

Your *Business Manager's* Column

By RONALD T. WEAKLEY

At press time, the results of our major contract negotiations run as follows:

PACIFIC GAS & ELECTRIC—CLERICAL—RATIFIED

PACIFIC GAS & ELECTRIC—PHYSICAL—RATIFIED

SACRAMENTO MUNICIPAL UTILITY DISTRICT—RATIFIED

STANDARD PACIFIC GAS LINE INC.—NOW VOTING

PACIFIC GAS TRANSMISSION—NOW VOTING

U.S. BUREAU OF RECLAMATION—RATIFIED

When completed, these settlements will signal the start of a progressive flow of millions of consumer dollars into the general economy.

The instrument which played a major part in this healthy development was collective bargaining. Those who performed the difficult task of negotiating these settlements on both sides of the table, will receive bouquets and brickbats, depending on the point of view of those who are affected by them.

For my part, the brickbats are some of the chosen risks of the job of union leadership. The bouquets are the "fringe benefits" which mean a lot to one who tries to put his best efforts and years of experience into doing the best he can within the limits of the situation.

The committeemen who handled the ball this year worked like beavers and deserve the respect of those for whom they labored, notwithstanding the

differences of opinion which go with any settlement negotiated by human beings under the rules of collective bargaining in our industrial society.

While the membership enjoys the rights of union citizenship, including the right to express agreement or disagreement on any given issue in their house, those who are riding free on their backs do not have these rights. Let's turn to and begin an all-out drive to get these "voluntary welfare cases" into the fold of full union citizenship.

This is one job that every single member can and should participate in because the result will make our organization more effective and more secure.

Sign up that non-member today!



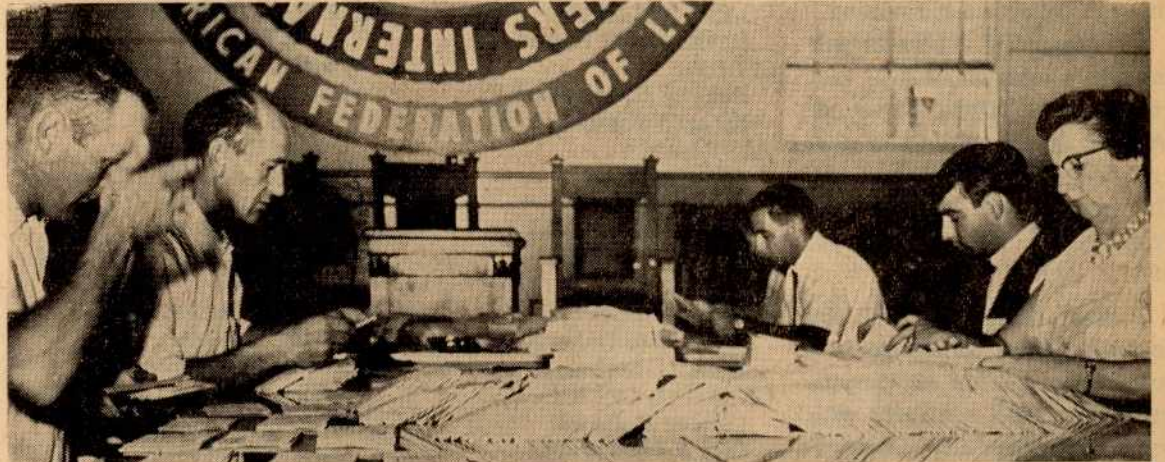
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OAKLAND, CALIFORNIA

AUGUST, 1963



The Ballot Committee, made up of members off the job, starts on the job of counting mail ballots returned by PG&E members. Left to right we see Crayton Sauers, John Pickens, Calvin Rogers, John Gaffney, Mike Escobosa and Joan Bynum.

First step in the counting procedure was to check names on the return envelopes against our membership lists. This was done before any envelopes were opened. Then the smaller, blacklined envelope containing the ballot was taken out of the return envelope and the two kinds of envelopes were separated so there was no connection between the name on a return envelope and the envelope containing a ballot. Finally, all the ballots were taken out of the small envelope and the "yes" and "no" votes were counted.

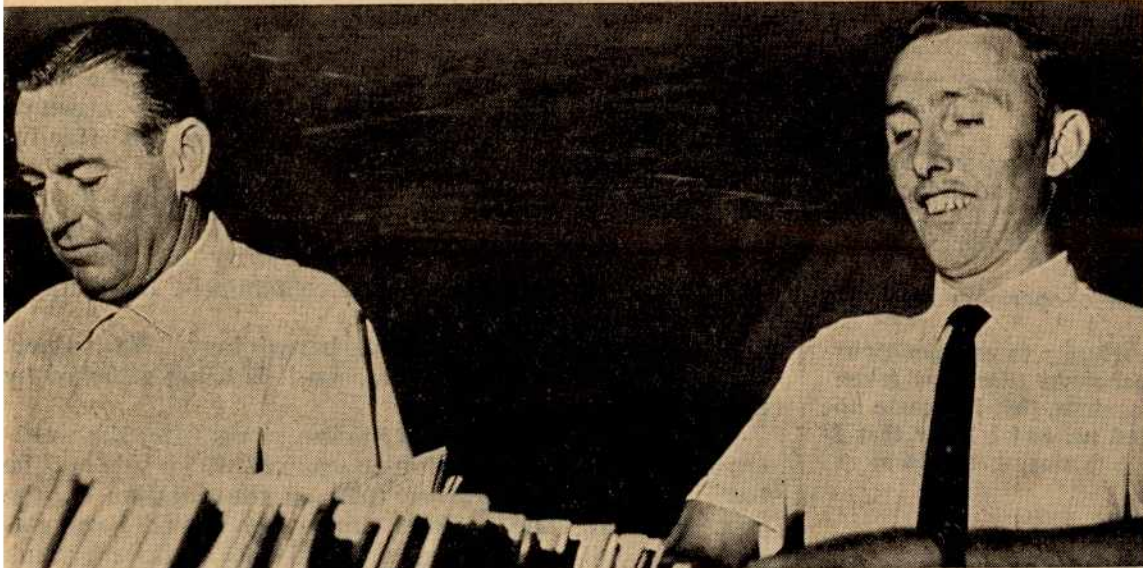
Members O.K. PG&E Contracts

Members of Local 1245 working for PG&E have ratified the results of 1963 Negotiations, the Ballot Committee has reported.

The Physical Agreement was ratified by a vote of 2,531 "Yes" ballots as against 2,431 "No" ballots. The mail vote resulted in a return of 5,084 ballots received in the post office box at the main post office in Oakland at 10:00 A.M. on August 15th. Of those, there was one challenged ballot, 121 void ballots, and 4,962 valid ballots cast.

The Clerical Agreement was ratified by a vote of 437 "Yes" ballots as against 160 "No" ballots. 533 mail ballots were returned to the post office box. None was challenged, 26 were void and 507 were valid.

The members' action completes 1963 Contract Negotiation and paves the way for the application of improvements won
(Continued on Page 2)



Shown hard at work folding the Utility Reporter Extra Edition which was mailed to all PG&E members with their mail ballots are Business Representatives John Wilder and Jim McMullen. Because the paper went to 12 pages on a duplex press, mechanical folding of almost 9,000 issues was found impossible and the job had to be done by hand. Everyone turned to and Staff members John Wilder, Scott Wadsworth, Jim McMullen and Administrative Assistant Dan McPeak, as well as Assistant Business Manager Mert Walters, worked until 11 o'clock that night.

The next day, below, folding continued, with the clerical employees once again helping out. Shown in this picture are Business Representative Larry Foss, Dan McPeak, Florence Hall and Virginia Wimple. Not shown, but still hard at work, are Deahl Sammis, Alice Skinner, Martha Kerr, Delores Olander, Lorraine Holway, Howard Sevey, members of the "night crew" and George Tully, who dropped by the Union headquarters while on his vacation and immediately volunteered his services (actually, he was drafted).



