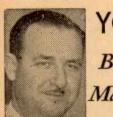


Utility Reporter

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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.

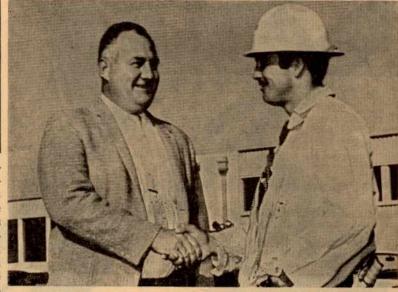
What we may accomplish here will also indirectly affect many more utility workers because of the size and importance of PG&E in the industry and in the area of its vast operations.

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 unsatisfac-

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 ade 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 nostrike 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

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

Mr. Burns concluded that there was just cause for his discharge, saying, "Grievant's work as groundman was unsatisfactory to an extent justi-(Continued on Page 7)

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 dicsussion of a general wage adjustment.

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 over-
- 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.

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

Richard L. Bellato, Richard L. Daugherty, Glenn A. Larson, Victor I. Mitchell and Business Representative A. R. Kaznowski make up Local Provision of a \$1,000 paid- 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-Arleen Walker, Ted Bartl, Robert Newberry, Enrico Peluso and Business Representative Roy D. Murray—suggest you watch Sierra Pacific bulletin boards for further information.

tan-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 bar-

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

Talks St

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

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.
- Proscribe the limits on work coming under the certification which can be performed by other than employees covered by the collective bargaining Agree-
- 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)

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 un-needed 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 relation-ships. 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

Rose E. Berlin

NORTH BAY Clifton Belknap Ronald A. Combs Darrel Dietrich

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

US. SECURIT

GENERAL CONSTRUCTION

Don Connely 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

Harry E. Crouch Howard F. Tyler

DAVEY TREE SURGERY

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

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 par-

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 usually result in a tentative settle-

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.



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 benefiit 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 protecttion 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



RONALD T. WEAKLEY Executive Editor BRUCE LOCKEY · · · · · · · · · . Editor L. L. MITCHELL Assistant Editor M. A. WALTERS Assistant Editor

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Offer Reprinted for Your Information

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 out for a vote, nor is it a final settlement.

CLASSIFICATION WAGE **ADJUSTMENTS**

ELECTRIC DEPARTMENT OFFICE

LOAD DISPAT	CHER—San	Joaquin Division		
Present Weekly	Wage Rate	Adjusted Weekly	Wage Rate	
Start:	\$158.65	Start:	\$160.65	
End 1 Year:	\$163.15	End 1 Year:	\$165.15	
End 2 Years:	\$169.85	End 2 Years:	\$171.85	
DIVISION OPE	RATOR—Ea	st Bay and Sar	Francisco	

DIVISIONS					
Present	Weekly	Wage Rate	Adjusted	Weekly	Wage Rate
Start:		\$152.55	Start:		\$154.55
End 6	Mos.:	\$157.05	End 6	Mos.:	\$159.05
End 1	Year:	\$161.25	End 1	Year:	\$163.25
A STATE OF THE PARTY OF THE PAR		DATOD C	tookton T	livicion	

DIVISION OPERATOR—Stockton Division Present Weekly Wage Rate \$150.50 \$148.50 Start: \$152.55 \$154.55

DISTRIBUTION OPERATOR Adopt system-wide definition as proposed previously. Present Weekly Wage Rate Adjusted Weekly Wage Rate \$136.90 \$140.10 Start: \$141.75 End 6 Mos.: \$144.95 Refer the problem of classifications and Lines of Progression of Senior Service Operator and First Service Operator and the Lines of Progression to Distribution Operator to a subcommittee for discussion subsequent to negotiations.

ELECTRIC OVERHEAD DEPARTMENT

LINE SUBFOREMAN

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$154.00 \$152.00 Start: End 1 Year: \$156.95 End 1 year: \$158.95 TROUBLEMAN

Revise the job definition to include the duty of answering emergency calls.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$148.45

\$144.95

Revise the job definition to include the following duties while working alone or as a member of a twoman unit: running services, setting self-contained meters, and setting any type of poles not to exceed 40 feet in length.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40 \$144.95

SENIOR LINE TRUCK DRIVER LINE TRUCK DRIVER

Eliminate the classification of Line Truck Driver and adjust the weekly rate schedule for the Senior Line Truck Driver as follows:

Present	Weekly	Wage Rate	Adjusted Weekl	y Wage Rate
Start:		\$116.20	Start:	\$111.85
End 6	Mos.:	\$119.75	End 6 Mos.:	\$116.20
			End 1 Year:	\$119.75

Employees presently classified as Line Truck Drivers will be reclassified to Senior Line Truck Driver on July 1, 1963, at their present wage rate or the highest rate previously attained in the Senior Line Truck Driver classification on an upgraded basis. Effective January 1, 1964, their rates will be increased to the next higher step.

