



Utility Reporter

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OAKLAND, CALIFORNIA

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JUNE, 1963

See Bus. Mgr's Column & pp. 3-6

PG&E MAKES 1st PACKAGE OFFER

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 increase 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 Agreements.

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.



**YOUR
Business
Manager's
COLUMN**

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 families affected by the outcome runs into the thousands and the money involved runs into the millions.

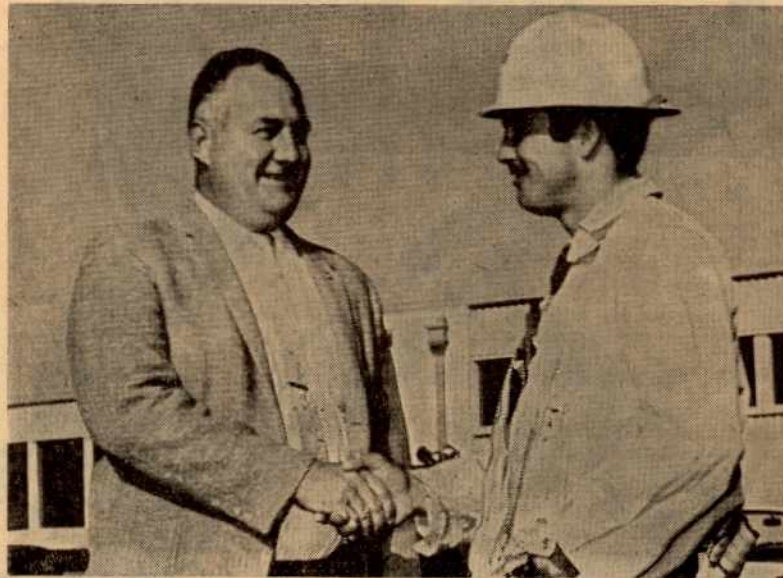
What we may accomplish here will also indirectly affect many more utility workers because of the size and importance of PG&E in the industry and in the area of its vast operations.

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.

The fact is, 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 the field through
(Continued on Page 2)

Welcome Back!



Business Representative Frank Quadros, left, welcomes Marcus C. Mills, Groundman, North Bay Division, upon his reinstatement with full rights and back pay.

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 groundman with seniority and other rights unimpaired 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 convictions are to be expected. Nonconformity need not be the equivalent of incompatibility and incompatibility should not be the ground for discharge unless it so interferes with an 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".

(Editor's Note: The Groundman involved in this case was elected Recorder of his Unit by his fellow members June 12th.) A significant 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 way 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 justifi-
(Continued on Page 7)

Stan-Pac Notice

Local 1245 sent notice of desire to amend its contract with Standard Pacific Gas Line Inc. the first of May. A date will be set soon for the commencement of bargaining.

Stan-Pac members are advised to watch your bulletin board and attend unit meetings for further information on these important negotiations.

PGT Talks Start

PGT negotiations got under way in Spokane 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. Proscribe the limits on work coming under the certification which can be performed by other than 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)

SMUD Opener Served

Notice has been served on Sacramento Municipal Utility District management of Local 1245's desire to bargain improved wages, working conditions and benefits. The first meeting was scheduled for June 20th.

...Union's proposals include the following:

- Increase the shift premiums to 11c on the second shift and 15c per hour on the third.
- Double time for all overtime.
- Full accumulation of all unused sick leave.
- Nine guaranteed Holidays.
- 4 weeks' vacation after 15 years' service.
- Improved Job Security.
- Full payment of Hospital and Medical insurance premiums for employees and their dependents.
- Provision of a \$1,000 paid-

up life insurance policy upon retirement.

• Removal of wage inequities affecting various job classifications.

• A substantial wage increase based upon living cost increases, productivity increases, wage patterns in the industry, the need for increased purchasing power and for an improved standard of living.

Local 1245's SMUD Negotiating Committee also proposed that Safety, the Apprentice Program, Payroll Deduction of Dues and the application of service credits on open examinations—be discussed in these negotiations.

Richard L. Bellato, Richard L. Daugherty, Glenn A. Larson, Victor I. Mitchell and Business Representative A. R. Kaznowski make up Local 1245's Negotiating Committee.

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—Aleen Walker, Ted Bartl, Robert Newberry, Enrico Peluso and Business Representative Roy D. Murray—suggest you watch Sierra Pacific bulletin boards for further information.

YOUR Business Manager's COLUMN

(Continued from Page 1)

informative bulletins and special coverage in the UTILITY REPORTER.

