

# PG&E Settles—Details to Follow in Extra Edition

*Tentative agreement has been reached at press time. Contract language is now being worked out and the entire package will be in an Extra Edition soon for PG&E members to review prior to voting by mail.*

# Tentative Settlement Outlined

Since Bulletin No. 4 was mailed out, your Committee has been working hard to reach a tentative accord with the Pacific Gas and Electric Company. A number of meetings were held and a number of package proposals were exchanged between the parties since Company's first offer of settlement dated June 11th.

After a long period of bargaining, Union and Company came to a tentative verbal settlement on Friday afternoon, July 19th.

The tentative settlement still must be reduced to writing and the parties are meeting to work out language detail so that there will be no misunderstanding over what the settlement contains.

Highlights of the tentative settlement include::

### Effective July 1, 1963

1. A substantial number of classification wage adjustments.
2. A general wage increase of 3.75 per cent.
3. Shift premium increased from 9c and 13c to 10c and 15c.

### Effective August 1, 1963

Company contribution to hospital and medical plans: Employee Member only—\$5 per month; Employee and one dependent—\$5.20 per month; Employee and two or more dependents—\$5.20 per month.

### Effective January 1, 1964

1. Four (4) weeks' vacation after twenty (20) years.
2. Eight (8) guaranteed holidays.

### Effective July 1, 1964

A general wage increase of 3.25 per cent.

### Effective August 1, 1964

Company contribution to hospital and medical plans: Employee Member only—\$5.25 per month; Employee and one dependent—\$6.50 per month; Employee and two or more dependents—\$8.25 per month.

### Effective July 1, 1965

A general wage increase of 3.25 per cent.

### Effective August 1, 1965

Company contribution to hospital and medical plans: Employee Member only—\$5.50 per month; Employee and one dependent—\$8 per month; Employee and two or more dependents—\$11.75 per month.

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



## Utility Reporter

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OAKLAND, CALIFORNIA

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JULY, 1963

### YOUR Business Manager's COLUMN

## Reasons for A Mail Ballot

The tentative settlement of this year's negotiations with the Pacific Gas and Electric Company, will soon be voted on by the members covered by our PG&E Agreements.

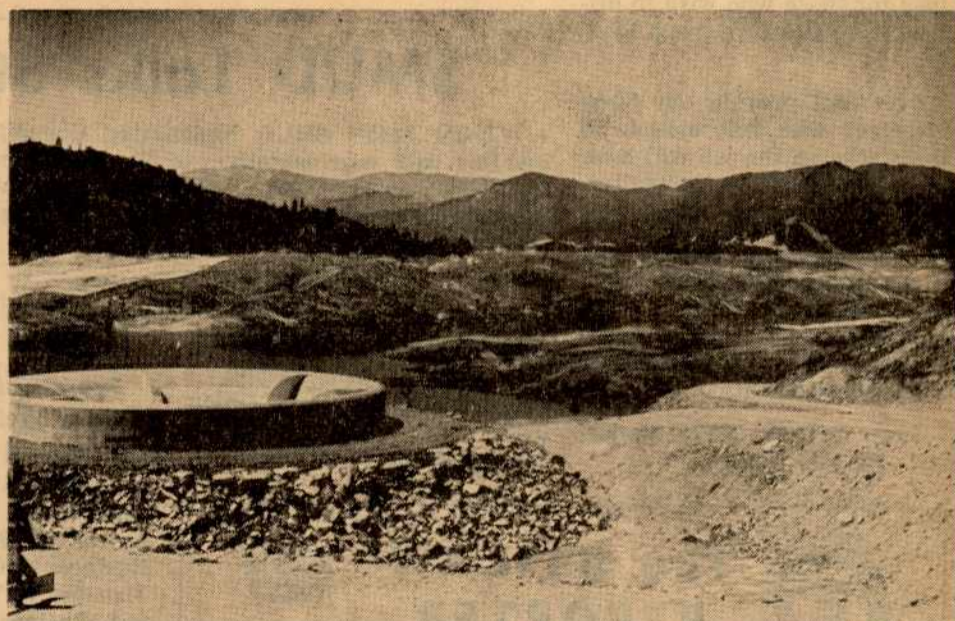
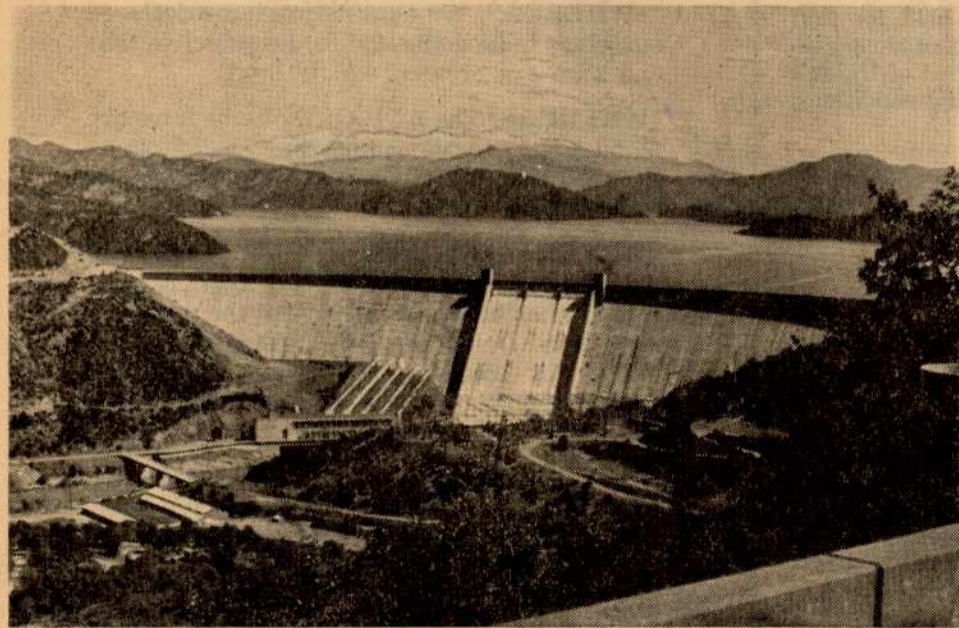
Over the past few years, particularly last year, participation by the membership in PG&E Contract ratification procedures has been, to say the least, an example of lack of membership responsibility on the part of a large majority of the people who are or should be vitally concerned over wages, conditions and benefits which affect themselves and their families.