U.S.B.R. Talks Complete

Bargaining with the U. S. Bureau of Reclamation, Region 2, has resulted in improvement of the wages and working conditions of employees represented by Local 1245. The results of bargaining have been ratified by the membership involved. A number of wage adjustments were made in addition to a general increase of 4% for classifications making \$3.30 and below; 4½% for those making \$3.31; and 5% for those making \$3.32. Shift premiums were increased to 10 cents on the second shift and 15 on the third; the Bureau agreed to provide employees with all tools. It also agreed to provide the Union with copies of all

position descriptions and to notify Union of any revision, as well as to discuss major revisions and the establishment of new classifications.

Working conditions were also improved with respect to: regular schedules of hours of work; reporting places; equal distribution of overtime; call-back for shift employees; and penalty payments for changes in work schedules or tours of duty without 24 hours advance notice.

William N. Peitz, P. O. Neel, Gordon Sewell, Ray D. Spence, George R. Thompson and Assistant Business Manager M. A. Walters served on the Union's Negotiating Committee.

SMUD Pact Ratified

Negotiations on the SMUD properties have been ratified. The results of negotiations were explained at a special ratification meeting held August 12th. SMUD members of Local 1245
(Continued on Page 6)

Mail Ballots Going On Stan-Pac and PGT

Tentative settlements have been reached between 1245 and two pipe line operations affiliated with PG&E. Ballots and full information on the tentative pacts have been mailed to members working for Standard Pacific Gas

Line Incorporated and Pacific Gas Transmission Company. Ballots are due back August 30th in each case. They will be returned to the post office and will be counted separately. See details on page 6.

Members O.K. PG&E Contracts

(Continued from Page 1)

through collective bargaining. The amended contracts will provide a total of 10.25% (not counting the effects of rounding and compounding) in general wage increases over the three-year term which runs from July 1, 1963 to June 30, 1966.

Present wage rates will be increased by a 3.75% general wage increase for all classifications in both contracts with some 80 physical classifications (4,000 employees) receiving individual classification wage adjustments in addition to the general wage increase. All of these adjustments will be retroactive to July 1, 1963.

On July 1, 1964 at the end of the first year, a second general wage increase of 3.25% will become applicable to all classifications in both agreements, with a third general increase of 3.25% to become effective on July 1, 1965 at the end of the second year.

Increased Company payments on premiums for hospital and medical care insurance programs will be made during the term of the contract and will become effective on August 1, 1963, August 1, 1964 and August 1, 1965. On August 1, 1965, after all premium adjustments resulting from the settlement have been applied, these increases will provide payment by the Company of \$5.50 per month for the employee member only, \$8.00 per month for the employee member and one dependent, and \$11.75 per month for the employee member with coverage for two or more dependents.

Changes in contract language, job definitions and lines of progression charts were made to clarify the intent of the parties in areas previously resulting in grievance problems. Further contract changes also provide increased shift premiums, eight guaranteed holidays, and four weeks' vacation after twenty years' service.

Welcome!

The following people have been welcomed into Local 1245 during the month of July, 1963.

SAN JOAQUIN
Billy R. Abshire
G. H. Fox
Clifford R. Greenwood
Michael Lemas
COAST VALLEYS
David N. Stevenson
STORES
Eugene R. Harrison
Richard Knezevich
EAST BAY
John R. David
Eugene Newman
Johnnie W. Rauch
Ollie J. Williams
SAN FRANCISCO
John J. Bashore
Edward J. Doherty
John J. Hughes
GENERAL OFFICE
Colleen P. Dowd
Gail J. Hesselholt
Genevieve E. Kane
Altja C. Weinberg
HUMBOLDT
Forrest E. Williams, Jr.
SIERRA PACIFIC
Eugene E. Bartlett, Jr.
Alvin D. Dallimore
Gary Hulbert
DE SABLA
Gerald L. Hannis
Duane W. Labs
Francis A. Ruff
Jay W. Yaws
DRUM
Glen I. Aday
NORTH BAY
James Kulievan
Vincent J. Landof



U.S. BUREAU OF RECLAMATION
Willie F. Powell
Feirt Sanders
Raymond D. Spence
Robert E. Thomas
CITIZENS UTILITIES
David L. Elliott
Patricia Gilliam
Dorothy F. Gutierrez
Neva S. Landa
Danny H. Piombo
April E. Sainela
Gayle J. Snider
Buena G. Sutti
GENERAL CONSTRUCTION
Roland Ball
Jesse H. Barnes, Jr.
Leslie L. Bibbs
Bobby J. Calhoun
James L. Cross
Eugene E. DeHart
Andrew J. Fochetti
Bobby G. Gilbert
Harold J. Kasper
Don S. Lackus
William K. Malone
Joe A. Messamore
Joseph L. Nicholas
Richard D. Nutt
Vernon Peters
Antonio O. Ruiz
Carl L. Seguin
Paul Thornton
William F. Winchester
UTILITY TREE SERVICE
John R. Gage
SOHNER TREE SERVICE
Mannell E. Billings
Vernon Bristol
James M. Carty

"Psst! Sweetheart! It's Me, Salome, Again!"



The Right to Bargain

Collective bargaining—American style—is under heavy attack from the same old sources.

Some employers and their political lackeys are carrying on a campaign designed to destroy collective bargaining and they are using Madison Avenue firms as hucksters to front for them.

For these employers, the prize is more profits as a result of less wages paid out to workers. For the right wing politician, the prize is automatic campaign support in the form of employer contributions at election time. For the Madison Avenue huckster, the prize is advertising accounts which are awarded or denied, depending on the effective sale of employers' propaganda programs.

The intended victims of a program designed to destroy collective bargaining include not only organized workers and their families, but the great majority of the entire American public, who are held in contempt by this handful of would-be dictators.

What's wrong with collective bargaining? We suspect the fact that it works is the reason it is being attacked by these forces.

Most normal and natural criticism stems from the workers and the employers on the question of which side got the best of the bargain, rather than on the question of the process itself. The workers think they should have gotten more out of an agreement and the employers think employers should have gotten more, but agreements are made by thousands of employers and unions every year as a result of give and take over the bargaining table.

The production man-hours lost by strikes—the alternative to peaceful collective bargaining — is at the lowest point in years. Many big industries and big unions have settled many major problems over the bargaining table recently and the public benefits thereby.

Our own union settlements are also major in nature and were concluded after extensive bargaining without a single hour of lost production or cessation of vital services to the public. Our members would be happier if they got more out of our agreements (as utility employers would be if management got more), but the fact remains, we made collective bargaining work this year, as we have for years.

This record isn't headline material but let some "Senator Claghorn" read a handout attacking collective bargaining from a big employer who had it written by an advertising agency, and the "kept press" will splash it on Page One across the Nation.

It must be remembered that collective bargaining has contributed greatly to the economy of our country and it has preserved the freedoms all of us hold dear.

The alternative to collective bargaining is a return to the massive strikes and the jungle warfare that marked the days when collective bargaining did not exist in our industrial society.

When laws are passed by politicians who don't believe in our Constitution or the dignity of free men, such laws are likely to be broken by free men.

No nation on earth is free unless those who work have the right to organize and to bargain for conditions of labor—or to withdraw labor when they are oppressed.

Those who feel otherwise may find all sorts of justification for their feelings but the fact remains—only free men have the right to collective bargaining and only the oppressed do not.

... we get letters

July 3, 1963

Mr. Weakley:

As the new chairman of Unit 3011, I am proud to contribute \$10.00 to the Committee On Political Education. Please accept the contribution in the name of Unit 3011.

I will do my utmost to improve the attendance of the Unit meetings.

You can count on me for full co-operation with the Officers of L.U. 1245.

I would like to take this opportunity to commend our Business Representative, Mr. Kaznowski (Kaz) has taken interest in every matter, major or minor, that has come up with the unit. He has never failed us, and I know that I will be able to put my trust in him during my term of office.

Thank you for your indulgence.