It is hoped that the information will spark interest and discussion as well as provide some education on the processes of collective bargaining—a subject which is extremely important and yet misunderstood by many in the field.

"Bargaining" means just that. Two parties of interest get together, both seeking improvement and both trying to 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 Committee 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 with 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 some, 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 and on the thinking behind the Committee's recommendation, there will be no problem in obtaining a decision based on common sense.

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 Company on the basis of its accepting certain improvements in line with proposals suggested by the Union, while, at the same time, attempting to obtain objectives the Company seeks, or to provide answers to problems faced by the parties in their everyday relationships. This is the point at which real bargaining begins. It is also the point at which problems and differences can become very critical.

You may read the first Company package proposal in de-

Welcome!



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

SAN JOAQUIN

Donald M. Crooks
James F. Griffin
Jessie R. Grumbles
Larry Taussig
James Waters

COAST VALLEYS

Clark J. Beattie
Nancy Lee Bommarito
Robert C. Gingery
Larry J. Johnson
John Sansone, Jr.
David R. Wilkerson
Christopher B. Wilkin

SAN JOSE

Robert E. Hensley
Lloyd S. Moos
Jack Tuma

EAST BAY

John H. Kennedy
H. E. Reese

SAN FRANCISCO

James F. Lind
Richard D. McKenna
R. C. Thomas Overton
Thurman A. Smith

STOCKTON

William R. Beckman
Dennis Seibel

SHASTA

Luigi Tavolazzi

SIERRA PACIFIC

Frank A. Flower
Ernest Kirker
Clyde W. Long
Ronald W. Tanberg

DE SABLA

Kendall W. Grant

DRUM

Rose E. Berlin

NORTH BAY

Clifton Belknap
Ronald A. Combs
Darrel Dietrich

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

GENERAL CONSTRUCTION

Don Connelly
Douglas C. Fiore
Arvel L. Hodson
Carl H. Johnson
William C. Richey
Ted L. Rohl
Merlin H. Swanson
Walter M. Yaple

UTILITY TREE SERVICE

Derby F. Jones
Roland J. Lemay

DAVEY TREE SURGERY

Harry E. Crouch
Howard F. Tyler

While We Bargain

Our current negotiations are being conducted in accordance with laws which regulate collective bargaining. When we reach agreements and reduce them to contractual language, we must also conform to laws which regulate the contents of such contracts. Even when the foregoing processes 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.

we get letters . . .

Mr. Ronald T. Weakley, Business Manager
Local 1245, International Brotherhood
of Electrical Workers

1918 Grove Street
Oakland 12, California

Dear Mr. Weakley:

Recent action by Governor Brown in vetoing Assembly Bill 889, the measure which would have prevented AC Transit from offering 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
Board of Directors

tail in this issue of our paper. As you do so and after you have done so, please remember that what you have read is only an initial package proposal and that nothing has been formally agreed to by the parties.

The Union's Committee will, after many hours of hard study, research, calculation and consideration, respond with a first package counterproposal.

Then, as tentative accords on issues are arrived at during the course of bargaining, the remaining issues will narrow and narrow down to the real nub of the matter and extra hard bargaining will then usu-

ally result in a tentative settlement.

At the present stage of the game, no final decisions have been made and anyone who may infer or say that such is the case serves to harm the total effort at a time when understanding and support is most essential.

I believe that this year we shall get a much better response to our call for interest, discussion, meeting attendance, and floor participation.

Thus, when the time comes for a decision, we may get the majority out to vote for a change. Otherwise, the many will again allow the few to make the decision for them.



The UTILITY REPORTER



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More Details of Tentative 1st Offer

Revised Schedule X X 8 8 8 8 X 8

(d) On a 5 and 2 schedule where it is known in advance that relief is required on both Sunday and Saturday, two other days such as Tuesday and Wednesday may be redesignated as non-work days and the employee would relieve on both Sunday and Saturday.

S M T W T F S

Regular Schedule X 8 8 8 8 X

Revised Schedule 8 8 X X 8 8 8

2. If a situation arises where the Company does not know until later in the week that relief will be needed on a Saturday, the emergency relief employee works his regular schedule and is assigned the Saturday relief at the overtime rate as an extra shift in the workweek.