Under the Bylaws of our Local Union, two methods of handling Contract ratifications (Continued on Page 2)



Shown on their way to another negotiating session at 245 Market are members of the System Negotiating Committee, left to right, Bill Fleming, Ron Fields and Assistant Business Manager L. L. Mitchell. Committee members not shown in this picture are Tony Boker, Jim Fountain, Nick Garcia, Dick Kern, Lawrence Tindall, Business Manager Ronald T. Weakley, Wayne Weaver and John Zapian.

## U.S.B.R. Negotiations Underway



Full for the first time is the main facility in U.S.B.R.'s Central Valley Project, Shasta Dam. Meanwhile, on the Trinity Project, the Whiskeytown reservoir is just beginning to fill.

Negotiations between Local Union 1245 and the United States Bureau of Reclamation, Region 2, got underway on Tuesday, July 9, 1963, when the parties met for the purpose of exchanging proposals relating to changes in working rules, premium rates and wages. In addition to the elimination of certain wage inequities and a general wage increase for all Wage Board em-

ployees, the Union is seeking improvements in the following areas:

1. Scheduling of regular work hours.
2. Posting of work schedules.
3. Designated place for reporting to work.
4. Notice in assignment from one temporary work duty station to another.
5. Provisions for assigning an acting Foreman to a crew working at a location where a Foreman is not present.
6. Shift differentials.
7. Defining of overtime.
8. Distribution of overtime.
9. Call-back time.
10. Compensation for work on a holiday.

11. Penalty rates incidental to changes in regular work schedule or tour of duty.
12. Rest period after an extended period of overtime.
13. Establishment of new classifications or the revision of existing classifications.
14. Tool replacement.

The Union's committee, consisting of William N. Peitz, P. O. Neel, Gordon Sewell, Ray D. Spence, George R. Thompson and Assistant Business Manager M. A. Walters, is now studying proposals from the Bureau in preparation for an August 7th session on both sets of proposals.



**YOUR  
Business Manager's  
COLUMN**

(Continued from Page 1)

are available at the option of the Executive Board. One is to conduct a Unit Meeting vote and the other is to conduct a mail vote. Both procedures insure a secret ballot but the Unit voting procedure requires personal attendance at Unit meetings in order for members to receive and cast a ballot.

The record shows that people stay away in droves and leave the responsibility to participate to a relatively small minority of the membership.

The Executive Board has not chosen the mail ballot procedure for a PG&E Contract ratification for a number of years, trying to stick with the idea that the floor of the meetings is the place to conduct the business of the Union.

While the Board still feels that people should turn out in large numbers to discuss and then vote on a major issue such as a PG&E ratification, it also feels that a change in procedure may be particularly timely when we have a complex settlement such as this year's to be digested carefully before a proper opinion can be formed by the member prior to making his decision by ballot.

It is also felt that when the information and the ballot goes into the home, questions of family security, benefits, and budgets may be more carefully considered before a decision is made to accept or reject the whole package.

Whether the package is accepted or rejected, your elected officers and negotiating committeemen hope to receive a majority expression as a result of a mail ballot this year.

We shall provide information at our regular Unit meetings for those who wish to discuss the matter in group fashion.

We shall provide our Shop Stewards with information so that those on the job will have a chance to discuss the matter.