Classification seniority as Senior Line Truck Drivers will begin on July 1, 1963, for those employees reclassified from Line Truck Driver to Senior Line Truck Driver under this arrangement

The Lines of Progression will be revised to reflect the above changes and to provide for Groundman to be considered as the next lower classification to Senior Line Truck Driver. (Delete Note 8, Lines of Progression, Electric Overhead Department.) SENIOR PATROLMAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate

DIVISION ELECTRIC UNDERGROUND UNDERGROUND SUBFOREMAN ELECTRICIAN SUBFOREMAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$152.00 End 1 Year: \$156.95 \$158.95 End 1 Year: CABLEMAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$155.40 Start: \$157.40 End 1 Year: \$159.15 End 1 Year: \$161.15 CABLE SPLICER

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$149.80 \$151.80

ELECTRICIAN Present Weekly Wage Rate Adjusted Weekly Wage Rate

\$143.40 \$144.95 ELECTRIC METER DEPARTMENT

METER SUBFOREMAN

Revise the definition to describe more fully his duties and qualifications.

Present Weekly Wage Rate Adjusted Weekly Wage Rate Start: \$152.00 End 1 Year: \$156.95 \$158.95 End 1 Year: SENIOR METERMAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40 \$144.95

The following will be effective upon the completion of the preparation of the Apprentice Meterman Training Program:

APPRENTICE METERMAN

Make appropriate changes in the job description and extend the apprenticeship to 30 months. Place employees now holding this classification in accordance with the procedure as outlined under Meterman

Present Weekly	Wage Rate	Adjusted Weekly	Wage Rate
Start:	\$110.10	Start:	\$110.10
End 6 Mos.:	\$111.85	End 6 Mos.:	\$111.85
End 1 Year:	\$116.20	End 1 Year:	\$116.20
End 18 Mos.:	\$119.75	End 18 Mos.:	\$119.75
		End 2 Years:	\$128.05
		End 30 Mos	\$132.45

METERMAN

Upon the establishment of the program, eliminate the Meterman classification. Use the following tests and scores to determine placement of employees now holding this classification and the Apprentice Meterman classification:

Madden Peak

Wonderlic — 18 Hand Tool Dexterity — 6 Minutes Maximum

Those Metermen who pass all of the tests will be reclassified to Apprentice Meterman at the beginning of the two-year step (\$128.05).

Those present Apprentice Metermen who pass the tests will be continued in the Apprentice Meterman

Those present Apprentice Metermen who are not at the present top rate and who fail the test will be continued in the Apprentice classification until they are scheduled to receive the top rate. If by that time, they have not passed the required tests, they will be reclassified to Routine Meterman.

No credit will be given for time spent prior to the effective date of the program at the top of the apprentice rate.

Those Metermen and Apprentice Metermen at the top of the present rate who fail the tests will be placed in the classification of Routine Meterman (see below) or, where needed, in the classification of Shop Meterman (see below) at the top of the rate (\$128.05).

Provide schedule of retesting of those who fail in order that they may re-enter the apprenticeship classification.

ROUTINE METERMAN

Establish a new classification with the following job definition and wage rate:

An employee who sets, services, tests and repairs self-contained 120-volt and 240-volt meters of 50 amperes or less and sets, services and reads recording and indicating meters. Under direct supervision, he may be required to perform any kind of meter work. Completes job tags and performs other paperwork in connection with his job.

Proposed Weekly Wage Rate \$128.05

SHOP METERMAN

Establish a new classification with the following job definition and weekly wage rate:

An employee who is engaged in performing shop tests on all types of electric meters and associated equipment. When qualified, may be required to drive Company vehicles.

Proposed Weekly Wage Rate

Start: End 6 Mos.: \$119.75 End 1 Year: \$128.05

Where this classification is required, it will be offered initially to the employee in the Division who has been reclassfied to Routine Meterman with the most Company seniority who has previous shop experience. Such employee will be credited with time worked as Apprentice Meterman and Meterman as time worked in this classification,

LINES OF PROGRESSION

Revise the Lines of Progression to reflect the above changes.