E—VACATION OR OTHER EXTENDED RELIEF

1. For vacation relief or for other extended periods of relief, an emergency relief employee assumes the schedule of the employee being relieved including the non-work days of the schedule to which he is assigned. After an emergency relief employee has worked the first shift of such a temporary assignment and during the course of such assignments, he is not subject to the conditions of an emergency relief employee, but he assumes the conditions applicable to the employee being relieved until the assignment is completed. In such cases, the emergency relief employee takes the schedule of the employee being relieved starting with the first work day of relief and ending with the start of the first work period in which he returns to his former schedule unless such application results in the emergency relief employee working seven days in his workweek. If such is the case, his days off in such workweek may be rescheduled to immediately precede or immediately follow the extended period of relief as appropriate.

EXAMPLES:

(a) The employee relieved took vacation for the entire period shown. The emergency relief employee whose regular schedule is a 10 and 4 takes the schedule of the relieved employee including his days off (Tuesday and Wednesday and Thursday and Thursday in the first two workweeks shown in this example).

S M T W T F S / S M T W T F S / S M T W T F S
Schedule of Employee Relieved—

V V X X V V V V V V X X V V V V V X X
Regular ER Schedule—

8 8 8 8 X X X X 8 8 8 8 8 8 8 8 X X
Revised ER Schedule—

8 8 X X 8 8 8 8 8 8 X X 8 8 8 8 X X

(b) The employee relieved was off sick starting the first Thursday and returned on the third Tuesday. For the first two workweeks the emergency relief employee, whose regular schedule is a 10 and 4, follows the schedule of the sick employee. During the third workweek he is given two consecutive days off (Tuesday and Wednesday) since, if he followed his regular schedule after Monday, he would work seven days in the workweek.

S M T W T F S / S M T W T F S / S M T W T F S
Schedule of Employee Relieved—

X X 8 8 S S S S S X X S S S S S S 8 X X 8 8
Regular ER Schedule—

X X 8 8 8 8 8 8 8 8 X X X X 8 8 8 8 8 8
Revised ER Schedule—

X X 8 8 8 8 8 8 X X 8 8 8 8 X X 8 8 8 8

F—DISTRIBUTION OF OVERTIME

Distribution of overtime is provided for in Sections 208.16 and 212.1. However, since the primary purpose of the emergency relief classification is for relief duty, overtime worked by Emergency Relief Operators shall not be equalized in the distribution of overtime for Operators.

VARIOUS LANGUAGE AMENDMENTS TO PHYSICAL AND CLERICAL AGREEMENTS

TITLE 103 HOLIDAYS

Section 103.5 shall be amended to read as follows: 103.5 (Effective until January 1, 1965). If a holiday falls on an employee's non-work day he shall not for such reason be entitled to have a work day off with pay, provided, however, that if during a calendar year more than two (2) holidays fall on an employee's non-work day Company shall give him one (1) work day off with pay or, at its option, shall give him one (1) day's pay for every holiday in excess of two (2) per calendar year which falls on his non-work day.

(Effective as of January 1, 1965). If a holiday falls on an employee's non-work day, he shall be entitled to have 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 211 or Title 311, 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 date 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 of his regular classification for each holiday which falls on his non-work day.

TITLE 110 SHIFT PREMIUM

Section 110.2 shall be amended to read as follows: 110.2. 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 as of the time he starts such work.

TITLE 201 EXPENSES

Section 201.2 shall be renumbered as Subsection (a) of Section 201.2. Subsection (b) of Section 201.2 shall be added to follow Subsection (a) of Section 201.2 and to read as follows:

(b) In lieu of (1) and (2) in Subsection (a) hereof and when the duration of a temporary assignment is greater than two consecutive workweeks, an employee may in any workweek in which he does not work on a non-work day elect to provide his own transportation between his temporary headquarters and his regular headquarters or place of abode, in which event Company shall give him an allowance for actual time spent in travel time between such locations exclusive of stopovers. Such allowance shall be computed at the straight rate of pay of his classification at the temporary headquarters, and in addition shall include transportation expense at the minimum common carrier rate.

TITLE 208 OVERTIME

Section 208.12 shall be amended to read as follows:

208.12. When, at the request of the supervisor in charge, employees report for prearranged work (1) on work days 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 any such employees continue to work into or beyond regular work hours they shall be paid overtime compensation only for travel time from their homes and for actual work time up to regular work hours unless the provisions of Section 208.11 are applicable; (2) on non-work days or on holidays they shall be paid overtime compensation for actual work time and for travel time in connection therewith. For the purpose of this Section prearranged work is deemed to be work for which advance notice has been given by the end of the preceding work period.