Sincerely,
Nels W. Borg

Just a note of sincere thanks for the Certificate of Appreciation and for the I.B.E.W. Lapel Pin.

I have really enjoyed serving the past 2 terms as Unit Recorder and I feel it has been a privilege to do so.

Irwin E. Newcomb,
Unit 2516, Lodi

I Am Moving Important Notice

Under a new postal regulation it will now cost the Local Union 10 cents rather than five cents to obtain corrected addresses from the post office for members who have moved. This means that if a member moves and does not notify the Union, the post office will charge the office 10 cents for the incorrectly addressed issues.

Members may notify the Union by filling out and sending the form below to the Local Union:

Name.....
New Address.....
City.....
Old Address.....
City.....

Mail to: IBEW Local 1245, Mail Room
1918 Grove St., Oakland 12, Calif.

In Memoriam

HOMER C. WYATT, a Carpenter "A" from De Sabla Division, died July 30, 1963. Brother Wyatt was initiated into the I.B.E.W. on March 1, 1957.

ROBERT S. MOOSE, an apprentice Lineman with the Sierra Pacific Power Company, passed away on August 3, 1963. Brother Moose was initiated into the I.B.E.W. on August 1, 1958.

GEORGE H. GIDDINGS, a PG&E employee in the East Bay Division, died August 3, 1963. Brother Giddings was initiated into the I.B.E.W. on May 1, 1956.

RICHARD S. BROOKS, a Lineman with the Sierra Pacific Power Company, died July of 1963. Brother Brooks had been a member of I.B.E.W. since his initiation on October 1, 1959.

Discoloration of Teeth by Tetracycline Drugs

Recent newspaper stories concerning discoloration of children's teeth from the use of certain antibiotics have brought inquiries to the Food and Drug Administration.

Here is the story.

For several months FDA has been investigating reports associating discoloration of children's teeth with certain tetracycline drugs. These investigations do show that there is positive correlation between the discoloration and use of the drugs, either by the mother during her last three months of pregnancy, or by the child during the newborn period, infancy, or early childhood.

FDA has, accordingly, so notified all physicians and dentists. Manufacturers of the antibiotics in question have been advised to take immediate steps to include information about the possible effect on the teeth in the labeling that goes to the doctor. The doctor can then take this into account in selecting the drug of choice to combat the patient's illness.

Involved are three drugs in the tetracycline family: tetracycline, chlortetracycline, and oxytetracycline. All are prescription drugs.

The discoloration is believed to be permanent. FDA emphasizes, however, that there is no

evidence that it involves any hazard to health.

Evidence further shows that the discoloration occurs only when the drugs are used during the period of tooth formation. For the baby teeth, this usually begins in the last three months of the mother's pregnancy and extends to about the ninth month of age.

Permanent teeth may be forming, depending on the individual and the placement of the tooth, from about six months to seven years of age. The most visible teeth, the centrals and the laterals, customarily form at ages from six months to four years. A child taking the tetracycline drugs

after four years of age would ordinarily be in no danger of discoloration of the centrals and laterals. If he took the drugs after seven years of age, he would ordinarily be in no danger of any tooth discoloration—except perhaps for the scarcely visible third molars (wisdom teeth).

The physician attending the expectant mother or the young child will balance the possible danger of tooth discoloration from the drugs against the necessity for their use. Chlortetracycline was the first of the tetracycline group of "broad spectrum" antibiotics which came into use in the early 1950's. They are widely used

for such diseases as certain pneumonias, staphylococcal infections, certain forms of meningitis, Rocky Mountain spotted fever, scrub typhus, tick fever, certain types of dysentery, and for venereal and urinary tract infections. Due to their general freedom from major side effects, the tetracyclines are frequently administered to children and have drastically reduced the rate of death and serious complications.

The physician is, therefore, in the best position to judge whether the need for the drug outweighs the possibility of an undesirable side effect.

What They Wore... by PHYLLIS JOYCE

WHEN CLEOPATRA WAS QUEEN OF THE NILE, MOST CLOTHES WERE MADE OF LINEN. HERE THE QUEEN RELAXES ON THE ROYAL BARGE, WEARING A WRAP-AROUND SKIRT FALLING IN WIDE FOLDS. OVER HER SHOULDERS IS A TRANSPARENT CAPE AND ON HER HEAD SHE WEARS THE PLUMED HEADDRESS OF ISIS, GODDESS OF MOTHERHOOD.

THE BASIC GARMENT FOR WOMAN WAS THE TIGHT-FITTING SHEATH HELD UP BY SHOULDER STRAPS.

WHEN MORE FREEDOM OF MOVEMENT WAS REQUIRED WOMEN OFTEN WORE A DRAPED SHAWL SUCH AS THIS ONE SHOWN ON A ROYAL ATTENDANT.

TODAY... WHEN BUYING WOMEN'S AND GIRLS' APPAREL LOOK FOR THIS LABEL—THE SYMBOL OF DECENCY, FAIR LABOR STANDARDS AND THE AMERICAN WAY OF LIFE.

Consumer News... and Views

FTC Says OK - BFG Not A-OK

The B. F. Goodrich Co., Akron, Ohio, and O. K. Rubber Welders, Inc., Littleton, Colo., have denied Federal Trade Commission charges of illegally lessening competition in the distribution of tires.

Goodrich is one of the nation's four leading manufacturers of rubber products. O. K. is a manufacturer of tire recapping and repairing machinery and supplies, and also sells its own private brand of new tires. O.K. has 864 franchised independent tire repair dealers, the largest such organization in the United States.

In separate answers to the FTC's complaint of last May 15, the concerns admit they have entered into a sales commission contract through which Goodrich pays O.K. a commission on Goodrich tires sold by O.K. dealers, and that O.K. dealers do not receive any part of the commission paid by Goodrich.

However, both concerns deny the commissions are unlawful, and that O.K. exercises its influence and control over its dealers to cause them to purchase Goodrich tires by surveillance of the dealers' compliance with franchise and other agreements coupled with termination or threats of termination of the dealers' franchise where he refuses or fails to promote and sell Goodrich tires.

O.K. declares that it "never has and today does not control O.K. dealers either as to their purchases from Goodrich or from other suppliers." O.K. dealers, "by the democratic process of a voice vote at a national congress of O.K. Dealers," asked and directed "the management of O.K. to select Goodrich as a supplier of new tires to O.K. Dealers under a sales commission program of promotion, assistance and services to those O.K. Dealers, who individually and independently may elect to purchase them," the concern adds.

Each concern contends that it has not violated the "provisions of Section 5 of the Fed-

YOUR MONEY'S WORTH

by Sidney Margolius

THOSE COUPON CREDIT BOOKS COST MORE

THAN YOU REALIZE! MANY BIG STORES OFFER BOOKS OF COUPONS WHICH YOU SPEND LIKE CASH IN DIFFERENT DEPARTMENTS. FOR A \$60 BOOK YOU PAY BACK \$11 A MONTH FOR SIX MONTHS. BUT SINCE YOUR AVERAGE DEBT IS ONLY \$35, THE \$6 FEE IS A CHARGE OF 17% FOR SIX MONTHS, AND A TRUE ANNUAL INTEREST RATE OF 34%...A HIGH PRICE FOR A SMALL CONVENIENCE.



SAVE YOUR CREDIT

FOR LARGE ITEMS, SMALL CREDIT PURCHASES ALWAYS REQUIRE A HIGHER THAN-USUAL FINANCE CHARGE.



GIVE YOUR DOLLAR MORE POWER... WHEN YOUR FAMILY SHOPS FOR WOMEN'S AND GIRLS' APPAREL INSIST ON THE LABEL AT THE RIGHT. LOOK FOR THE LABEL (LEFT) ON ALL FURNITURE.

Contaminated Meat in Non-U.S. Inspected Plants

Agents of the U. S. Department of Agriculture have found meat from sick animals being prepared for human consumption in slaughtering and other processing establishments exempted from federal meat inspection under present legislation.