The time, hard work and money expended by our Union in the recent difficult negotiations deserves interest and participation by every single member who is covered by our PG&E Agreements.

Let's turn out a real majority vote this time!

**Welcome!**



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

**SAN JOAQUIN**

William E. James  
Pat E. Loveless

**COAST VALLEYS**

Raymond S. Clampitt  
James C. Hunt  
Gail Pierce  
Richard E. Turner  
Norman E. Yednak

**PIPE LINE OPERATIONS**

Duane L. Smock

**SAN JOSE**

CConnell G. Allison

**EAST BAY**

Walter R. Crapo  
Peter P. Donohoe  
Roger F. Dunning  
Harold D. Easley  
Murray M. Johnson  
J. P. Morgan, Jr.  
James E. Payne

**SAN FRANCISCO**

Raymond F. Gallagher  
Thomas M. Mullen  
Henry E. Shields  
Edward R. Smith, Jr.  
Robert E. Young

**GENERAL OFFICE**

Woolley, Helen M.

**SHASTA**

F. Arlin Morse

**SIERRA PACIFIC**

Roy L. Callahan  
Richard E. Flury  
Thomas F. Holderby  
Charles E. Horton  
Jay R. Killgore  
John C. Knight  
Mayton L. Record  
William J. Richardson  
Michael J. Veliz