Section 208.14 shall be amended to read as follows:

208.14. If an employee is instructed by his supervisor to report for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such work is cancelled, the employee shall be paid overtime compensation for a minimum of two (2) hours, inclusive of any travel time as provided for in Section 208.12, if he is not given notice of the cancellation of such work by the end of the preceding work period.

TITLE 308 OVERTIME

Section 308.8 shall be amended to read as follows:

308.8. When, at the request of the supervisor in charge, employees report for prearranged work (1) on work days 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 employees continue to work into or beyond regular work hours they shall be paid overtime compensation only for travel time from their living quarters and for actual work time up to regular work hours unless the provisions of Section 308.14 are applicable; (2) on non-work days 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 employees continue to work into or beyond regular work hours, travel time only from their living quarters shall be paid for; and (3) on non-work days during regular work hours they shall be paid overtime compensation only for actual work time. For the purpose of this Section prearranged work shall be deemed to be work for which advance notice has been given by the end of the preceding work period.

Section 308.11 shall be amended to read as follows:

308.11. If an employee is instructed by his supervisor to report for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such work is cancelled, the employee shall be paid overtime compensation for a minimum of two (2) hours, inclusive of any travel time as provided in Section 308.8, if he is not given notice of the cancellation of such work by the end of the preceding work period.

TITLE 211 VACATIONS

Subsection (d) of Section 211.2 shall be amended to read as follows:

(d) (Effective until January 1, 1964). In the calendar year in which Company anticipates that he 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 he may attain twenty (20) 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 211.15 shall be amended to read as follows:

211.15. Company shall schedule vacations throughout the calendar year. During the month of December of each year there shall be a sign-up in each department in each district wherein employees may designate their choice of vacation periods. Company shall prepare the annual vacation schedule on the basis of such sign-up and shall give effect where possible to the selections of employees in order of their Company seniority within their respective classifications 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 employees in his selection of only one of such periods. In districts where there are several crews in a department Company may schedule vacations by crews in the interest of economy and efficiency of operation, in which event the vacation period for each crew shall conform as nearly as practicable to the dates selected by a majority of the crew members in the sign-up provided for herein. When vacations are scheduled by crews a member of one crew may exchange his vacation period with a member of another crew in the same classification. On or before January 1 of each year the annual vacation schedule for each department in a district shall be posted on such district's bulletin boards.

TITLE 311 VACATIONS

Section 311.5 shall be amended to read as follows:

311.5. (Effective until January 1, 1964). In the calendar year in which Company anticipates that an employee may attain twenty-five (25) years of Company seniority and in each calendar year thereafter he shall be entitled to a vacation of one and two-thirds (1-2/3) days for each twenty-one (21) days worked in the preceding calendar year but in no event shall such vacation exceed twenty (20) work days.

(Effective as of January 1, 1964). In the calendar year in which Company anticipates that an employee may attain twenty (20) years of Company seniority and in each calendar year thereafter he shall be entitled to a vacation of one and two-thirds (1-2/3) days for each twenty-one (21) days worked in the preceding calendar year but in no event shall such vacation exceed twenty (20) work days.

Section 311.16 shall be amended to read as follows:

311.16. Company shall schedule vacations throughout the calendar year. Company may schedule vacations by crews in the interest of economy and efficiency of operation.

TITLE 500 TERM

Section 500.1 shall be amended to read as follows: 500.1. This Agreement, having taken effect as of September 1, 1952, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of July 1, 1963 to June 30, 1966, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other sixty (60) days prior to the end of the then current term.

Section 500.3 shall be added and to read as follows:

500.3. Notwithstanding the provisions of Sections 500.1 and 500.2 either party during the current term of this Agreement may, sixty (60) days prior to July 1, 1965, give written notice to the other of a proposed amendment to Exhibit X of this Agreement. Such proposed amendment shall be solely for the purpose of negotiating a general change in wage rates to be applied to all job classifications covered by this Agreement and a date of application therefor which shall be subsequent to June 30, 1965.

TITLE 8 VACATIONS

Subsection (d) of Section 8.2 shall be amended to read as follows:

(d) (Effective until January 1, 1964). In the calendar year in which Company anticipates that he 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 he may attain twenty (20) years of Company seniority and in each calendar year thereafter he shall be entitled to a vacation of twenty

Consumer News . . . and Views

fashion information available

The 450,000 people who literally make American fashion (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.