This, and equally startling information, is contained in Congressional testimony presented by the Department and based upon a survey previously ordered by the House of Representatives appropriations subcommittee on agriculture.

The report was made public by Rep. Jamie Whitten (D-Miss.), chairman of the subcommittee.

FINDS SOME PLANTS GOOD

Some non-federally inspected plants were found to be in good sanitary condition and operating safely for the health of the public, but, according to the Agriculture Department's Dr. M. R. Clarkson who presented the testimony, in the course of the 49 state survey, observers found contamination, unsafe chemical additives being used, false labels, use of improper cleaning techniques, and failure to detect or con-

trol dangerous parasites such as trichinosis.

Every state except Alaska was surveyed by the Agricultural Research Service, an Administrative branch of the Department of Agriculture. It checked on establishments which are exempt from federal inspection under present law because they confine their business within state lines.

Dr. Clarkson testified that his observers also discovered bad practices in states which have inspection laws of their own. Thousands of concerns are now operating under varying degrees of state inspection. Nineteen states don't bother with inspection of any kind.

Congress has under consideration legislation which would require practically all meat processors in the country to come up to federal health standards.

from The Packerhouse Worker

Retired Members

August 1, 1963:

E. D. Stewart, Coast Valleys Division

John M. Rice, Colgate Division

Albert E. Ferre, East Bay Division

Ed Guttridge, East Bay Division

August 15, 1963:

Leo L. Bauer, San Joaquin Division

eral Trade Commission Act; and alleges that if said statute prohibits the said agreement or the acts and practices of Goodrich (or O.K.) pursuant thereto it violates Articles I, II, and III of, and the Fifth and Tenth Amendments to, the Constitution of the United States, and is therefore void."

Both companies assert that the complaint is not in the public interest, and Goodrich requests that it be dismissed.

New Stewards

SHOP STEWARDS APPOINTED DURING JULY

PACIFIC GAS & ELECTRIC COMPANY:

George Roberts, Jr., De Saba Division; John F. Bernard, East Bay Division; Richard D. Faulkner, North Bay Division; L. D. Greer, San Francisco Division; Donald L. Keene, San Francisco Division; Nicholas C. Stathis, San Francisco Division; Ronald H. Lace, San Joaquin Division; Dilbert E. Souza; Central Stores; Harry Forni, North Bay Division

PACIFIC GAS TRANSMISSION COMPANY:

Odie Walters

SIERRA PACIFIC POWER COMPANY:

Kenneth E. Brucker

UNITED STATES BUREAU OF RECLAMATION:

Raymond D. Spence
Walter L. Work

An Editorial

LABOR DAY 1963 SEES



"We face . . . a moral crisis as a country and a people . . . It is a time to act in the Congress, in your state and local legislative body, and, above all, in all of our daily lives."

These months in 1963 may be remembered some day (with apologies to Steinbeck) as the summer of our discontent. We will come face to face with our responsibilities to our fellow men, and to ourselves.

What we face is made no less easy by the complexities of the problem and our relatively poor understanding of it.

The Problem

The problem is labelled discrimination. However we should look behind the label—we gloss over so many things with slick labels—to get a deeper understanding of the problem.

Discrimination exists everywhere. It exists not only in the South, but also in the North and the West. And we find it everywhere because we find it in too many hearts.

Our minds have not thought through the problem in order to free our hearts from this fear. We have relied on labels such as "Civil Rights," "Discrimination" and "Racial Prejudice" and have thought these would take the place of understanding.

As usual, and as a Nation, we have pinned a label on a problem and have failed to define it.

Freedom from discrimination does not mean a wholesale embrace of the entire Negro race. That would be blind acceptance as a group (a rather condescending kind of acceptance).

Freedom from discrimination does mean the willingness to accept individual Negroes on the basis of their merits. This is color blind acceptance (or rejection) of individuals.

We must begin to realize that discrimination is an individual thing.

Only when we realize this—when we like, or dislike, an individual because of the particular qualities or interests which are important to us in forming the basis for a friendship, and disregard the irrelevant factors of race, creed or color—only then, will we be able to rid ourselves of discrimination and allow everyone to overcome this bitterness.

We will have then reached the stage where we can love our fellow man (even though we may dislike him personally) because he is a human being and does have rights to equal opportunity. We may even be able to understand the bitterness which is a natural reaction to a century of discrimination by white men.

What we are saying is that friendship is understanding between individuals. Discrimination is ignorance and fear between mass groups.

Now cast the problem in its community setting and look to see what progress, if any, is being made. Without an understanding of the foregoing, however, it is doubtful if any progress can be made.

The Vicious Circle

This has become, perhaps, a hackneyed phrase, but no better way of relating the problem is immediately at hand.

The Negro came to this country unwillingly, as a slave. He was economically exploited from the first (and when we come to breaking the vicious circle, this priority should be respected).

Then finally came the Emancipation Proclamation but, in the words of President Kennedy, "One hundred years of delay have passed since President Lincoln freed the slaves, yet their heirs, their grandsons, are not fully free."

The start of the vicious circle was job discrimination—their masters would not let them work anywhere else. Then came discrimination in housing—their masters would not let them leave the plantation. Then it turned to discrimination in education—they were given little, if any.

Now, 100 years after the Emancipation Proclamation, the circle still grinds around and around. Without equal consideration for hiring into even a beginning job, there is not enough money or stability to move out of the ghettos, even if the housing market were free. Living in these slum areas, there is no equal opportunity (because of school dis-

trict lines) to get a first class education in a non-segregated school—and education has been the great liberator of our society. Without education and training, there is little chance of qualifying for skilled, professional and technical jobs. And we have come full circle.

The vicious circle should be broken in many places, but following our priority mentioned above, let this be said:

Whoever Controls Hiring Controls Discrimination

It is a well established tenet in the field of Industrial Relations, but not well known otherwise, that the power to discriminate rests with whoever controls hiring. No Union can discriminate in employment if the Company hires everyone through its own employment office. And this Union's policy has never been to discriminate in membership, or in any other fashion. The Civil Rights Resolution (reprinted in the last issue) which was introduced by Local 1245 at the 1958 convention and adopted as IBEW policy is an indication of this.

The Progress

Progress in job discrimination can be measured by the activity of the Fair Employment Practices Commission. This body administers the 1959 Act of the same name which requires that the employer must use the same standards in dealing with all employees and applicants for employment—regardless of race, religious creed, color, national origin, or ancestry. It applies to hiring, promotion, discharge, compensation, terms, and conditions of employment, as well as union membership and dispatching, in the case of hiring halls.

Under this state law, an employee or applicant who has been discriminated against signs a complaint with the FEPC. An FEPC commissioner, with staff assistance from the Division of Fair Employment Practices of the Department of Industrial Relations, investigates to determine the facts. If the facts establish that discrimination occurred, the FEPC seeks redress for the employee or applicant. The commissioner may confer with the respondent employer and attempt, through conciliation and persuasion, to prevent further discrimination and promote equal opportunity. Only if conciliation fails does he carry the case to public hearing and possible court enforcement.

George Meany, President of the AFL-CIO, in testifying before the House Judiciary Subcommittee or behalf of a federal Fair Employment Practices bill, stated that the vital issue in the civil rights field is jobs for Negroes.

In addition to this legislation, more jobs in the economy are needed, as President Meany has also testified



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JOBS IN A MORAL CRISIS

Is Anybody Home?



As President Kennedy's Civil Rights message to Congress states:

"Unemployment falls with special cruelty on minority groups. The unemployment rate of Negro workers is more than twice as high as that of the working force as a whole. In many of our larger cities, both North and South, the number of jobless Negro youth—often 20 per cent or more—creates an atmosphere of frustration, resentment and unrest which does not bode well for the future."

The first major area requiring progress toward fair and full employment is stated in the President's message:

"(1) More jobs must be created through greater economic growth. The Negro—too often unskilled, too often the first to be fired and the last to be hired—is a primary victim of recessions, depressed areas and unused industrial capacity. Negro unemployment will not be noticeably diminished in this country until the total demand for labor is effectively increased and the whole economy is headed toward a level of full employment."