DIVISION ELECTRIC MAINTENANCE MAINTENANCE SUBFOREMAN

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

COMMUNICATION TECHNICIAN ELECTRICAL TECHNICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$148.55 Start: End 1 Year: \$152.10 End 1 Year: APPRENTICE COMMUNICATION TECHNICIAN

Revise definition to include a second-class radiotelephone license as a prerequisite to entry into the classification.

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$116.20 Start: Start: End 6 Mos.: \$119.75 End 6 Mos.: \$136.90 End 1 Year: End 1 Year: \$140.65 \$128.05 \$132.45 End 18 Mos.: End 18 Mos.: \$144.55 End 2 Years: \$136.90 End 30 Mos.: \$140.65 End 3 Years: \$144.55

APPRENTICE ELECTRICAL TECHNICIAN

Present Weekly	Wage Rate	Adjusted Weekly	Wage Rate
Start:	\$116.20	Start:	\$132.45
End 6 Mos.:	\$119.75	End 6 Mos.:	\$136.90
End 1 Year:	\$128.05	End 1 Year:	\$140.65
End 18 Mos.:	\$132.45	End 18 Mos.:	\$144.55
End 2 Years:	\$136.90		A PROPERTY OF
End 30 Mos.:	\$140.65		
End 3 Years:	\$144.55		
	The second secon		

ELECTRICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40

ELECTRICAL MACHINIST

Eliminate classification of Machinist and reclassify the present Machinists in the Electric Maintenance Department to Electrical Machinist. Revise Electrical Machinist definition to include welding and rigging and the maintenance of electrical equipment.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$144.95 \$143.40

APPRENTICE MACHINIST

Reclassify employees holding this classification to Apprentice Electrical Machinist and credit time worked as Apprentice Machinist as time in the Apprentice Electrical Machinist classification.

LINES OF PROGRESSION

Revise to show the elimination of Machinist classification and establishment of Apprentice Electrical Machinist classification, Revise also to show two-year step of Apprentice Electrician as next lower to Apprentice Communication Technician and Apprentice Electrical Technician.

SUBSTATION OPERATING

FIRST OPERATOR Newark:

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$149.65 \$148.10 Cottonwood, Vaca-Dixon, and Midway:

Present Weekly Wage Rate

Adjusted Weekly Wage Rate \$143.40 \$144.95 Schedule I:

\$140.65

Power Plants:

Schedule II: Present Weekly Wage Rate Adjusted Weekly Wage Rate \$137.90 \$136.90

Adjusted Weekly Wage Rate

\$142.20

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$143.40 \$144.95 UTILITY OPERATOR

Present Weekly Wage Rate

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$136.90 \$137.90

ASSISTANT FIRST OPERATOR Newark:

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.95 \$142.40

Cottonwood, Vaca - Dixon Present Weekly Wage Rate Adjusted Weekly Wage Rate \$118.95 \$119.75 Start: End 6 Mos.: \$126.10 \$128.05 End 1 Year: \$132.45 \$133.45

Oakland Power Plant: Present Weekly Wage Rate Adjusted Weekly Wage Rate \$136.90 \$137.90

Utility Reporter-June, 1963-Page Three

This is PG&E's First Package Offer

Potrero Power Plant:

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$137.90 \$137.65

EMERGENCY RELIEF FIRST OPERATOR

See attached clarification and, in addition, modify the job definition.

Present Weekly Wage Rate

The rate of the First Operator at the highest schedule substation at which he is qualified to relieve and at which he stands shift.

Adjusted Weekly Wage Rate

Present weekly wage rate plus adjustment of \$3.00

HYDRO PLANT OPERATING

FIRST OPERATOR Schedule I:

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$142.20

Schedule II:

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$136.90 \$137.90

Caribou, Drum, and Pit # 3:

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$143.40 \$144.95 Wise PH:

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$142.20 \$136.90

ROVING OPERATOR

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$136.90 \$137.90 **Emergency Relief First Operator**

See attached clarification and, in addition, modify the job definition.

Present Weekly Wage Rate

The rate of the First Operator at the highest schedule hydro plant at which he is qualified to relieve and at which he stands shift.

Adjusted Weekly Wage Rate

Present weekly wage rate plus \$3.00 per week. Establish the following clerical classifications:

SENIOR HYDRO CLERK

An employee who has the qualifications of a First Hydro Clerk, performs clerical work and assists in the administrative work of the Hydro Supervisor's office and is the lead clerk in directing the work of other Hydro Clerks. When qualified, may be required to drive light Company vehicles.