Through a series of free seasonal fashion films and handbooks on various aspects of 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 contributed from their wages by the nearly half million men and women who make women's and girls' clothes, from bathing suits and lingerie to coats, suits and evening dresses, the Union set up a Consumer Service Program of fashion information and educational material directed by Mrs. Min Matheson, head of the Union Label program, 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 booklets on subjects of helpful interest to homemakers, a series of small illustrated handbooks has been published, and more than a million have been sent to individuals who have written in for them. Seven have been issued: "How to Be Well Dressed," a general fashion guide, "Travel in Style," a helpful booklet for travel wardrobe-planners, three booklets on school wardrobes covering pre-school to college, a bride-to-be trousseau guide, and a fashion book for teenagers. A capsule history of fashion with a miniature dictionary of fashion terms is now in preparation, Miss Lambert said.

The booklets, edited by style expert and ILGWU consultant Eleanor Lambert, are available to single applicants and in quantity to school and college classes, women's clubs and other organizations. Requests may be addressed to: Union Label Department, ILGWU,

1710 Broadway, New York.

"The ILGWU has nothing to sell but service, and the reminder that the 450,000 workers in the garment industries represent high standards of workmanship under the right kind of working conditions.

I believe we can fill a real need and that by helping wom-

en to appreciate fashion and buy wisely, we will help the manufacturers, the designers, and the retailers," she added.

"Every woman knows that fashion is an integral part of her life, and we aim to lessen the timidity and confusion that many women feel toward style changes."

Arbitrator Decides Two Discharge Cases

(Continued from Page 1) fying discharge and under the facts of this proceeding he was adequately warned."

With regard to this question of warning, the Arbitrator commented that "the warning in this case was adequate, although it may be said at this point that a written warning would have been more satisfactory from the standpoints of both the company and the employee".

Both cases started with the initial filing of a grievance, thorough study by the Local Investigating Committee, (referral to the Division Joint Grievance Committee was bypassed by mutual agreement

in both cases), referral to the Review Committee and finally submission to an Arbitration Board, whose Chairman, Mr. Burns, was selected by the parties to render the majority decision of the board. Company's members on the Arbitration Board were L. V. "Bud" Brown and Fred L. Nettell. Dan McPeak served on the board for Union in the North Bay case while Frank Quadros served in the San Francisco case. Ron Fields was Union's anchor man, serving in both cases. Company Attorney Henry LaPlante appeared before the board to argue the Company's cases while Union Atty. Joe Grodin presented Union's case.

(20) work days with pay.

Section 8.15 shall be amended to read as follows:

8.15. Company shall schedule vacations throughout the calendar year. During the month of December of each year there shall be a sign-up in each department in each district wherein employees may designate their choice of vacation periods. Company shall prepare the annual vacation schedule on the basis of such sign-up and shall give effect where possible to the selections of employees in the order of their Company seniority within their respective classifications 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 employees in his selection of only one of such periods. On or before January 1 of each year the annual vacation schedule for each department of a district shall be posted on such district's bulletin boards.

TITLE 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 four members to be appointed by Union shall be established for the processing of grievances of employees in Company's Central Accounting Department and Central Customers' Accounts Department. 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 section of the Central Customers' Accounts Department and only one member shall be from the Central Accounting Department. The Chairman of the Joint Grievance Committee shall appoint a secretary to keep the minutes of the Committee's proceedings. Such Joint Grievance Committee shall meet once each month and as provided in Section 9.8 at a time and place to be designated by mutual consent of the members thereof.

TITLE 10 HOURS OF WORK

Section 10.1 shall be amended to read as follows:

10.1. A workweek is defined to consist of seven

(7) 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 and other days in the workweek shall be known as non-work days. Employees may be scheduled to work more or less than five (5) days per week or more or less than eight (8) hours per day, but in any such event the basic workweek shall continue to be as herein defined. Except as provided in Section 10.3, the basic workweek shall be from Monday through Friday or from Tuesday through Saturday. Employees may be assigned to the basic workweek of Tuesday through Saturday in rotation.

TITLE 11 SHIFT PREMIUM

Section 11.2 shall be amended to read as follows:

11.2. 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 as of the time he starts such work.