What focuses this moral crisis of ours onto a national crisis in Congress this summer, is the declared intention of certain southern, conservative committee chairmen to bottle up the tax reform-reduction bill, federal aid to education, medicare, youth conservation corps, and national service corps bills until President Kennedy's Civil Rights bill is debated and determined. Every one of these

bills will help solve the problems we are discussing here, but especially: The tax reduction-reform bill is vital to expanding our economy and the number of jobs in it.

However the job vacancies in our economy that cannot be filled now are for skilled people! The second major area for progress toward fair and full employment is:

"(2) More education and training to raise the level of skills."

"A distressing number of unemployed Negroes are illiterate and unskilled, refugees from farm automation, unable to do simple computations or even to read a help-wanted advertisement. Too many are equipped to work only in those occupations where technology and other changes have reduced the need for manpower—as farm labor or manual labor, in mining or construction. Too many have attended segregated schools that were so lacking in adequate funds and faculty as to be unable to produce qualified job applicants. And too many who have attended nonsegregated schools dropped out for lack of incentive, guidance or progress."

Here, we are on the vicious circle between discrimination in employment and discrimination in education.

"Indeed," the President's message to Congress says, "discrimination in education is one basic cause of the other inequities and hardships inflicted upon our Negro citizens."

Accordingly, the message of the President proposes: "(A) That

additional funds be provided to broaden the Manpower Development and Training Program, and that the act be amended . . . to lower the age for training allowances from 19 to 16, to allocate funds for literacy training, and to permit the payment of a higher proportion of the program's training allowances to out-of-school youths, with provisions to assure that no one drops out of school to take advantage of this program; "(B) That additional funds be provided to finance the pending youth employment bill, which is designed to channel the energies of out-of-school, out-of-work youth into the constructive outlet offered by hometown improvement projects and conservation work . . ."

A note of progress in eliminating de facto segregation in education has been struck by the Supreme Court of the State of California. The Court unanimously ruled that "it is not enough for a school board to refrain from affirmative discriminatory conduct." A school board must also take into consideration "the harmful influence" on children where school attendance is based strictly on geographic lines.

It remains for the school boards to implement this legal ruling with—it is hoped—greater speed than has been shown by boards in Oakland and San Francisco.

Breaking the vicious circle in the area of housing has been aided by the passage in Sacramento of a Fair Housing Law, patterned after the approach of the Fair Employment Practices Commission Act.

However, all these examples of progress are legal in nature and proscribe us from doing what, morally, we should have known was wrong all along.

The Prognosis

The outlook for improvement is not clear. On the one hand, bombings and riots in Birmingham are still not a thing of the past. Much attention will be given to the Civil Rights March in Washington, D.C. Let us hope that in the passion of whatever actions may take place, and in the overwhelming reporting of them by TV and the press—that we do not overlook the point the March attempts to make. That we do not overlook the plight of the individual Negro in his own community. That we do not forget the March is an effort to dramatize the Negro's plight, and to spur Congress into action on Civil Rights and other crucial legislation. That we do not become preoccupied with the symptoms, and forget to diagnose the disease.

On the other hand, we may, in our day-to-day contacts, having looked into our hearts and having solved our own moral crisis, be able to see in the eyes of another person that we can come to know that person. For our fear is of the unknown. And we can learn to know.

Standard Pacific Gas Line

The tentative offer of settlement is as follows:

1. a. The Company will, effective July 1, 1963, grant a general wage increase of 3.75% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers. Such general wage increase will be applied to wage rates outlined in the effective Wage Schedules, except that for those classifications shown in Exhibit A attached, the general wage increase will be applied after adjustments noted therein have been made.
- b. The Company will, effective July 1, 1964, grant a general wage increase of 3.25% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers.
- c. The Company will, effective July 1, 1965, grant a general wage increase of 3.25% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers.
- d. In applying each of the three general increases mentioned above, the resulting weekly wage rates will be increased to the next higher multiple of five cents.
2. The Company will, prior to the application of the 3.75% general wage increase, adjust as indicated the Wage Schedules of those classifications which are outlined in Exhibit A attached. (Editor's Note: A Copy of Exhibit A has been sent to all Stan-Pac Members).
3. Provisions of the Agreement of September 1, 1957, as amended, will be further amended, effective July 1, 1963, as set forth in Exhibit B attached.
4. Company will increase its monthly contributions for each employee member of the PSE Medical Group Plans on the dates and to the amounts shown below:

Applicable to Regular Employees	8/1/63	8/1/64	8/1/65
Employee	\$5.00	\$5.25	\$ 5.50
Employee and one dependent	5.20	6.50	8.00
Employee and two or more dependents	5.20	8.25	11.75

5. Effective July 1, 1963, Company will increase the premium paid for the second shift from 9c to 10c per hour, and the premium paid for the third shift from 13c to 15c per hour.
6. Effective January 1, 1964, Company will reduce the requirement for the fourth week of vacation from twenty-five years to twenty years of service.
7. Effective January 1, 1964, Company will guarantee eight holidays each year.
8. The Schedule of Wage Rates applicable to employees covered by the Agreement is attached.
9. Not included in the attachments hereto, but offered as part of the

Pacific Gas Transmission

Highlights of the tentative settlement include:

July 1, 1963:

1. Selected individual classification adjustments.
2. 3.75% general wage increase.
3. Eight (8) guaranteed holidays.
4. Four weeks' vacation on reaching twenty years' service.
5. Increase shift differential to ten cents (10c) and fifteen cents (15c.)

August 1, 1963:

Increased Company contribution to hospital premiums.

July 1, 1964:

3.25% general wage increase.

August 1, 1964:

Increased Company contribution to hospital premiums.

July 1, 1965:

3.25% general increase.

August 1, 1965:

Increased Company contribution to hospital premiums.

The above highlights must be weighed in terms of the details which accompanied the ballots in order to have a complete picture of total wages and benefits involved in the settlement.

Your Negotiating Committee:

Robert C. Dobbins
Richard R. Hollister
L. L. Mitchell
Scott Wadsworth

settlement is the following:

Retroactivity—Retroactive adjustments with respect to wage matters will be made effective from July 1, 1963. All other amendments to the Agreement will become effective immediately after the execution of the Agreement by Union and Company, or as soon as possible thereafter. Increases will be retroactively applied for services rendered by ex-employees who terminated employment between July 1, 1963, and the date the increased rates are applied to the current payrolls, provided they worked ten (10) full work days or more during such period.

Retroactive adjustments with respect to Company's contributions to the PSE Medical Group Plans will be made effective to cover premiums for the month of August, 1963.

SMUD PACT RATIFIED

(Continued from Page 1)

voted overwhelmingly in favor of the improvements gained through collective bargaining.

Here are the details of the improvements:

Subject to Board approval and change in rules, the District agreed to increase the shift premiums from 9c and 13c per hour to 10c and 15c per hour effective September 1, 1963.

Subject to Board approval and change of the rules, the District agreed to lower the service requirement for qualifying for four weeks vacation from completion of 24 years to completion of 19 years, effective September 1, 1963, and District stated that, for the vacation period of 1964, it would introduce some changes in the manner of scheduling vacations which generally would incorporate the following:

1. For the popular one-day vacation period, (e.g., Friday following a Thursday holiday) such days would be scheduled by crews in which event not more than one-half the crews would be scheduled for any one period.
2. Schedule regular two-weeks vacation periods by crews based on crew preference and length of service during the "prime" vacation months, and endeavor to permit employees to take an additional week adjoining the two weeks selected when this can be worked into the schedule.
3. Curtailment of the scheduling of short vacation periods (e.g., one and two days) during the prime vacation months. District stated that it could not give a complete guarantee against employees' loss of employment or pay because of physical impairment. District

stated it felt it had been quite successful in handling these problems in the past by considering them on an individual basis, even though a satisfactory solution was not found in a number of cases. District agreed to continue efforts along these lines.