**DRUM**

Ross E. Berlin

**NORTH BAY**

Art Fahrner

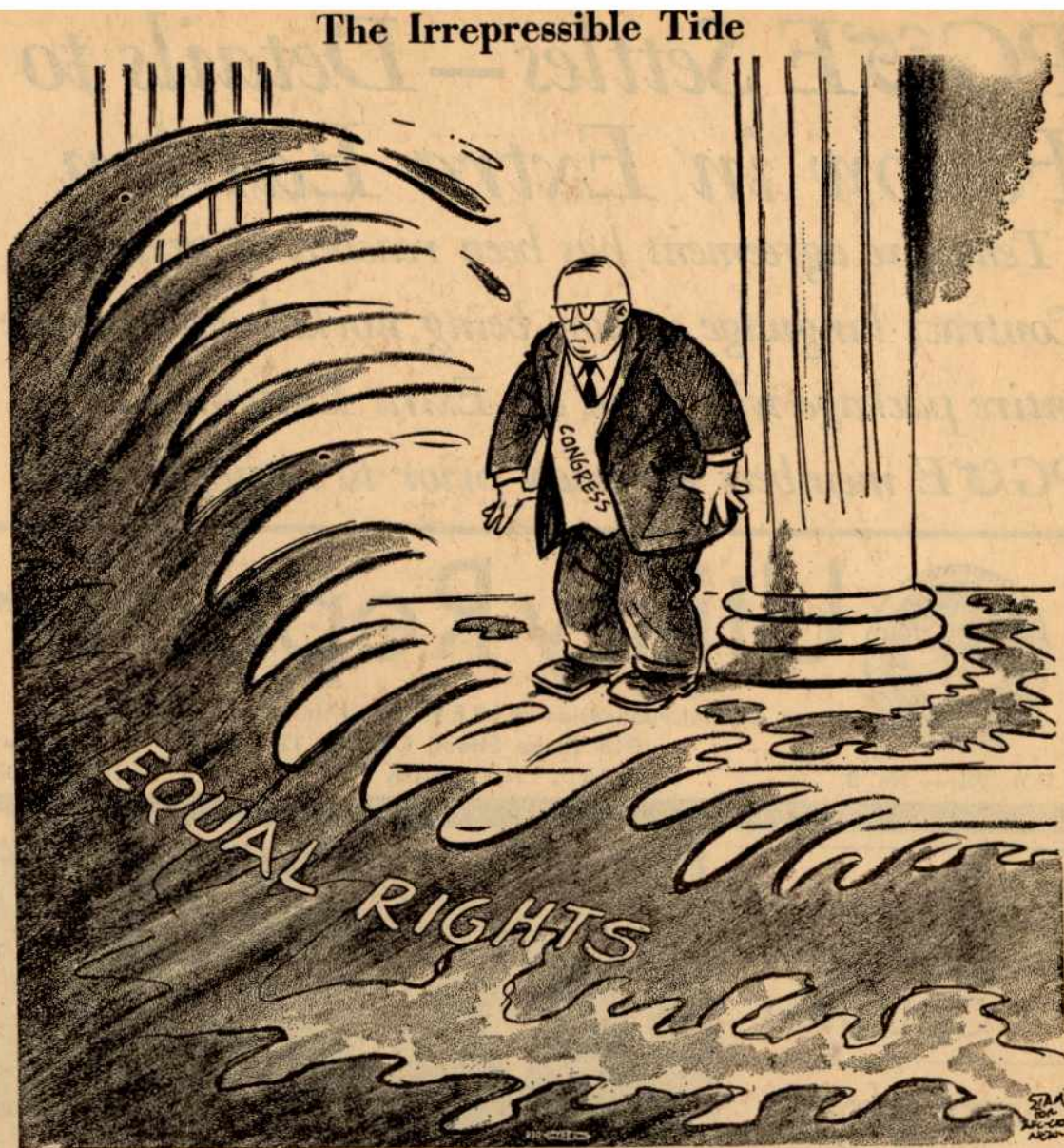
**U.S. BUREAU OF**

**RECLAMATION**

Herbert Lee  
Russell K. Taylor

**CITIZENS UTILITIES**

Mary T. Barba  
Charles D. Blair  
Albert J. Kaster  
Gary L. Larimore



**John E. Morgensen  
Marjorie G. Nordberg  
GENERAL CONSTRUCTION**

Benjamin Benavidez  
Truman Bernal  
G. B. Crutchfield  
Jerome D. Curry  
Arnold Delgadillo  
Thomas A. Edwards  
James I. Ferguson  
Bill R. Fish  
Mike Glascock  
Alan J. Hansen  
John R. Janack  
Ronald LeDonne  
Robert R. Ramsey  
Lawrence S. Shaw  
Charles Smothers  
Richard Wagner

**UTILITY TREE SERVICE**

John T. Tatro  
DAVEY TREE SURGERY  
James P. Ward  
SOHNER TREE SERVICE  
John E. Howland

**SMUD Talks Start**

Local 1245's SMUD Negotiating Committee held its first meeting with representatives of the Sacramento Municipal Utility District on July 20th. Detailed discussion was had of Union's proposals on health and welfare, changes in working conditions, and certain inequity adjustments.

The next negotiating session is scheduled for July 24th when it is expected District management will submit a counter-proposal to Union. Those representing the Sacramento Municipal Utility Dis-

trict are: W. N. Warner, H. H. Hunt, R. F. Eggers and R. N. Connelly.

Representing Local 1245 are: Richard Bellato, Victor Mitchell, Richard Daugherty, Glen Larson and Business Representative A. R. Kaznowski. Also in attendance from the Business Office were Business Manager R. T. Weakley, Assistant Business Manager L. L. Mitchell, Administrative Assistant Dan McPeak and Business Representative Scott Wadsworth.

The third grade class was asked to draw pictures of what they wanted to be when they grew up. The usual collection of firemen, policemen, nurses, farmers, etc., appeared.

Asked why she didn't have a sketch one little girl said, 'I want to be married, but I don't know how to draw it.'

**An Editorial**

The following Civil Rights Resolution is reprinted from the August 1958 issue of the Utility Reporter. It was written by Business Manager Weakley, approved by the Executive Board, and presented to the International Convention of the I.B.E.W. where it was overwhelmingly adopted as I.B.E.W. policy.

**WHEREAS**, We as a nation have declared ourselves to be dedicated to the principle that "all men are created equal;" and

**WHEREAS**, The AFL-CIO, of which we are members, has given important leadership to this principle by advocating full civil rights and "equality before the law;" and

**WHEREAS**, The denial of full equality to some of our citizens because of their race or religion has been a weak link in the armor of American Democracy by providing propaganda for totalitarian forces without and weakening our defense against reactionary anti-labor forces within; and

**WHEREAS**, We as a labor organization must provide a proper example of civil liberties within our own organization if we are to develop the support of such a program without; therefore be it

**RESOLVED**, That the IBEW go on record as being in support of full civil rights for all Americans and be it further

**RESOLVED**, That it be the enduring goal of our Brotherhood to assure to all workers their full share in the benefits of union organization without regard to race, creed, color or national origin.



**The UTILITY REPORTER**



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BRUCE LOCKEY . . . . . Editor  
L. L. MITCHELL . . . . . Assistant Editor  
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# Consumer News . . . and Views

## What Happened to Consumer Bills in Sacramento?

The 1963 Legislature is over. Consumers fought hard for their rights against tough opposition. Gains were scored in all four areas in which Governor Brown made recommendations in his April consumer message to the Legislature—credit buying; packaging and labeling; services consumers buy; and general selling practices. Some important bills were lost, too. Here's the score; some bills previously reported on are not included.

