still administer our contracts in accordance with laws. It follows that if the laws change, our contracts are changed if not in accordance with new laws. In fact, interpretations of existing laws may serve to "re-negotiate" our contracts without benefit of a single word exchanged between our employers and our union.

Those who may say that legislation or political action is outside of labor's rightful area of activity, are simply naive or they desire to render us impotent as the associations of employers seek to protect their position or advance their position, often at the expense of the people labor is privileged to represent.

Taxation, regulator of personal and corporate affluence or hardship, plays a great part in whether or not the results of collective bargaining mean much in terms of economic stability or security.

The amount of taxation and whether it be progressive or regressive, is subject to the legislative processes of government and not a subject for collective bargaining.

The fact is, we must, as the employers do, protect our flanks in the world of politics or we waste our time at the bargaining table.

How we do this is also subject to laws which regulate political activity on the part of both labor and management. So—we see that we have two interconnected jobs to do if we are to exert the maximum effort toward the protection and the advancement of the best economic interests of those we are designated (under law) to represent.

The best way to protect personal and family interests, is to be alert and active concerning the collective bargaining process as well as the legislative process.

The Utility Reporter—June, 1963—Page Two
This first, tentative offer was made by PG&E June 12th. Our Negotiating Committee has been analyzing and evaluating this offer since that time and is now preparing a counter proposal. Further meetings will be held with PG&E on this counter proposal.

This first Company offer is reprinted below only for the information of our members. It is not for a vote, nor is it a final settlement.

CLASSIFICATION

PRESENT WEEKLY WAGE RATES

Adjusted Weekly Wage Rates

End 2 Years: $169.85 End 1 Year: $158.95
End 1 Year: $156.95 End 6 Mos.: $144.95
End 6 Mos.: $143.40 Start: $143.40

ENTERTAINMENT

CABLEMAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $159.15 End 1 Year: $158.95
End 18 Mos.: $153.75 End 18 Mos.: $154.55
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

METERMAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 30 Mos.: $150.75 End 30 Mos.: $151.55
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

ELECTRIC UNDERGROUND DEPARTMENT

METER SUBFOREMAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

UNDERGROUND SUBFOREMAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

POWER

ELECTRICIAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

MACHINIST

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

LINES OF PROGRESSION

TROUBLEMAN

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95

FURTHER MEETINGS

LINE TRUCK DRIVER

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
End 6 Mos.: $150.75 End 6 Mos.: $151.55
End 30 Mos.: $148.55

SERIAL NUMBER TRUCK DRIVER

Senior Present Weekly Wage Rate Adjusted Weekly Wage Rate
Start: $152.00 Start: $154.00
End 1 Year: $156.95 End 1 Year: $158.95
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UTILITY REPORTER-June, 1963-Page Three
### HYDRO PLANT OPERATING

**FIRST OPERATING CLERK**

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**EMERGENCY RELIEF FIRST OPERATOR**

Establish a new classification in the Emergency Relief First Operator's office.

- **Daily**: The duties will be similar to those of the Relief First Operator, with the addition of providing relief to the Relief First Operator when needed.
- **Weekly**: The duties will be similar to those of the Relief First Operator, with the addition of providing relief to the Relief First Operator when needed.

**GUARDIAN-HYDRO**

Establish a new classification in the Guardian-Hydro, with the additional duties of monitoring the plant's security systems and responding to emergency calls.

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**GUARDIAN-MANHOLE**

Establish a new classification in the Guardian-Manhole, with the additional duties of monitoring the plant's water systems and responding to emergency calls.

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**GUARDIAN-ROVING OPERATOR**

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**GUARDIAN-MANHOLE-MECHANIC**

Establish a new classification in the Guardian-Manhole-Mechanic, with the additional duties of monitoring the plant's mechanical systems and responding to emergency calls.

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**GUARDIAN-OPERATOR**

Establish a new classification in the Operator, with the additional duties of monitoring the plant's operational systems and responding to emergency calls.

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**GUARDIAN-PRESSURE-TOWER**

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**GUARDIAN-PRESSURE-TOWER-MECHANIC**

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<td>$137.90</td>
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</tbody>
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**GUARDIAN-TECHNICIAN**

Establish a new classification in the Technician, with the additional duties of monitoring the plant's technical systems and responding to emergency calls.