FIRST HYDRO CLERK

An employee, under general supervision, whose background and experience are such that he has a comprehensive knowledge of the operation and procedures of the Hydro Department and is engaged in performing clerical work and assisting in the administrative work of the Hydro Supervisor's office. This work encompasses such duties as coordinating various functions to facilitate completion of jobs, including associated clerical duties in the field, assigning jobs to crews, ordering materials, preparing reports, processing time cards, work orders and GM's for the crews or for accounting purposes and maintaining office files and records. May supervise details of boardinghouse operations. Must have the clerical and typing skills required of a Routine Hydro Clerk and may be required to take dictation. When qualified, may be required to drive light Company vehicles. ROUTINE HYDRO CLERK

An employee who performs routine clerical work requiring a basic knowledge of established Hydro Department office procedures and elementary accounting principles; may operate PBX board. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Hydro Clerk. When qualified, may be required to drive light Company vehicles.

The proposed wage rates for the three Hydro Clerk classifications are the same as those applicable to comparable Plant Clerk classifications in the Steam

Generation Department. APPRENTICE HYDRO OPERATOR

Establish the classification of Apprentice Hydro Operator with a job definition, wage progression, hours of work and lines of progression as proposed in Company's letter dated October 22, 1962.

STEAM ELECTRIC GENERATION DEPARTMENT MACHINIST

Revise the job definition to require Machinists to do miscellaneous welding and rigging.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95

CERTIFIED WELDER

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95

INSTRUMENT REPAIRMAN Modernize the job definition.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65

ELECTRICAL TECHNICIAN

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$144.55 Start: \$147.00 End 1 Year: \$148.55 End 1 Year: \$151.00 End 2 Years: \$152.10 End 2 Years: \$154.55 ELECTRICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40 \$144.95

MECHANIC - OPERATOR

OPERATOR-REPAIRMAN-The Geysers Power Plant

A shift employee who performs operating and maintenance duties. His operating duties include, without supervision and in accordance with written procedures, the operation of the main units and other plant equipment including starting up, paralleling and shutting down the main units, placing into service and removing from service various plant equipment and auxiliaries. Other operating duties include such functions as performing routine chemical tests, lubricating of equipment, replacement of brushes, routing trip and annunciator tests and station housekeeping. His maintenance duties consist of general maintenance work requiring use of bench and hand tools and shop tools. May be required to do welding and cutting with the electric arc and acetylene torch and routine electrical work, as well as such jobs as rough carpenter work, painting, building repair, miscellaneous pipe work and the operation of the crane. He shall test all instruments exclusive of relay testing.

Proposed Weekly Wage Rate Start: End 6 Mos.: \$137.90

SENIOR CONTROL OPERATOR -

Contra Costa Morro Bay **Humboldt Bay** Moss Landing **Hunters Point** Pittsburg

Require Senior Control Operators to direct and train employees on operational matters and direct and assist in the station cleaning schedules.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$152.55 \$154.55

CONTROL OPERATOR -

Contra Costa Morro Bay **Humboldt Bay** Moss Landing Pittsburg **Hunters Point**

Modernize the job definition and state that he is in charge of the control room.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.15 Start: \$142.15 End 6 Mos.: \$145.90 End 6 Mos.: \$147.90 ASSISTANT CONTROL OPERATOR -

> Contra Costa Moss Landing **Humboldt Bay** Morro Bay **Hunters Point** Pittsburg

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$132.45 Start: Start: \$133.45 End 6 Mos.: \$136.90 End 6 Mos.: PLANT CLERK ROUTINE

Maintain present starting rate.

CONTROL TECHNICIAN Proposal of March 26, 1963, with respect to job definition and Line of Progression.

Proposed Weekly Wage Rate End 1 Year: \$154.55

APPRENTICE CONTROL TECHNICIAN

Proposal of March 26, 1963 with respect to job definition, Line of Progression and wage rates.

DIVISION GAS DEPARTMENT

SERVICE SUBFOREMAN

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$138.65 Start: \$140.15 End 1 Year: \$143.40 End 1 Year: \$144.90 SERVICE MECHANIC

Revise job definition to include maintenance and operation of industrial meter and regulator sets. Present Weekly Wage Rate Adjusted Weekly Wage Rate \$136.90 \$134.75

GAS SERVICEMAN

Proposal of March 5, 1963 with respect to the Gas Serviceman School and the entrance provisions to the classification, including score of 48 on the Madden-Peak test.