### What Consumers Gained

**CREDIT BUYING:** Four bills passed to improve your consumer rights when you buy on credit:

Outlawed are clauses in installment sales contracts requiring you to pay a penalty fee for lawfully exercising your right to cancel the contract. (AB 2863, Unruh)

Safeguards are increased when you buy goods of \$50 or less on installment. These purchases have been exempt from major provisions of the retail credit sales law. Now you will be entitled to the same information on the essential terms of the contract as is required on contracts for more than \$50, although, unlike the larger purchases, the information will not have to be given to you in a single document. (AB 2864, Unruh)

Deficiency judgments are outlawed on credit purchases of most goods except automobiles. If you fall behind or default on payments, the seller will have to choose between repossessing the goods or suing you for the unpaid balance. He will no longer be able to take back the article, sell it, then sue for the deficiency (the difference between what he gets for selling it and the balance owing on your contract). (AB 481, Foran)

Your rights when your contract is sold to a third party are increased. You will not lose the right to expect fair treatment just because your contract is sold to a bank or finance company. (AB 2862, Unruh)

**PACKAGING, WEIGHTS & MEASURES:** Passed and signed into law are four bills improving your right to basic information about goods sold pre-packaged:

**Net weight statement:** It will be easier to see the net weight on most packaged products. A new law requires the net weight statement to appear on the principal display panel of a container, rather than the top or sides. It applies to most packaged goods except those in circular containers, petroleum products, and fruits and vegetables in containers where the quantity is expressed in terms of count rather than weight or measure. (SB 378, Rattigan)

**Bread:** It will be easier to spot the net weight of a loaf of bread. A new law requires the net weight to appear on the bread wrapper in lettering at least 1/4-inch high, and the bread will have to be clearly identified as "standard loaf" or "standard large loaf" in the same size lettering. (SB 377, Rattigan)

**Misleading designations** of quantity on packaged products. A new law prohibits the use of "jumbo", "giant", "full", etc. which tend to exaggerate the

amount of the product in the container. (SB 316, Short)

**Aerosol containers:** Aerosol-type containers are required to state their contents in terms of net weight. (SB 315, Short)

**CONSUMER SERVICES:** Two bills and a resolution were adopted to increase your right to fair treatment when you must turn to specialists for necessary services you can't perform for yourself:

**Household moving:** Companies which move household goods are brought under closer surveillance of the State Public Utilities Commission. The PUC is required to adopt regulations about estimates and shipping delays. The PUC is also given the same power to take action against household moving companies as against other carriers who violate the law. (AB 2537, Williamson, Garrigus, Alquist, Casey, Mrs. Pauline Davis, Ferrell, Mills, Stanton)

**TV repair:** A specialized enforcement unit to crack down on TV repair fraud will be established. The unit is given tough enforcement power over electronic repair service dealers who engage in dishonest practices, misleading advertising, gross negligence or other violations of the law. It also will have power to informally adjust complaints received from consumers. (SB 1292, Short)

**Income tax services:** Adopted was a resolution calling for interim study of persons who sell to the public the service of preparing income tax returns. Reports indicate the public is being bilked in some cases by persons who are not subject to any State law and who are incompetent or insufficiently trained to perform this service. (HR 228, Quimby)

**SELLING PRACTICES:** Safeguards against false and misleading advertising were strengthened by passage of these two bills.

**Misrepresentation:** Sellers are prohibited from advertising that they are manufacturers, wholesalers, importers, etc. when such is not the case. No more "from factory to you" ads unless it's the truth. (AB 2405, Porter)

**Land fraud:** Land developers and subdividers who sell in California are prohibited from making false claims in their advertising and the State Real Estate Commissioner is given power to crack down hard on fraud in land sales. (AB 336, Knox)

#### HEALTH AND SAFETY

**Rag doll bill:** Safeguards are established for children's stuffed toys. A new law will extend the authority of the State Bureau of Furniture and Bedding Inspection to check stuffed toys made or sold in

California to make sure the stuffing material is sterilized, clean, sanitary and free from contamination—a safety measure which did not exist until this bill passed. (AB 2476, Knox)

**New drugs:** Before a new drug can be sold in California, its effectiveness to do what is claimed for it must be proved with substantial evidence. (AB 828, Rumford)

### New Shop Stewards

SHOP STEWARDS APPOINTED DURING JUNE

ALAMEDA-COSTRA COSTA TRANSIT DISTRICT:

W. J. Barrios

PACIFIC GAS & ELECTRIC COMPANY:

John H. Lang, Coast Valleys Division; Robert V. Greene, General Construction; Kenneth A. Patchen, General Construction; Eddie E. Nye, San Joaquin Division; Henry L. Ferrario, San Jose Division; John E. Mahoney, San Jose Division; Harold A. Rosenthal, Stockton Division.

## Health & Welfare

By EDWIN M. BURR  
Consultant on Insurance and Pension Plans

This is a continuation of a discussion of group long term disability coverage.

#### AMOUNT, DURATION OF BENEFITS

Benefits of \$100 to \$150 a month are quite generally available but there is usually a limit of a percentage of an employee's salary, such as 50% or 60%. Under true group principles, however, this may be increased somewhat.

The duration of benefits may vary from two years to age 65 or, in some instances, for life. There are usually waiting periods which may be covered by some salary continuance plan, sick leave, etc.

The standard definition of total disability for the first 12 months that benefits are payable under long term plans is the employee's inability to carry on "his occupation". After that, total disability is the inability to engage in any occupation for which he is reasonably qualified.