<table>
<thead>
<tr>
<th>Company</th>
<th>Present Weekly Wage Rate</th>
<th>Adjusted Weekly Wage Rate</th>
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</thead>
<tbody>
<tr>
<td>Hunters Point</td>
<td>$140.65</td>
<td>$144.95</td>
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<tr>
<td>Pittsburg</td>
<td>$138.90</td>
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<tr>
<td>Caribou, Drum, and Pit</td>
<td>$143.40</td>
<td>$144.95</td>
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<tr>
<td>Wise</td>
<td>$139.00</td>
<td>$142.20</td>
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<tr>
<td>Potrero</td>
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</tbody>
</table>

**GUARDIAN-OPERATOR-REPAIRMAN**

Establish a new classification in the Operator-Repairman, with the additional duties of monitoring the plant's operational systems and responding to emergency calls.

<table>
<thead>
<tr>
<th>Company</th>
<th>Present Weekly Wage Rate</th>
<th>Adjusted Weekly Wage Rate</th>
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<tr>
<td>Potrero</td>
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</tbody>
</table>
LINES OF PROGRESSION

with his duties.

DUTIES AND TO PERFORM CLERICAL WORK ASSOCIATED WITH HIS DUTIES.

Revise the definition to include manhole, duct, etc., duties.

Revise the job definition to include welding and rigging duties.

Revise the job definition to include welding and rigging duties.

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Revise job definition to include welding and rigging duties.

Revise the job definition to include the duties of the present Electric Truckmen and Truck Driver, Light, and, with typical modern work schedules, it is evident that several emergency relief employees have regularly scheduled work hours, work days and work weeks. The work and non-work days in this classification are as follows:

(a) 5 and 2 arrangement with one-week cycle.

(b) 5 and 2 arrangement with one-week cycle.

(c) 5 and 2 arrangement with one-week cycle.

(d) 5 and 2 arrangement with one-week cycle.

RELIEF EMPLOYEES

The employee, after having worked the 7 a.m. to 3 p.m. shift on his regular daily schedule, may be contacted before reporting to work on his regular daily schedule. In such case he would be entitled to the overtime rate for the first four hours of the 11 p.m. to 7 a.m. shift. An emergency relief employee may be called upon for a relief assignment without having had 12 hours off on his regular work day.

An emergency relief employee works his regular- and his overtime work period may be compensated at the overtime rate for any time worked until 12 hours have elapsed from the end of his last preceding work week period. (A work period is an 8-hour shift plus any extensions of such shift.)

An emergency relief employee will be paid the regular- and his overtime work period may be compensated at the overtime rate for any time worked until 12 hours have elapsed from the end of his last preceding work week period. (A work period is an 8-hour shift plus any extensions of such shift.)

In such case his regular work hours are those of the first full 8-hour period worked by him in the 24-hour period, even though all or part of such work period may be compensated at the overtime rate of pay.

EXAMPLE:
The employee, after having worked the 7 a.m. to 3 p.m. shift on his regular schedule may be called upon to work the following 11 a.m. to 7 a.m. shift. In such case he would be entitled to the average rate for the first four hours of the 11 p.m. to 7 a.m. shift.

A situation may occur where an emergency relief employee is needed for relief but he cannot be scheduled for a relief assignment on the regular schedule or where the need for a relief assignment arises after he has been working for a period of time on his regular daily schedule. In such cases, the employee will be assigned to the relief of another shift and have his regular 8-hour shift changed to a relief shift. The employee will be required to work at least six hours off before his release from duty and then be reassigned. The time involved in reporting for work at his regular hours as originally scheduled is then paid at the overtime rate and all or part of the time call outside of work hours under Section 208.8. Should the employee be required to work for more than four hours and be required to work for more than the 11 a.m. to 7 a.m. shift on his regular daily schedule. In such case he would be entitled to the overtime rate for the first four hours of the 11 p.m. to 7 a.m. shift.
101 HOLIDAYS

Section 103.5 shall be amended to read as follows:

103.5 (1) In 1963, if such a day falls on an employee's non-work day, he shall not earn or accumulate vacation pay for the day or any portion of the day. If such a day falls on an employee's work day, he shall be granted the full day off with pay, provided, however, that if during a calendar year more than two (2) holidays fall on an employee's work day, and the employee does not work on any of these holidays, he shall be granted the full day's pay for each of the two (2) calendar days worked.

(Effective as of January 1, 1965). If a holiday falls on a non-work day it shall be granted as a vacation day and shall be counted toward the annual vacation entitlement of the employee. Any employee seeking to have one (1) additional day's vacation shall have such additional day granted as a vacation day provided it is taken during the calendar year in which Company anticipates that it may attain twenty-five (25) years of Company seniority and in each calendar year thereafter he shall be entitled to a vacation of twenty (20) work days with pay.