Revise the job definition to include answering of emergency calls.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$116.20 Start: Start: End 6 Mos.: \$121.50 End 6 Mos.: \$121.50 \$128.05 End 1 Year: \$128.05 End 1 Year: End 18 Mos.: \$132.45 End 18 Mos.: \$133.95 OPERATING SUBFOREMAN—North Bay Division

Establish a new classification in the Gas Plant Operating Department with the following job definition and weekly wage rate:

An employee who is a working foreman and whose previous experience in both operating and maintenance work in the gas plant qualify him to supervise the Load Center shift to which he is assigned. Maintains and operates equipment and systems associated with the Load Center and Compressor Station. Is responsible for the telemetering and remote control systems in the Division.

Reclassify the present Gas Plant Maintenance Subforeman who is performing these duties in San Rafael to Operating Subforeman. Credit time worked as Maintenance Subforeman as time worked in this

classification of Operating Subforeman.

Proposed Weekly Wage Rate Start: \$149.60

End 1 Year: \$154.65 PRESSURE OPERATORS—San Rafael and Stockton Present Weekly Wage Rate Adjusted Weekly Wage Rate \$128.35 \$136.90 Start: \$132.45 End 6 Mos.: \$140.65

End 6 Mos.: End 1 Year: \$134.75

Start:

MANHOLE MECHANIC Establish a new classification with the following definition and weekly wage rate:

An employee who performs all classes of work done by a Manhole Framer under indirect supervision Is sufficiently skilled to read and interpret all construction drawings pertaining to this work, and performs necessary lay-out work. May do incidental burning with oxy-acetylene torch. When not working on manhole and duct work, may be required to perform certain functions in connection with gas construction and maintenance such as installing leak clamps, pipe fabrication and alterations using threaded fittings, and the operation of mechanical equipment such as loaders and hydraulic tampers.

Proposed Weekly Wage Rate

\$128.05 On July 1, 1963, reclassify the four Manhole

Framers with the greatest classification seniority computed to June 30, 1963, inclusive, from Manhole Framer to the new classification of Manhole Mechanic. APPRENTICE MANHOLE FRAMER

MANHOLE FRAMER

Eliminate the classification of Apprentice Manhole Framer and reclassify employees in the classification as of July 1, 1963, to Manhole Framers and credit all time worked in the classification of Apprentice Manhole Framer as time worked in the Manhole Framer classification.

Revise the job decription of Manhole Framer to include operation of certain equipment, performance of clerical duties associated with his classification and utilization on gas construction work similar to that of Fieldman.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$119.75 \$110.10 Start: End 6 Mos.: \$111.85 End 1 Year: \$116.20 End 18 Mos.: \$119.75

GAS REPAIRMAN

ASSISTANT GAS REPAIRMAN

Establish two new classifications to replace present Fitters and Apprentice Fitters utilized in night and weekend schedules in San Francisco Divi-

Gas Repairman-(Add to Exhibit IV as a Service Employee)

A service employee who investigates gas leak complaints and answers other emergency calls. May be required to make temporary leak repairs not requiring welding. Directs the work of an Assistant Gas Repairman.

Proposed Weekly Wage Rate \$128.05

End 6 Mos.: \$132.45 Assistant Gas Repairman-(Add to Exhibit IV as a Service Employee)

A service employee engaged in performing Gas Repairman work as an assistant to or under the pervision of a Gas Repairman and in addition drives trucks and operates light mechanical equipment. Must be able to write legibly.

Proposed Weekly Wage Rate Start: \$110.10 End 6 Mos.: \$111.85 End 1 Year: \$116.20 End 18 Mos.: \$119.75

Effective July 1, 1963, reclassify the three Fitters in San Francisco Division who are working the night shifts to Gas Repairman and credit all time worked in the classification of Fitter by these employees as time worked in the Gas Repairman classification.

Also effective July 1, 1963, reclassify the three Apprentice Fitters who are working the night shifts to Assistant Gas Repairman and credit all time worked in the classification of Apprentice Fitter by these employees as time worked in the Assistant Gas Repairman classification.

CLERK DRIVERS-San Francisco Division

Presently there are Clerk Drivers assigned to the light Manhole and Duct crews. It is proposed to gradually eliminate the use of this classification on these crews. Therefore, the following is proposed:

A. Ask each of the Clerk Drivers involved where he desires to continue his progression, either in the Street crews or in the Manhole and

B. Those Clerk Drivers who prefer the Manhole and Duct Lines of Progression will be reclassified to Manhole Framers at the top of the rate. All time worked by these employees in the Clerk Driver classification will be credited as time worked in the Manhole Framer classifi-

C. Those Clerk Drivers who desire to remain in

Reprinted to Inform Our Members

the Street Line of Progression will be continued in their present classification and duty. As vacancies occur in the Clerk Driver classification among those Clerk Drivers working with the Street Crews, these employees will be reassigned to Street crews and the vacancy will then be posted in the Manhole Framer classification until all those remaining in the Clerk Driver classification are performing Street crew duties.