#### SOME MAJOR PROBLEMS

There are, of course, some problems connected with the installation of long term disability benefits. The possibility of over-insurance is one of them wherein it is possible to "make money" by remaining disabled, particularly if there are other sources of income such as a working spouse, pension, retirement plans, etc.

#### LENGTH OF PAYMENT PERIOD

Originally it was thought that five years would be a standard period, but many insurers recognize that this is not adequate in many instances and payments are often made to age 65 or in some instances for life.

There is, however, a high degree of flexibility in connection with long term disability plans and this remains a point in their favor as usually the individual situation of a particular employer and his employees can be given consideration.

#### EMPLOYERS ALREADY COVERED

There is a long list of large employers throughout the United States who are providing various forms of long term disability coverage with a high degree of benefits.

With the closing of the gap in employee benefit plans it is entirely probable that we will be hearing more of this type of coverage.

### What Consumers Lost

**Phony sales pitch.** (AB 2866) Sought to outlaw referral selling, the bunco schemes whereby consumers are hoaxed into signing credit contracts by promises of kickbacks for referring names of prospects to the seller. Passed Assembly, cleared Senate committee, but time ran out before Senate vote could be called.

**Charge accounts.** (AB 2865) Would have prohibited credit charges from being levied on revolving account purchases until 30 days had passed. Sent to interim committee.

**Auto repossession.** (AB 2504) Would have required that if consumer has paid 80 percent of his contract and falls behind or defaults on payments, seller must choose between repossessing the car or suing for the unpaid balance. Passed Assembly; sent to interim by Senate committee.

**Cosmetics.** (SB 1214) Sought to strengthen State Public Health Department authority over adulterated or misbranded cosmetics. Sent to interim committee.

**Advertising packaged food.** (AB 2550) Would have required

ads to state the quantity of a packaged food product if the price is stated. Passed Assembly; sent to interim by Senate committee.

**Canned ham.** (SB 1570) Would have required informative labeling on canned ham to indicate if water has been added to the product. Passed Senate; sent to interim by Assembly committee.

### In Memoriam

**BEVERLY C. COYNE**, initiated into the I.B.E.W. on August 1, 1952, passed away on May 1, 1963. Brother Coyne was an employee of the Sacramento Municipal Utility District.

**R. L. GILLESPIE**, employed in the Colgate Division, died June 1, 1963. Brother Gillespie had been a member of the I.B.E.W. since October 1, 1944.

**CHESTER H. HEAD**, employed in the East Bay Division, died June 8, 1963. Brother Head was initiated into the I.B.E.W. on March 15, 1950.

**H. VERNON MOORE**, a retired employee from Coast Valleys Division, passed away on June 18, 1963. Brother Moore was initiated into the I.B.E.W. on March 1, 1943.

**JOHN D. PEDROIA**, a Line Subforeman from Sacramento Division, passed away on June 22, 1963. Brother Pedroia had been a member of the I.B.E.W. since March 1, 1946.

### Retired Members

December 31, 1962:

O. M. Carrier, Shasta Division.

March 1, 1963:

Earl H. Birge, Shasta Division.

June 1, 1963:

Alfred J. Fregeau, Humboldt Division

Jack Gosling, Shasta Division.

July 1, 1963:

Wallace E. Blair, Central Stores.

Max Dunlap, Drum Division.  
Oliver A. Newlan, Humboldt Division.

T. E. Duncan, North Bay Division.

Urban J. Casey, San Joaquin Division.

Gustof Durman, Shasta Division.

E. C. Humphrey, Shasta Division.

Charles N. Harrison, Stockton Division.

August 1, 1963:

Warren Wyman, North Bay Division.

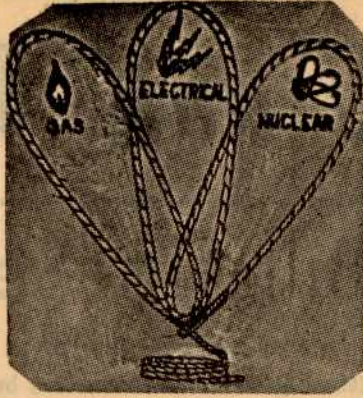
Dean E. Lack, Shasta Division.

September 1, 1963:

James H. Wattenburger, North Bay Division.



# Safety Roundup



By SAM L. CASALINA  
Safety Consultant

## ACCIDENT RATE INCREASE—STARTING TO SLOW?

The alarming disabling injury rate of 1962 shows signs of leveling-off. BUT THE STATISTICS ARE STILL GRIM. At a recent joint meeting of the Transportation-Communications-Utilities section of the Governor's Industrial Safety Conference, a review of 1962's figures reviewed by the State Division of Industrial Safety showed a combined California T.C.U. accident rate increase of 8.5%. Employment for the same period rose only 2.9%.

The California Utilities accident rate for 1962 was 40.6 disabling injuries per thousand workers. Gas and electric workers had a 13.9 per thousand injury rate.