TITLE 14 HOLIDAYS

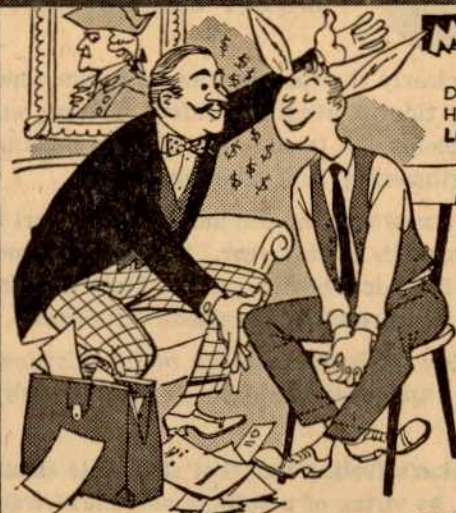
Section 14.4 shall be amended to read as follows:

14.4. (Effective until January 1, 1965). If a holiday falls on an employee's non-work day he shall not for such reason be entitled to have a work day off with pay, provided, however, that if during a calendar year more than two (2) holidays fall on an employee's non-work day Company shall give him one (1) work day off with pay or, at its option, shall give him one (1) day's pay for every holiday in excess of two (2) per calendar year which falls on his non-work day.

(Effective as of January 1, 1965). If a holiday falls on an employee's non-work day, he shall be entitled to have 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

YOUR MONEY'S WORTH

by Sidney Margolius



MUTUAL FUND SALESMEN

DON'T ALWAYS WARN HOW MUCH YOU CAN LOSE AS WELL AS GAIN! THOSE MONTHLY-PAYMENT "ACCUMULATION" PLANS INVOLVE A SERIOUS FINANCIAL PENALTY IF YOU MUST DISCONTINUE IN THE EARLY YEARS. ONE WORKING MAN RECENTLY PAID IN \$160. AFTER 16 MONTHS HE GOT BACK \$60!

NEVER SIGN A CONTRACT

TO BUY MUTUAL-FUND SHARES, YOU CAN ACCOMPLISH THE SAME PURPOSE BY INDICATING YOUR INTENTION TO INVEST SO MUCH A MONTH, BUT WITHOUT ENTERING INTO A CONTRACT TO DO SO.



GIVE YOUR DOLLAR MORE POWER.

WHEN YOUR FAMILY SHOPS FOR WOMEN'S AND GIRLS' APPAREL INSIST ON THE LABEL AT THE RIGHT. INSIST ON THE LABEL (LEFT) WHEN ORDERING PHOTO ENGRAVING.



RETIRED MEMBERS

JUNE 1, 1963:

ALFRED E. BROWN, General Construction; LOUIS CISLINI, Coast Valleys Division; THOMAS E. FRYER, General Construction; ARVID NELSON, Coast Valleys Division; WALTER REEVES, General Construction.

JULY 1, 1963:

CLARENCE L. CONNER, San Joaquin Division.

NEW YORK — A check for \$32,692 has been forwarded to the Rev. Dr. Martin Luther King in the name of the National Maritime Union to fight discriminatory practices.

8, 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 date 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 of his regular classification for each holiday which falls on his non-work day.

TITLE 18 PROMOTION AND TRANSFER

Subsection (b) of Section 18.8 shall be amended to read as follows:

(b) To employees outside the promotion and transfer unit who are in the same classification as that in which the vacancy exists, or in one which has a scheduled wage rate identical thereto, and to employees regardless of their promotion and transfer unit who are in a classification higher than that in which the vacancy exists. Company shall consider such employees in the order of their Company seniority.

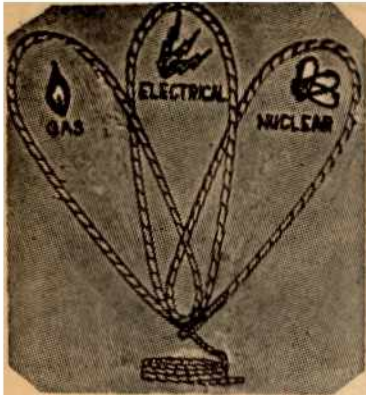
TITLE 24 TERM

Section 24.1 shall be amended to read as follows:

24.1. This Agreement, having taken effect as of July 1, 1953, and having thereafter been amended from time to time, shall continue in effect as further amended herein for the term July 1, 1963 to June 30, 1966, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other sixty (60) days prior to the end of the then current term.

Subsection (b) of Section 24.2 shall be added to follow Subsection 24.2 (a) and to read as follows:

(b) Notwithstanding the provisions of Section 24.1 and Subsection (a) of this Section 24.2 either party during the current term of this Agreement may, sixty (60) days prior to July 1, 1965, give written notice to the other of a proposed amendment to Exhibit F of this Agreement. Such proposed amendment shall be solely for the purpose of negotiating a general change in wage rates to be applied to all job classifications covered by this Agreement and date of application therefor which shall be subsequent to June 30, 1965.



Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT

To bring out more clearly the complexities, and sometimes the seemingly unmovable tide of events in safety matters, one of the more current problems will be outlined by your Business Representative at all forthcoming Unit meetings.

This problem is not a new one and the most recent effort to resolve it began on March 8th of this year. On that day your Union presented to the Electrical Section of the State Division of Industrial Safety our interpretation of certain definitions.

These centered mainly on Section 2604(h) of the Division's electrical safety orders: "Qualified Employees—Standby workmen."

In essence, your Union's feeling was that standards should be spelled out as to who, by virtue of a definite amount of training and experience, is qualified to perform or observe a given operation for the purpose of reducing the likelihood of an accident.

The details of the Union's position will affect a great many members. I would urge everyone who can, to attend and offer constructive comments.

GAS SAFETY

With information and data being gathered on adequate gas safety standards, the Union's System Safety Committee, led by Chairman Vernon Franklin, will shortly begin a concerted effort on this problem. The necessity for reasonable natural gas safety criteria should be of concern to all of us as consumers and especially to those members who work with the gas systems. Mr. Franklin, himself a gas serviceman, will soon schedule special meetings in various areas where members may attend and contribute gas safety information and propose safety standards. Your help is needed to make this project a success.

PGT Talks Start

(Continued from page 1)

Agreement. Without prejudicing the position of either party, Union wishes to discuss these incidents in an effort to arrive at an understanding regarding:

1. The determination of items to be considered as savings under Section 14.101 (a).
2. Starting time of assignments under Section 14.100 and limits of its application.
3. The duration of shift schedules under Section 10.202.
4. Right of individuals to maintain their regular schedule of hours.

III. UNION RECOGNITION

A. Grievance Procedure.

1. Provide for cancellation of Grievance meetings with time extension of one month.
2. Provide forfeiture for party failing to abide by the time limits provided in the grievance procedure.

B. Improve Union Security provisions.

IV. EMPLOYEE BENEFIT PROGRAMS

- A. Provide full payment by Company of hospital and medical insurance premiums for employees (including those retired) and their dependents.
- B. Review present benefit structure of Hospital and Medical Plans.

V. WAGE AND SUPPLEMENTAL PAYMENTS

- A. Provide a substantial wage increase for all employees covered by the collective bargaining Agreement.
- B. Increase shift premiums to 11c and 15c.
- C. Provide a premium of 10% for Sunday work which is part of a regular schedule.
- D. Provide a premium of 5% of the basic weekly wage for each workweek in which the scheduled days off are not consecutive.
- E. Establish 4% step increments in wage progressions and revise existing wage structure accordingly.
- F. Company shall furnish all tools, equipment and protective clothing required by job conditions.
- G. Discuss problems relating to work assignments on overlapping duties in job classifications and the general problems of work assignments as they relate to responsibilities of direction by one classification to another.
- H. Eliminate Helper classification and provide for duties to be included in Repairman's job.

Company's committee, consisting of R. S. Nabors, E. H. Winsor, C. D. Hennessy and F. W. McChesney, with staff assistance from Vernon Thompson, did not make any proposals.

At press time, the date for the next meeting had not been set.

In Memoriam

RAY H. CHAPMAN, a Senior Line Driver from San Joaquin Division, died on April 29, 1963. Brother Chapman was initiated into the I.B.E.W. on March 1, 1951.

THOMAS C. FENTER, an Electrician from San Joaquin Division, died on May 22, 1963. Brother Fenter had been a member of the I.B.E.W. since September 1, 1949.

CLARKE K. HARRIS, a Pressure Operator from Humboldt Division, died June 2, 1963. Brother Harris was initiated into the I.B.E.W. on October 1, 1945.

PAT LEHANE, a member of

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 representing them.

The case came up when General Motors, in negotiations with the United Auto Workers, refused to bargain on the union's demand for an Agency Shop. The National Labor Relations Board upheld the UAW, maintaining the Agency Shop is a permissible form of union security under the Taft-Hartley Act and is a mandatory subject for collective bargaining.

However, General Motors raised the question whether or not this applied in Indiana, the only industrial state with a "right to work" law. The case went through the Indiana courts which ruled that fees paid under an Agency Shop did not violate the State's right to work law.