LIGHT CREW FOREMAN—(Underground)

Change title to Light Crew Foreman (Manhole and Duct) and revise the definition to require the emp. yee to be a Manhole Mechanic rather than a Manhole Framer.

FIELDMAN

Revise the definition to include manhole, duct, etc., duties and to perform clerical work associated with his duties.

FITTER

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

LINES OF PROGRESSION

Revise San Francisco Supplement of Exhibit VI of Title 600 to reflect above changes where applicable. GAS PLANT MAINTENANCE

Revise job definition to include welding and rig-

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95 ELECTRICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$144.95

DIVISION WATER DEPARTMENT

FLUME REPAIRMAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$119.75 \$121.10 DITCH TENDER

Revise the job definition to include the performing of routine service work.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$102.70 \$104.45 Start: End 6 Mos.: \$108.45 End 6 Mos.: \$105.55 \$108.90 End 1 Year: \$111.85 End 1 Year:

Eliminate the classification of Laborer in the Division Water Department and adjust the wage rate edule for the classification of Helper, Division Water Department, as follows:

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$101.10 \$102.70 Start: Start: End 6 Mos.: \$104.45 End 6 Mos.: \$104.45 \$108.45 End 1 Year: \$108.45 End 1 Year:

Employees presently classified as Laborers who are included above will be reclassified to Helper on

July 1, 1963, at the new starting rate.

An employee who has previously been upgraded to Helper at a rate above the starting rate shall be given the highest Helper rate attained, effective July 1, 1963. Effective January 1, 1964, his rate will be increased to the next higher step.

Classification seniority as Helpers will begin on July 1, 1963, for all employees reclassified from Laborer to Helper under this arrangement.

JB DEFINITIONS

Revise appropriate definitions to reflect changes made by American Water Works Association with respect to required certificates for Water Treatment Plant Operators.

LINES OF PROGRESSION

Provide bidding rights to Water Meter Repairman on bids to Water Treatment Plant Operator vacancies when certain prerequisites are met.

DIVISION WAREHOUSE

SENIOR WAREHOUSEMAN

Revise the job definition to include the duties of

the present Warehouse Attendant.

Reclassify all present Warehouse Attendants to Senior Warehouseman. Eliminate classification of Warehouse Attendant. Revise Line of Progression to reflect above changes.

WAREHOUSEMAN

Revise the job definition to include servicing and loading of trucks and typing with moderate skill as a requirement for entry into the classification.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$110.10 Start: \$111.85 Start: \$111.85 End 6 Mos.: End 6 Mos.: \$113.85 \$116.20 End 1 Year: \$118.20 End 1 Year:

GENERAL CONSTRUCTION

LINEMAN Present Weekly Wage Rate Adjusted Weekly Wage Rate \$148.50 \$150.05

ELECTRICIAN

Adjusted Weekly Wage Rate \$148.50 Present Weekly Wage Rate \$150.05

ELECTRICIAN—Service Center, Davis Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40

ELECTRICAL TECHNICIAN

Adjusted Weekly Wage Rate Present Weekly Wage Rate \$150.00 Start: End 1 Year: \$153.50 End 1 Year: \$155.95 \$157.50 End 2 Years: \$159.95 End 2 Years: COMMUNICATION TECHNICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$153.50 Start: \$155.95 End 1 Year: \$157.50 End 1 Year: \$159.95 MACHINIST-Service Center, Davis

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$144.95

PIPE LINE OPERATIONS SENIOR TERMINAL OPERATOR

Antioch, Brentwood, Kettleman, and Milpitas Present Weekly Wage Rate Adjusted Weekly Wage Rate Start: \$131.00 Start: \$133.80 End 6 Mos.: \$134.45 End 6 Mos.: \$137.25 End 1 Year: \$137.85 End 1 Year: \$140.65 MACHINIST

Revise job definition to include welding and rigging duties.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95 ELECTRICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143.40 \$144.95

CENTRAL STORES

WAREHOUSEMAN

Revise the job definition to include the duties of the present Electric Truckman and the Truck Driver, Light, and typing with moderate skill as a requirement for entry into this classification.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$111.85 Start: Start: End 1 Year: \$116.20 End 1 Year: \$118.20

Reclassify all present Electric Truckmen and Truck Drivers, Light, to Warehouseman. Eliminate classifications of Electric Truckman and Truck Driver, Light. Revise Line of Progression to reflect above changes. SLINGER

Present Weekly Wage Rate Adjusted Weekly Wage Rate Start: \$111.85 Start: \$111.85 End 1 Year: \$116.20 End 1 Year: \$118.20 CERTIFIED WELDER

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95

MACHINIST

Revise the job definition to include welding and rigging duties.