Subject to Board approval and effective with the October premium, District agreed to increase its contribution to the medical insurance from \$6.50 to \$6.87 for an employee and one dependent, and from \$6.50 to \$9.65 for an employee with two or more dependents insured.

District agreed to recommend the following pay adjustments effective August 18, 1963:

1. All weekly rates which are presently below the rate of journeyman lineman to be increased by 3.75%.
2. For all weekly rates at or above the rate of journeyman lineman to be increased by 5%.
3. To add a second one-year step to the classifications of Communications Equipment Technician, Electrical Technician and Technical Meterman of \$165.30 per week. District agreed to take necessary steps to reclassify one position of Substation Sub-foreman to Substation Foreman, Lt., including the establishment of an eligible list in approximately two months time. District suggested that the request for more meetings of the safety committee should be a matter for the discussion and decision of that committee. In addition, matters concerning apprenticeship training and check off details were provided for.

safety roundup

by **sam casalina**



Do "Nice Guys" Cause Accidents?

Everyone knows a "nice guy" and in fact we all try to be one. But the one we're concerned with is supposed to be an O.K. guy because no matter how unsafe conditions become, he goes along with them. If he can't say something nice about everything, he doesn't say anything at all. So like the caricature of the three monkeys, he speaks, sees, and hears no evil.

On the job where gas, electrical, or nuclear energy is involved, he can be a menace. How does this Silent Simon contribute to accidents? He does it in three ways:

1. When he works with a buddy who violates safety rules—or even common horse sense, he condones it by not pointing it out. After all, he wouldn't want to hurt the guy's feelings. But accident reports often show that an unsafe worker injures others along with himself. An unsafe fellow worker is no pal if he takes you along with him when he "goes."
2. Silent Simon also tolerates unsafe equipment and tools such as ropes, belts, gloves and jerry-rig devices. While most equipment maintained by a modern utility or tree-trimming service is kept in good condition, it's the exception that kills or injures. But our strong, silent type never complains about poor tools or equipment—he doesn't want to be known as a "griper". After an accident, this type either be-

comes very vocal, or very, very, still.

3. Quite often the nice guy himself is a walking accident-about-to-happen. He may not have learned how to work safely, or he may take unsafe short-cuts to show everyone that he's not "chicken". He doesn't expect anyone to correct him because, after all, he speaks no evil so he doesn't want to hear any either.

Any accident prevention program must be based on first recognizing where the problem areas lie, and then correcting these problems. We have established the means for dealing with accidents and potential accidents, but reports from the field form the first important step.

ACCIDENT REPORTING SYSTEM

The accident and potential hazard reporting system instituted by Local 1245 has proven effective in two ways:

1. An unsafe condition is investigated by the assigned Business Representative and may be resolved locally or require further ac-

tion by State safety engineers and Local 1245 Officers and Staff.

2. As a follow-up to an accident. In this case the proper regulatory agency might be brought in to aid in the evaluation of the accident, recommend possible citations, and measures to prevent a recurrence.

MEMBER PARTICIPATION VITAL

Without members taking an active part in this safety program by reporting accidents requiring medical attention, and possible unsafe working conditions the whole thing becomes ineffective. These informal reports should be made to your Steward, Business Representative, or to me, at 1918 Grove Street, Oakland, California.

PROGRESS IN NUCLEAR POWER

Many persons are not aware of the large number of nuclear power and training reactors in present use throughout the world. Successful operation of these plants in hundreds of universities and electric utility companies in most major countries throughout the world has long since removed them from the experimental gadget category.

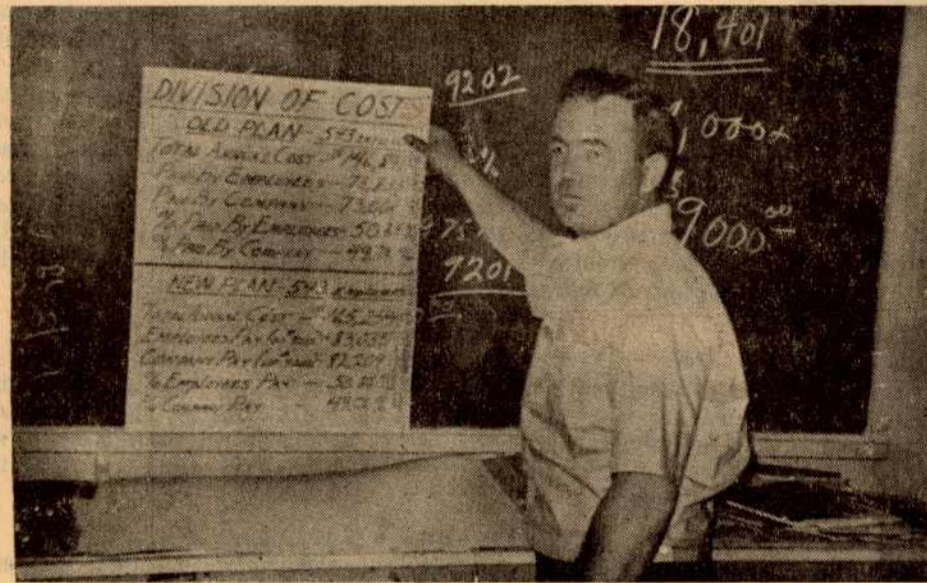
Our own country illustrates the confidence in nuclear fueled power plants that has been established after over half a decade of safe operating experience.

Sierra Pacific Benefit Agreement

In special Ratification Meetings held for Reno and Lake Tahoe Units, Sierra Pacific Members in attendance voted unanimously for acceptance of the Company's settlement offer tentatively agreed to and recommended for membership acceptance by Benefit Negotiating Committee Members **ARLEEN WALKER, TED BARTL, BOB NEWBERRY, ENRICO PELUSO** and Business Representative **ROY D. MURRAY**.

The settlement offer included adoption of an amended and revised

Hospital - Surgical - Medical Insurance Policy with greatly improved coverage and Major Medical provision, guarantee against any increase in costs for a period of two years, Company-paid coverage of hospital, surgical and life insurance for all present and future retirees, Company-paid coverage of hospital and surgical insurance for dependants of employees on Military Leave, and revisions to the schedule for division of cost of the plan between Company and employees.



Committee Member Ted Bartl gives explanation of the division of costs to Lake Tahoe Unit members.

THE NEW HOSPITAL-MEDICAL-SURGICAL PLAN

- 1—**Hospital**—\$20.00 per day, 100 days per disability, employees and dependents.
- 2—**Hospital Extras**—Up to \$300 plus 75% of next \$4,000 per period of hospitalization, and \$25.00 ambulance.
- 3—**Surgery**—\$600 maximum employees and dependants RVS \$4.00 Unit. (RVS means Relative Value Schedule).
- 4—**Hospital calls** — RVS \$4.00 Unit, \$200 maximum (Hospital, home and office calls), employees and dependants (Commencing with first visit.)
- 5—**Home and Office calls**—RVS \$4.00 Unit, employees only, \$200 maximum (Hospital, home and office calls), commencing first visit—accidents, third visit—illness, \$8.00 per visit home, \$4.00 per visit of office.
- 6—**Outpatient, X-Ray and Laboratory**—\$150 per year, employees and dependants, first \$25.00 each year deductible.
- 7—**Additional Accident Rider**—\$300 maximum, employees and dependants (not scheduled).
- 8—**Maternity Benefits** — Benefits are provided under the surgery schedule (RVS-\$4.00) for Caesarean delivery, miscarriages, and tubal pregnancies. Hospital and normal delivery, Medical benefits up to a maximum of \$100. Nine months waiting period shall not apply to members eligible on effective date of the contract.
- 9—**Supplemental major medical**—\$10,000 maximum, \$30.00 daily room, \$100 flat deductible, 80/20% co-insurance (not scheduled).
- 10—**Extension of coverage**—to age 24 for dependants in school on a full-time basis, solely dependant upon support.