Section 103.11 shall be amended to read as follows:

103.11 (a) Upon request of an employee in any work week which falls on his non-work day, and when the duration of a temporary assignment does not exceed twenty (20) work days.

(b) If an employee is instructed by his supervisor to report for prearranged work on a non-work day he shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work into the succeeding work period, his regular hours of work shall be paid overtime compensation for actual work time and travel time in connection therewith. For the purpose of this Section prearranged work is defined as work scheduled by crews in the interest of economy and efficiency of operation. If it can do so without causing undue interference with the proper and economic rendition of service to the public. If an employee wishes to divide his annual vacation into two or more periods and it is possible for Company to give effect thereto, such employee shall be given preferential consideration over other crew in the same classification. On or before January 1 of each year the schedule of the employee being relieved until the assignment of a new employee starts with the first work day of relief and as an extension of the preceeding work period.

TITLE 208 OVERTIME

Section 208.12 shall be amended to read as follows:

208.12 When, at the request of the supervisor in charge, an employee is instructed to work (1) on a non-work day outside of their regular work hours they shall be paid overtime compensation for actual work time and travel time in connection therewith provided, however, that if such employee is scheduled to work on another non-work day during a shift other than his regularly scheduled day, he shall be paid overtime compensation for actual work time and travel time in connection therewith. For the purpose of this Section prearranged work is defined as work scheduled by crews in the interest of economy and efficiency of operation. If it can do so without causing undue interference with the proper and economic rendition of service to the public. If an employee wishes to divide his annual vacation into two or more periods and it is possible for Company to give effect thereto, such employee shall be paid overtime compensation for actual work time and travel time in connection therewith. For the purpose of this Section prearranged work is defined as work scheduled by crews in the interest of economy and efficiency of operation. If it can do so without causing undue interference with the proper and economic rendition of service to the public. If an employee wishes to divide his annual vacation into two or more periods and it is possible for Company to give effect thereto, such employee shall be given preferential consideration over other crew in the same classification. On or before January 1 of each year the schedule of the employee being relieved until the assignment of a new employee starts with the first work day of relief and as an extension of the preceeding work period.

TITLE 311 VACATIONS

Section 311.15 shall be amended to read as follows:

311.15 (1) In the calendar year in which Company anticipates that it may attain twenty-five (25) years of Company seniority, and in each calendar year thereafter he shall be entitled to a vacation of twenty (20) work days with pay.

(Effective as of January 1, 1964). In the calendar year in which Company anticipates that it may attain twenty-five (25) years of Company seniority, and in each calendar year thereafter he shall be entitled to a vacation of twenty (20) work days with pay.

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The 450,000 people who literally make America fashionable (they cut, sew it, and distribute it within the ranks of the International Ladies' Garment Workers' Union) are now helping banish the hazards of shopping for the average American woman with new clothes on her mind.

Among films showing scenes of wardrobes and a makeshift folder for wardrobe selection, the five year old ILGWU Union Label Department is acting as practical guide to women in the ticklish matter of adding the right and new clothes to wardrobes each year. With funds gathered from hourly wages by the nearly 300,000 men and women who make women's and girls' clothes, from bathing suits and lingerie to coats, suits and evening gowns, the Union Label Department is administered by Mrs. Min Matheson, head of the Union Labels Committee, and conducted by Eleanor Lambert, well-known fashion authority.

Using "a grass roots" approach and modelled after the direct, down-to-earth language of the U.S. Department of Agriculture and other government agencies in its booklet on subjects of helpful interest to home economics, one such small illustrated handbook has been published, and more than 200,000 of such booklets have been issued: "How to Be Well Dressed," a general fashion guide; "Travel in Style," a helpful booklet for travel workers; guides to 200 small cities, for the same section of the Central Customers' Accounts Department. The Chairman of such Committee shall be appointed by the Board, whose Chairman, Mr. R. H. Mathison, is now in the charge of this work studying the American fashion market with a miniature dictionary of fashion and terminology now in preparation, it is said.

The booklet, edited by style expert and ILGWU consultant Eleanor Lambert, is available to persons who would like to learn about the fashion and terminology, quantity to school and college classes, women's clubs and other organizations. Requests may be addressed to: Union Label Department, ILGWU, 1718 Broadway, New York.

 Arbitration Decies Two Discharge Cases

(Continued from Page 1)

TENET 9 GRIEVANCE PROCEDURE

Section 9.2 shall be amended to read as follows: 9.2 An additional Joint Grievance Committee consisting of three members to be appointed by Company and Union shall be established for the purpose of hearing and considered any grievances of employees in Company's Central Accounting Department, Central Sales Department, or Central Office. The Chairman of such Committee shall be appointed by Company and the members appointed by Union shall be employees of Company provided further that no two such members shall be from the same classification of the Central Accounting Department and only one member shall be from the Central Office.