The first three months of 1963 has seen 128 gas and electric disabling injuries in California. In the same period in 1962 we had 146 injuries. Hopefully, this is a trend.

## PRESIDENT CALLS IT A WASTE

A recent statement by President Kennedy expresses the concern felt by all Americans over this needless loss.

Said the President: "I am deeply concerned over the individual tragedies and the economic waste of the Nation's manpower resulting from nearly 14,000 deaths and 2 million disabling injuries in the workplaces of our country.

"Strikes make the headlines. Yet in 1962 over twice as much time was lost from job accidents as from strikes.

"Every family whose breadwinner is struck down by one of these accidents, despite workmen's compensation and welfare and pension plans, suffers deprivation as well as heartbreak.

"The Nation which is investing millions of dollars in training and retraining manpower, in enriching our skills to meet the demands of technological progress, cannot afford to waste the investment through preventable work injuries".

## FIRST BASE

The first step in reducing the number of accidents is for

responsible labor, company, and government leaders to survey and understand the problem. THIS AWARENESS MUST THEN BE CONVEYED TO THE PEOPLE ON THE JOB. Through safety discussions at unit meetings, written articles, safety seminars, and a perusal of available literature on utility safety, this union is attempting to bring this awareness to the people. I believe that through the efforts of Union Officers and Staff, we have safely made first base.

Local 1245's program has been an intensive effort directed at all levels of the safety problem.

These include:

The public agencies who set safety standards and determine compliance.

The employers who write job safety rules and who must demand that they be UNFORMALLY observed throughout the systems.

And finally, and most importantly, THE MAN ON THE JOB. Creating an attitude of safe work practices in the individual, and HELPING HIM TO MAINTAIN IT is the job of the employer, the union, and the State safety engineers.

Obviously, to stem the accident rate increase and gain a reduction is a long-term program. As every ball fan knows, it's a long way from first to home plate. But at least we're on!

# The Outdoor Scene

By FRED GOETZ

In 15 years of pounding the outdoor beat, I've had quite a few tales come across my desk from youngsters.

Some are puzzling, some enlightening, others humorous. Here are a few unedited excerpts:

"... I would like to have some information about wild life. I want to know when it started, and who started it."

"... Please send information about birds and fish. I need it for a wildlife essay in school. Send it first class."

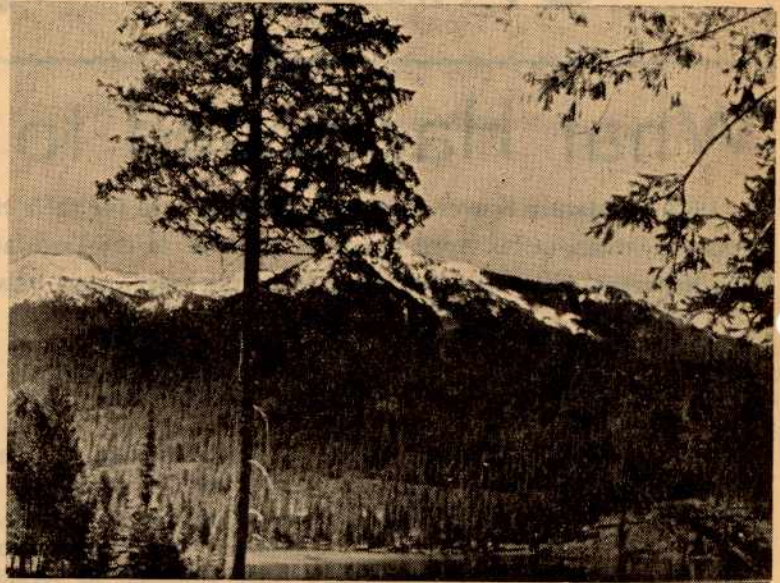
"... Would you please, tell me what to do. My cat got in a fight with a skunk and my mother won't let me bring him into the house. I have washed him with soap and water and tomato juice. Please help me so I can have my cat in the house." (The young lady and her cat were shortly reunited following a suggestion to bathe the kitty in warm water and vinegar, diluted half and half.)

"... Please send me some information, in fact all you've got on the outdoors. I'm in an awful tight spot in school. P.S. If I fail in science while you're throwing this letter around, it's your fault." (Unfortunately this youngster may have failed the science tests as no name or return address was included with the letter.)

Recent note from long time correspondent and reporter on Hawaii fishing, Sabu Fujisaki of Honolulu, tells of an exciting catch by his friend and fishing buddy, Robert "Shiek" Takamoto of Ewa. Shiek caught him a "moose of a finster" if there ever was one, a 233½ pound sea bass, casting from the beach. This, as far as our records go, is the largest fish ever taken by an angler with both feet planted on terra firma.

"Here's a photo of Takamoto with the lunker to end all lunkers that took him an hour to beach. The big problem arose after it was beached but fortunately there were three friendly surf fishermen nearby to help Shiek load it in his jeep.