THE DIVISION OF COSTS

Coverage	Total Premium Cost	Paid by Employee	Employee %	Paid by Company	Company %
Employee only	\$ 6.65	\$2.19	22.9%	\$ 4.46	67.1%
Employee and all dependents	19.69	6.78	34.4%	12.91	65.6%

The total Benefit Plan includes life insurance in varying amounts dependant upon employee annual earnings plus an additional \$2,000 Accidental Death and Dismemberment coverage for accidents occurring on or off the job. Employees pay 50c per thousand for Life insurance coverage in addition to costs for Hospital-Medical Plan coverage. Company pays cost for \$2,000 A.D. and D. (See: "Supplemental Agreement" for total cost of combined plans.)

* * *

The New Group Insurance Plan was developed in meetings of the

Special "Employee Benefits Committee" consisting of Assistant Business Manager L. L. MITCHELL and Business Representative ROY D. MURRAY for the Union; Director of Employee Relations O. J. TOULOUSE and Secretary and Assistant Treasurer J. L. GREMBAN for the Company; assisted by the Local Union Insurance and Benefit Plan Consultant EDWIN BURR; Approved by the Negotiating Committee members of both Union and Company Committees, the plan, together with agreement on division of costs was the major subject of the negotiations.

Supplemental Agreement

THIS AGREEMENT, made and entered into this 2nd day of July, 1963, by and between SIERRA PACIFIC POWER COMPANY of Reno, Nevada, hereinafter called Company, and LOCAL UNION 1245 of INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, hereinafter called Union.

WHEREAS the parties have held meetings for the purpose of conducting negotiations on changes and/or improvements in the Employee Benefit Plans referred to in Sections 22.1 and 22.4 of the Agreement between Company and Union dated May 1, 1962:

NOW THEREFORE, the parties hereto do agree as follows:

I. The "Group Insurance Program" which is referred to in Section 22.4 of the Agreement, which became effective July 1, 1956 and which was amended effective July 1, 1961 and May 1, 1962, shall be amended in the following manner:

A. The present coverage of employees and their dependents under the Hospital, Surgical, Medical and Life Insurance Plan carried with Occidental Life Insurance Company shall, effective on the date of August 1, 1963, be replaced by coverage under a new plan submitted by the California Western States Life Insurance Company, labeled by them as Plan I-1960 CMA RVS \$4—NON FOUNDATION and amended by letters dated May 10, May 23, May 29 and June 11, 1963; and including life insurance coverage and accidental death and dismemberment insurance in accordance with the following schedule:

Class	Employees in Annual Earnings Brackets of	Life Ins.	*Accidental Death & Dismemberment Ins.
1	Less than \$2000	\$ 3000	\$2000
2	\$2000 but less than \$3000	5000	2000
3	\$3000 but less than \$4000	7000	2000
4	\$4000 but less than \$5000	9000	2000
5	\$5000 but less than \$7000	12000	2000
6	Over \$7000**	15000	2000

* Accidental Death and Dismemberment Insurance will provide 24-hour coverage for each employee.

** Employees above the salary range of \$9000 per year will have the option to purchase additional Life Insurance up to a maximum of \$20,000 total Life Insurance.

B. Monthly contributions to be made by employees for coverage of themselves and their dependants under the plan outlined in "A" hereof shall be the amounts shown in the following schedule, which includes payments for Life Insurance at 50c per thousand.***

Class	Emp. Only	Emp. & All Dep.	Class	Emp. Only	Emp. & All Dep.
1	\$3.69	\$ 8.28	4	\$6.69	\$11.28
2	4.69	9.28	5	8.19	12.78
3	5.69	10.28	6	9.69	14.28

*** Employees above the salary range of \$9,000 per year who elect to exercise the option to purchase Life Insurance in amounts in excess of \$15,000 shall contribute, in addition to the contribution shown for Class 6 of the above schedule, an amount equal to 50c per thousand for each thousand dollars of life insurance purchased in excess of \$15,000.

C. It is agreed that for a period of 2 years from the date of commencement of coverage under the "Group Insurance Program" outlined herein, there will be no increase in the cost to employees (as set forth in item "B" of this agreement) for coverage under the plan. It is further agreed that any future increases in premium occurring after the first two years of coverage, by the plan, will be subject to negotiation.

D. Company will continue the practice of providing coverage under the Hospital and Surgical benefits of the "Group Insurance Program" for dependants of all employees on military leave.

E. Company will continue the policy of paying the premium for the present coverage under the Hospital, Surgical and Life Insurance afforded for all present and future retirees.

II. The above stated agreement constitutes the results of interim negotiations, becomes an attachment to and a part of Section 22.4 of the Agreement between Company and Union, dated May 1, 1962, and is considered by the parties to be in compliance with the provisions of Section 22.8 of the Agreement between Company and Union dated May 1, 1962.

IN WITNESS THEREOF, the parties hereto have executed this agreement as of the day and year first above written, acting by and through their duly authorized officers.

SIERRA PACIFIC POWER COMPANY
By O. J. Toulouse, Director of Employee Relations

By Fred L. Fletcher, President
LOCAL UNION 1245 OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
By Leland Thomas, Jr., President
By Ronald T. Weakley, Business Manager

Approved Aug. 6, 1963:

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
By Gordon M. Freeman, International President

The Outdoor Scene

By FRED GOETZ

I'd be willing to bet my last night crawler that most fisherfolk—and I'm one of them—get nearly as much pleasure from reminiscing about "days on the lake and stream", as they do the actual fishing.

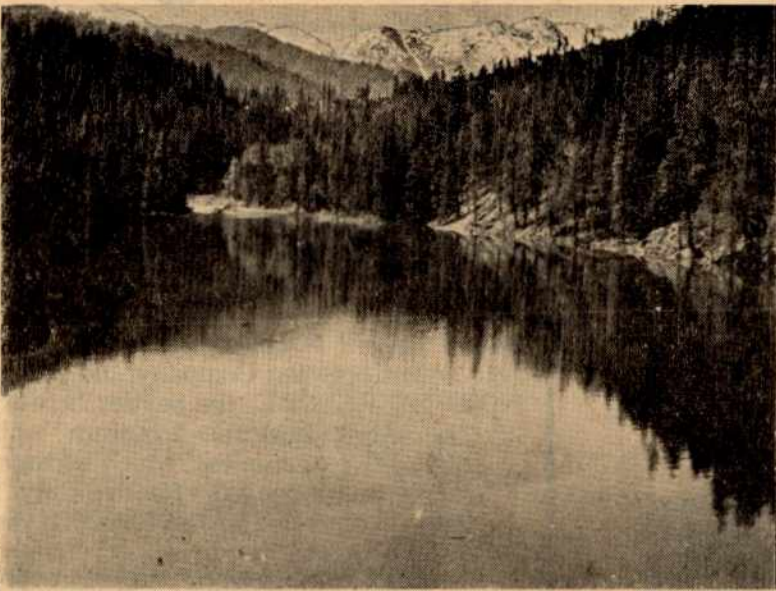
I recall a memorable gab session with two avid fishermen known respectively for their fame as baseball player and boxer.

I'm talking about Ted Williams, the "splendid splinter" of swat, and Jack Sharkey, former world's heavyweight boxing champ.

In addition to being top anglers, they are excellent tournament fly casters. It was during their demonstration of this art at a Northwest boat show that I found opportunity to chew the "piscatorial rag" with them.

Knowing Williams to be a well-rounded angler, I asked him what he thought of West Coast steelhead fishing. He told me:

"Comparing their overall



kills, no catch would erase the memory of the first fish—an eight-pound catfish from the murky waters of Otay Lake near his boyhood home in San Diego, California. Even today he's just as happy with a bobber and worm as tapered leader and dry fly.

Jack Sharkey is no piscatorial snob by any stretch of the

GAF line—a herculean flip in any man's league. Sharkey wasn't far behind.