The Chairman of the Joint Grievance Committee shall appoint a secretary to keep the minutes of the Committee's proceedings. The minutes shall be kept on file for one month and as provided in Section 9.8 at a time and place to be designated by mutual consent of the members thereof and shall be amended to read as follows: 10.1. A workweek is defined to consist of seven consecutive calendar days and a basic workweek is defined to consist of five (5) work days of eight (8) hours each. The days in the basic workweek shall be known as work days. The days in the workweek shall be considered work days for purposes of the Title 14 Holidays, the basic workweek shall be from Monday through Friday or from Tuesday through Saturday. Employees may be assigned to the basic workweek or a shift other than their regularly scheduled shift and as an extension of the basic workweek, but in any such event the basic workweek shall continue to be as herein defined. Except as provided in Title 11.2, the basic workweek shall be known as non-work days. Employees may be scheduled to work more or less than five (5) days per week and as an extension of the basic workweek, but in any such event the basic workweek shall continue to be as herein defined. Employees may be given the holiday off with pay or, at its option, shall give him one (1) additional day of vacation. Such day shall be taken in conjunction with the employee's next scheduled vacation under the provisions of Title 14, except that such day may be taken prior thereto with the approval of the supervisor in charge. In no event shall the additional day be taken prior to the termination of the holiday. In lieu of granting an employee an additional day of vacation, company, at its option, may pay him for one (1) day at the straight rate of pay for regular work, regardless of the classification for each holiday which falls on his non-work day.

Title 18 Promotion and Transfer

Sections 18.1 and 18.2 of this Agreement shall be amended to read as follows: 18.1 No shift premium shall be paid for the first shift. A premium of ten cents (10c) per hour shall be paid for work performed in the second shift, and a premium of fifteen cents (15c) per hour shall be paid for work performed in the third shift. The shift premium, if any, which is payable for an employee's regularly scheduled hours of work shall be paid for any time worked by him immediately preceding or following his regular hours of work and as an extension thereof. If an employee is scheduled to work during a shift other than his regularly scheduled shift and such work does not immediately precede or follow his regularly scheduled shift, he shall be paid the shift premium, if any, which is applicable to the shift in progress at the time he starts such work.
and contribute gas safety information and propose safety standards, the Union's System Safety Committee, led by Assistant to the President, did not violate the State's right to work law.

Agency Shop Upheld by Supreme Court

The U.S. Supreme Court has ruled the Agency Shop is legal in a state like California. The Agency Shop is a union security clause which requires the payment of a service fee by employees who refuse to join the union represented by the Agency Shop.

The case came up when General Motors, in negotiations with the United Auto Workers, refused to bargain on the Agency Shop. The National Labor Relations Board held the Agency Shop a permissible form of union security under the Taft-Hartley Act.

Legality of the Agency Shop may vary from state to state depending on both the state's laws and the courts' rulings. The U.S. Supreme Court ruled the Agency Shop was not legal in Florida, for instance.

New Shop Stewards

CAL-PAC UTILITIES COMPANY, OAKLAND, CALIFORNIA: Kenneth L. Wheeler

DAVEY TREE SURGERY COMPANY, LTD.

PACIFIC GAS & ELECTRIC COMPANY

Albert E. Egipsona, Coast Valleys Division; Marvin R. Smithcamp, Colligate Division; Roland L. Gillette, North Coast Division; Douglas D. Crowther, East Bay Division; Fred W. D. Deemer, North Valley Division; William V. Drenden, East Bay Division; Paul P. Vincent, South Bay Division; William D. Rideen, East Bay Division; Eddie D. Haynes, General Construction; Calvin J. Rogers, General Construction; Ronnie Sagert, General Construction; Crayton C. Sauser, Humboldt Division; Floyd G. Lahmers, North Bay Division; Melvin R. Jones, San Joaquin Division; Daniel R. Speck, San Jose Division; Victor L. Cogsero, Stockton Division; William S. Vincent, Stockton Division; James A. Hoover, Yuba City Division; Robert E. Wright, Stockton Division; Niles H. Soderstrom, Jr., Transferred from the Southern California to General Construction.

SIERRA PACIFIC POWER COMPANY

Charles M. Kiasak

UNITED STATES BUREAU OF RECLAMATION: Stuart D. Thomas, Assistant to the President; Gordon Sewell

Manager M. A. WALTON, Assistant Manager; Assistant Manager L. J. RAYS.