Sabu says Shiek had to swim out about 200 feet offshore,



out to the reef, to set his baited hook.

The giant sea bass measured six feet, two inches from tip to tail. Never in his wildest piscatorial dreams did he hope to catch one this big. It was hooked in 15 feet of water, an unusually shallow depth to find these denizens of the deep.

He used a 60-pound test line on a 6/0 reel with a No. 50 curled hook. Bait was a black eel, weighing about two pounds.

Oh yes, the "beeg one" was engaged in waters off the leeward coast of Oahu, January 19, 1963.

ward coast of Oahu, January 19, 1963.

A word of solace to the good wife of a hunter: "Do not be troubled, alarmed or suspicious if he yells out in his sleep for "Betsy." Betsy ain't a woman, she's a gun.

It's a fact that most flies are designed to imitate streamside counterparts. Not so the Royal Coachman, the most popular fly in America—it imitates no living insect!

According to a reputable survey, here's the nation's most popular fishing flies:

- Royal Coachman
- Grey Hackle
- Black Gnat
- Brown Hackle
- Peacock
- McGinty

The great Isaak Walton had a host of warm, friendly fishing companions. One of his most noteworthy was Henry Wotton who had this to say about the gentle art:

"... Fishing is a rest to the mind; a cheer to the spirits; a diverter of sadness; a calmer of unquiet thoughts; a moderator of passions; a procurer of contentedness."

That I would say sums up the entire situation. Next time anyone wants to know why you want to go fishing, you have an answer for them.

Members of the IBEW, Local 1245, in good standing, can earn a pair of the illustrated fishing lures by sending in a snapshot of a fishing or hunt-



# MUNICIPALITIES ROUNDUP

In recent weeks, Local Union 1245 has been actively engaged in presentations on behalf of its membership employed by various municipalities in the Bay Area. Some of the cities have recently acted to increase salaries and improve related benefits, while others are currently in the process of making determinations, according to Assistant Business Manager M. A. Walters, who has headed up Local Union 1245's efforts.

## ALAMEDA BUREAU OF ELECTRICITY

A meeting between Local Union 1245's negotiating committee and representatives of the Bureau was convened on Tuesday, July 23rd, to discuss the Union's proposals which were submitted to the Bureau on July 9th.

The Union's committee, composed of Robert Cole, G. G. Roschistch and Clarence Vargas along with Assistant Business Manager Walters, is seeking improvements in the following areas: vacations, overtime payment, notice and meal allowances in connection with prearranged overtime work, group life insurance, payroll deduction of Union dues, and wages.

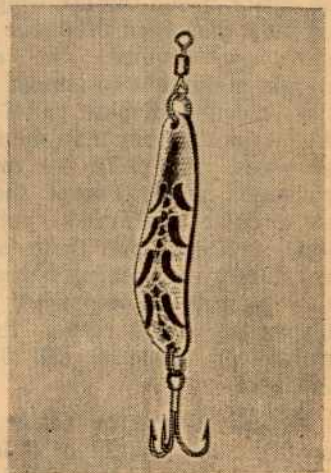
## CITY OF BERKELEY

On June 25, 1963 the Berkeley City Council voted a 2½% general salary increase to be effective June 30th for nearly all City employees including those in the Electric Department represented by Local Union 1245. In addition, the City's contribution to the employees' hospital and medical insurance program was increased from \$5.50 to \$6.50 per month and the differential

for graveyard work was increased from 5% to 10%. The action of the City Council followed appearances by various employee representatives, including that of Walters, protesting the recommendations of the Personnel Board and resulted in moving the effective date of the salary increase six months earlier than the December 29th date recommended by the Personnel Board. It is reported that other employee groups are also dissatisfied with the City Council's action. Plans are underway to get all interested groups together to discuss what actions might be taken to correct the situation.

## CITY OF OAKLAND

Effective July 1, 1963, salaries for Electric Department employees represented by Local Union 1245 were increased from 2½% to 7½% as the result of the City Council's action on June 27th. Line Foremen, Chief Fire Alarm Operators and Radio Technicians received 7½% increases; Linemen, Fire Alarm Operators and the Cablesplicer received 5%; Instrument Makers and the Instrument Fireman received 2½%. The 2½% increase for Instrument Makers resulted from a decision by the Board of Adjustments on an appeal presented by Assistant Business Manager Walters over the City Manager's recommendation that no increase be granted to employees in this classification. Walters reported that other recommendations with which the Union disagreed were satisfactorily adjusted by the City Manager's office following consultations with the Union.



ing scene—and a few words as to what the photo is all about. Members of the family and retired members are also eligible. Send it to Fred Goetz, Dept. URKR, Box 6684, Portland 66, Oregon.

A boat being towed on a trailer had this name "Instant Fun," and underneath these words "Just add water."