Frankly though, I don't think tournament fly men will have anything to fear because Ted will never go into competition on the casting front. Fishing to Ted Williams and Jack Sharkey is but a form of relaxation and fun. Both have had all the pressure they want to bear in one man's lifetime of competitive sporting events.

Some time after this session with Sharkey, I received a note from a close friend of his—an anonymous note—postmarked Epping, New Hampshire. Seems like "Champ" and the missus had a temporary falling out about the relative merits of bass fishing and trout fishing.

Jack insisted on a "go" for mountain brookies and the wife, intent on serving up a dish of bass stew for some special friends, gathered up rod, reel and an assortment of plugs and sauntered out after them herself.

Jack came back with a near-empty creel and a tale of the "beeg one" that got away. Missus Sharkey limited out on bass, and Jack—according to a prearranged agreement—cleaned them up and made the chowder. That's the breaks!

Sharkey will admit that the so-called expert doesn't always come home with the piscatorial bacon.



fishing ability with the two steelhead I caught in the Rogue River of Oregon—both seven pounders—I honestly think that a Florida bonefish, half the weight, could pull the tail off of them. But I do think that the Pacific steelhead is just as gamy as the Atlantic salmon."

I had to pump Ted for information about his "big fish" catches. I knew he held a near-world record on marlin and had nailed some giant muskies and bonefish, so I was really impressed when he told me that in spite of the lunker

imagination but he does sort of lean toward trout fishing.

Living in Epping, New Hampshire, he's located near some fine trout streams but occasionally his wife forces him into a bass fishing foray.

"She likes bass chowder," Jack explains, "and I have to catch her a few once in a while to earn enough points to go trout fishing and surf casting." (He is situated about 12 miles from the Atlantic saltchuck.)

During the fly casting demonstration, Ted laid out a 148-foot cast with a seven-ounce, nine-foot fly rod equipped with

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

INCREASED COST OF HEALTH BENEFITS

The Health Insurance Institute reported insurance companies paid a total of more than one billion dollars in the first quarter of 1963 which is an 8.2% increase over the \$925 million paid in the first three months of 1962. To bring this down to a more understandable level, these benefits average out to more than 11.1 million dollars a day.

This increase applies to all types of health insurance—hospital expense, surgical expense, regular medical expense, major medical expense and loss of income.

VARIABILITY OF HEALTH COST OUTLAY

The survey of Health Economics shows that professional people and skilled workers spend proportionately more for medical care than semi-skilled, unskilled or other occupational types.

Small growing families earmark a larger share of their available dollars for health than do large families.

There is also a tremendous variation in outlay for medical purposes in different areas. In 21 cities ranging in size from Orlando, Florida to New York, professional people and skilled workers spend an average of 6.2% of income for health care.

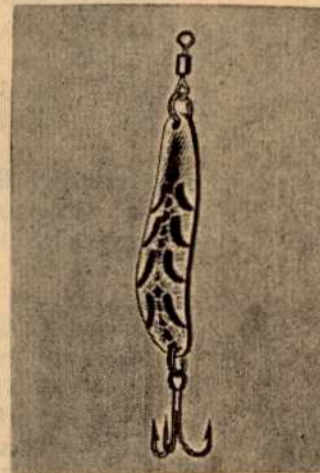
Smaller families apparently are more health conscious than large families. The family with one or two children commonly spends a greater percentage for medical care than the family with four or more children.

GEOGRAPHIC AREAS

Even in terms of averages there was a great variance in health outlays across the geographic areas. Average expenditures for medical care by all families in Baltimore, for example, were only \$278 in 1960 while comparable figures were 41% higher at \$393 in San Francisco and 55% higher at \$431 in New York.

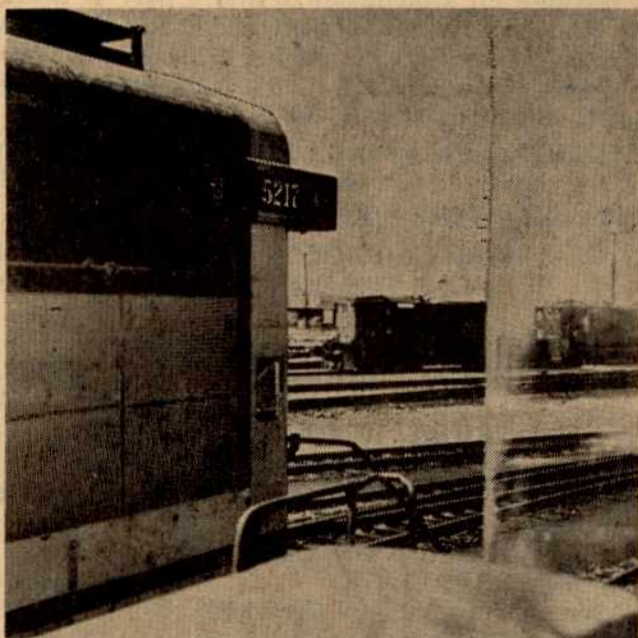
INDIVIDUAL VARIATION

For individual families the variability is much greater. Studies show that one family in twenty has no medical expense whatsoever in a given year, while three in one hundred experience very high medical costs—often exceeding \$1,000 and ranging to many thousands of dollars.

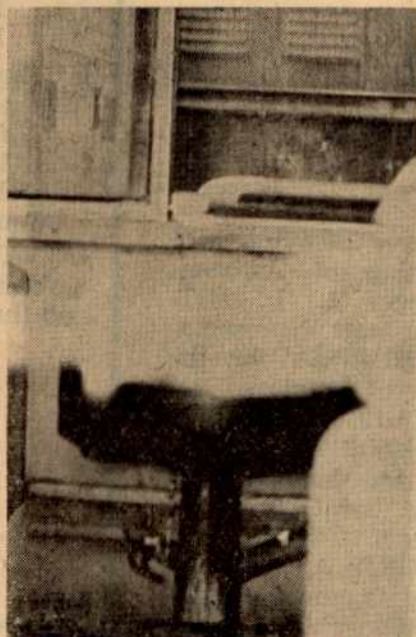


Members of the I.B.E.W., Local 1245, in good standing, can earn a pair of the illustrated fishing lures by sending in a clear snapshot of a fishing or hunting scene. It doesn't necessarily have to appear in these columns. As soon as we get the picture, we'll fire back a pair of the dandies. Send your photo, and a few words as to what the photo is about, to: Fred Goetz, Department URKR, Box 6684, Portland 66, Oregon.

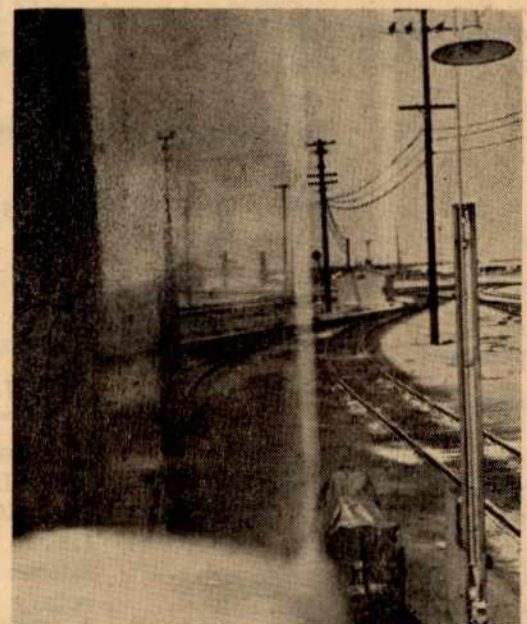
What Fireman Charley Would Have Seen



Where's Charley?



Clear on the right!
How's it on the left, Charley?



What are the safety aspects of the railroads' proposed elimination of the Fireman on freight and switching engines? The above pictures, taken from an engine used in road freight service, indicate the Engineer's limited visibility. Two men in the cab—one on each side—are essential to safe operation and California's Labor Code agrees! It would be illegal for the railroads to start their slaughter of thousands of Firemen jobs in this state. Why? The safety aspects are obvious.