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$140.65 \$144.95

ELECTRICIAN

Present Weekly Wage Rate Adjusted Weekly Wage Rate \$143,40

LABOR AGREEMENT CLARIFICATION TITLES 202 and 208

EMERGENCY RELIEF EMPLOYEES A—REGULAR SCHEDULES

1. Section 208.20 states that an employee who performs the duties of emergency relief shall be available for duty in revolving shifts on any day of the week and may be assigned for the relief of any shift without advance notice. Nevertheless emergency relief employees have regularly scheduled work hours, work days and workweeks. The work days and nonwork days in an emergency relief employee's schedule may be either one of the following arrangements:

(a) 10 and 4 arrangement with two-week cycle. SMTWTFS/SMTWTFS/

8 8 8 8 8 X X X X X 8 8 8 8 8 (b) 5 and 2 arrangement with one-week cycle. SMTWTFS/SMTWTFS/ X 8 8 8 8 8 X X 8 8 8 8 8 X

Other arrangements may be established by agreement between Company and Union. Once an arrangement is established as a regular schedule, agreement between the Company and Union is required to change it (Section 202.8).

2. An emergency relief employee reports as regularly scheduled unless called upon to provide a relief assignment for another shift employee, or unless he is required to assume the hours of a non-shift employee. Special conditions allowing the change of schedule to non-shift hours are outlined in the job definitions for Substation and Hydro Operating Classifications. The rescheduling of days off as outlined in such job definitions is also clarified in paragraph D hereof. The conditions regarding changes of hours are outlined in Section 208.20,

B—RELIEF ASSIGNMENTS

1. When providing relief necessitated by the absence of a shift employee, Section 208.20 provides for the assignment of an emergency relief employee at the straight rate of pay to any one shift of the shifts in the 24-hour day period. Such assignment does not require the 24-hour advance notice which is given to other shift employees under Section 208.18.

2. However, if an assignment is such that it requires an emergency relief employee to report for duty without having had 12 hours off since the end of his last preceding work period, he is paid at the

overtime rate for any time worked until 12 hours have elapsed from the end of his last preceding work period. (A work period is an 8-hour shift plus any extensions of such shift.)

An emergency relief employee works his regularly scheduled 7 a.m. to 3 p.m. shift on Tuesday; in addition, he is held over and worked on an overtime basis until 9 p.m.; on Wednesday morning, he reports as scheduled at 8 a.m. but since he has not had 12 hours off, he is paid 1 hour at the overtime rate between 8 a.m. and 9 a.m.

3. The regular work hours of an emergency relief employee may be changed by reason of a relief assignment. In such case his regular work hours are those of the first full 8-hour period worked by him in the 24-hour day 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 p.m. to 7 a.m. shift. 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 by reason of not having had 12 hours off, and such shift would be considered as his regular work hours for that day. Therefore, he would not report to work for his regularly scheduled 7 a.m. to 3 p.m. shift that day, unless otherwise instructed.

4. A situation may occur where the emergency relief employee is needed for relief but he cannot be contacted before reporting to work on his 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 he may be assigned to the relief of another shift and have his regular hours rescheduled, provided he will have had at least six hours off between his release from duty and the starting time of the shift to which he is being reassigned. The time involved in reporting for work at his regular hours as originally scheduled is then paid at the overtime rate and treated as an emergency call outside of work hours under Section 208.8. Should he not have six hours off between the time he is notified that he will be needed for the next shift and the time he reports for such shift, he works his regular schedule and the relief assignment is paid at the overtime rate.

C—TRAVEL TIME

1. Occasionally, questions arise concerning the payment of travel time from home to headquarters for an emergency relief employee.

(a) Where he is assigned to start work at the straight rate of pay, no travel time is involved.

(b) However, if he starts work at the overtime rate, travel time from home to the headquarters is to be included as time worked.

2. An emergency relief employee may be called upon for a relief assignment without having had 12 hours off after his last preceding work period. When this occurs he is paid overtime compensation for actual travel time in connection with the assignment except that if such 12-hour period elapses prior to the completion of the work for which he has been called, the employee is paid overtime compensation for actual travel time only from his home.