Meanwhile negotiations were stalled by the company's refusal to bargain. The NLRB took the matter before the Supreme Court which upheld the Agency Shop by a vote of 8 to 0, with Associate Justice Goldberg not participating in the case.

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

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

GROUP LONG TERM DISABILITY INSURANCE

Probably the most recent important development in the employee benefit field is group long term disability coverage. An employee benefit plan which provides life insurance, hospital and medical care, retirement income and even temporary disability protection is not complete. In all probability the most frightening disaster that can hit a family is loss of income and loss of ability to remain employed. Long term disability insurance will sooner or later become a part of all employee benefit programs.

Many employers continue salaries or have sick leave plans but very few extend more than a few weeks or months. When the disability extends beyond this period disaster can be the result. Most employers are unwilling to commit to an indefinite period as the financial consequences of such a commitment can be quite heavy.

SOCIAL SECURITY HELPS

Most employed people today would find social security benefits available to them in the event of total disability. This, however, is not sufficient to support a family even close to its former manner.

TAX RELIEF ASSISTS

Group long term disability insurance has been developed to provide a means by which an employee can be assured a minimum cash income needed to live and to keep his family together, if he becomes disabled for an extended period of time. The Internal Revenue Code specifically provides that all premiums paid by the employer for group disability insurance are deductible as a business expense and do not constitute taxable income to the employee. In addition, benefits paid for by the employer up to a maximum of \$100 a week are not taxable income when received under the law as it now stands, although efforts are being made to change this provision.

PRESENTLY FOR SALARIED EMPLOYEES

In most cases long term disability plans have been installed only for salaried employees. Initially they were restricted to key men but we believe there is an increased interest by the average wage earner in this field. To my knowledge no such plans have been installed on a negotiated basis, which is undoubtedly due to the closing of other gaps in the employee benefit field.

Additional items on this field will be continued next month.

CAL-PAC PACT NOW RATIFIED

On May 29, 1963, Local Union 1245 members employed by the California-Pacific Utilities Company, Needles Division, voted by secret ballot to accept the Company's improved offer of May 24.

Terms of the settlement provide for a general wage increase of 3.4% to be effective May 1, 1963, with an additional 1.6% to be effective November 1, 1963. Also to be effective on November 1st is a 1c per hour area adjustment factor. The term of the agreement is for one year, from May 1, 1963 through April 30, 1964.

This offer was the fourth one voted upon by the membership and provided a substantial improvement over the Company's original offer of 3.4% to be effective May 1, 1963.

Also on May 24, 1963, the Company did provide the Local Union with the financial

data which they had previously refused to supply, which had led to the Union's filing of unfair labor practice charges with the National Labor Relations Board. With the furnishing of this data and the acceptance of the improved offer by the membership, the Local Union withdrew its charges filed with the National Labor Relations Board, thus arriving at a settlement through the collective bargaining process without having a decision rendered by the Board.

Representing the Union in these bargaining sessions were JAMES SHEPPARD, Business Representative BOBBY G. ROBINSON, and Assistant Busi-

New Shop Stewards

CAL-PAC UTILITIES
COMPANY OF CALIFORNIA:
Kenneth L. Wheeler

DAVEY TREE SURGERY
COMPANY, LTD.
Marvin Parker

PACIFIC GAS & ELECTRIC
COMPANY

Albert C. Espinosa, Coast Valleys Division; Marvin R. Smitcamp, Colgate Division; Roland L. Gillming, Drum Division; Douglas D. Crowther, East Bay Division; Fred W. Demarest, East Bay Division; William V. Drennon, East Bay Division; Paul W. Miller, East Bay Division; William D. Ride-nour, East Bay Division; Eddie D. Haynes, General Construction; Calvin J. Rogers, General Construction; Ronnie Sugart, General Construction; Crayton C. Sauers, Humboldt Division; Floyd G. Lubbers, North Bay Division; Melvin R. Jones, San Joaquin Division; Daniel R. Speck, San Jose Division; Victor L. Cogorno, Stockton Division; A. L. Faubion, Stockton Division; James A. Hoover, Stockton Division; Robert E. Wright, Stockton Division; Niles H. Soderstram, Jr., Transferred from East Bay Division to General Construction.

SIERRA PACIFIC POWER
COMPANY:

Charles M. Kissick

UNITED STATES BUREAU
OF RECLAMATION:

Stuart David
Gordon Sewell

ness Manager M. A. WALTERS. Company was represented by D. M. PRITCHETT, Assistant to the President, and Division Manager L. J. KAYS.