3. Travel time from an emergency relief employee's headquarters to his home is paid where he performs work on a non-work day or wholly outside of his regular work hours for that work day D-REDESIGNATION OF NON-WORK DAYS

1. Emergency relief employees may be assigned to relieve on their regular non-work days. Where this occurs, the regular non-work day may be redesignated as work days and new non-work days scheduled in the workweek. In rescheduling non-work days, it is done in such manner as to provide consecutive days off and the provisions of Section 202.3 shall be observed. Examples of some of the situations which can be encountered are as follows:

(a) On a 5 and 2 schedule, the employee relieves on Sunday, a regular day off, and would have Friday redesignated as a day off in its stead. S M T W T F S / S M

Regular Schedule X 8 8 8 8 8 X X 8 etc Revised Schedule 8 8 8 8 8 X X X 8 etc. (b) On a 10 and 4 schedule, the employee re-

lieves on Sunday, a regular day off, and would have Tuesday redesignated as a day off in its

Regular Schedule

SMTWTFS/SMTWTFS X X 8 8 8 8 8 8 8 8 8 X X Revised Schedule

SMTWTFS/SMTWTFS 8 X X 8 8 8 8 8 8 8 8 X X

(c) On a 5 and 2 schedule where it is known in advance that relief is required on Saturday, Monday may be redesignated as a non-work day and the employee would relieve on Satur-

SMTWTFS/SM Regular Schedule X 8 8 8 8 8 X X 8

More Details of Tentative 1st Offer

Revised Schedule X X 8 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 nonwork days and the employee would relieve on both Sunday and Saturday.

SMTWTFS Regular Schedule X 8 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.

(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 Wednesday and Thursday in the first two workweeks shown in this example).

SMTWTFS/SMTWTFS/SMTWTFS Schedule of Employee Relieved—

VVXXVVV VVVXXVV VVVVXX

Regular ER Schedule-

8888XX XX88888 8888XX Revised ER Schedule—

88XX888 8888XX8 88888XX (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. SMTWTFS/SMTWTFS/SMTWTFS

Schedule of Employee Relieved-

XX88SSS SSXXSSS SS8XX88 Regular ER Schedule-

Revised ER Schedule-

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

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 nonwork 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 ward-robe 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, wellknown 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 Mc-Peak 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 La-Plante appeared before the board to argue the Company's cases while Union Atty. Joe Grodin presented Union's case.

YOUR MONEY'S WORTH by Sidney Margolius **UTUAL FUND** SALESMEN DON'T ALWAYS WARN HOW MUCH YOU CAN 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! EVER 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. OIVE 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 OR-DERING PHOTO ENGRAVING

RETIRED MEMBERS

JUNE 1, 1963:

ALFRED E. BROWN, General Contruction; LOUIS CIS-LINI, Coast Valleys Division; THOMAS E. FRYER, General Construction; ARVID NELSON, Coast Valleys Division; WAL-TER 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.

(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

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 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:

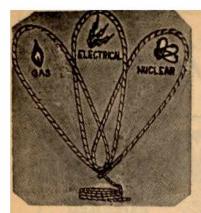
(b) To employees outside the promotion and transfer unit who are in the same classification as that in which the vacancy exists, or in one which has a scheduled wage rate identical thereto, and to employees regardless of their promotion and transfer unit who are in a classification higher than that in which the company shall vacancy exists (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 unmoving 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 work men."

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 ac-

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).
- Starting time of assignments under Section 14.100 and limits of its application.
- The duration of shift schedules under Section
- 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.
 - Review present benefit structure of Hospital and Medical Plans.

V. WAGE AND SUPPLEMENTAL PAYMENTS

- A. Provide a substantial wage increase ployees covered by the collective bargaining Agree-
- B. Increase shift premiums to 11c and 15c.
- 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. Company shall furnish all tools, equipment and pro-
- tective 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
- H. Eliminate Helper classification and provide for duties to be included in Repairman's job.

responsibilities of direction by one classification to

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.

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 I.B.E.W. since January 1, 1955, passed away on May 25, 1963. Brother Lehane had worked out of the San Francisco Division, and was a retired member at the time of his death.

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-Hartlev Act and is a mandatory subject for collective bargain-

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.

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

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 New Shop Stewards 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

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,

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 lead 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. RO-BINSON, and Assistant Busi-

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. Smittcamp, 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. Ridenour, 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. WALT-ERS. Company was represented by D. M. PRITCHETT. Assistant to the President, and Division Manager L. J. KAYS.