Mail Ballots Going On Stan-Pac and PG&T

Tentative settlements have been reached between 1245 and two pipeline 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

Members of Local 1245 working for PG&E have ratified the results of 1963 Negotiations, the Bargaining 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 4,062 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 Negotiations.

U.S.B.R. Talks Complete

Bargaining with the U. S. Bureau of Reclamation, Region 2, has resulted in improvements 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; 4% 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. Petz, P. O. Neel, Gordon Sewell, Ray D. Spence, George K. 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)
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 Lomas

COAST VALLEYS
David N. Stevenson
Eugene R. Harrison
Richard Kaczewicz

EAST BAY
John R. David
San Francisco
Ojill J. Williams

JOHN J. BASHORE
EDWARD J. DOHERTY
John J. Hughes

GENERAL OFFICE
Colleen P. Dowd
Gail J. Hesselholt
Genevieve K. Kane
Alija C. Weinberg

HUMIDITY
Forrest E. Williams, Jr.
SIERRA PACIFIC
Eugene E. Bartell, Jr.
Albert D. Ballemore
Gary Hubert

DE SAJA
Gerald L. Hannis
Duane L. Walsworth
Francis B. Stoff
Jay W. Vaw

GENERAL OFFICE
Glen I. Aday

NORTH BAY
James Kaliavan
Vincent J. Landof

U.S. BUREAU OF RECLAMATION
Willie F. Powell
Pete Sanders
Raymond D. Spencer
W. H. Lemons

CITIZEN UTILITIES
David L. Elliott
Patricia Gilliam
Dorothy F. Gutierrez
Neva S. Landis
Danny H. Piombo
April E. Saelnal
Gayle J. Taphorn
Benua G. Sultti

GENERAL CONSTRUCTION
Buckley
Jesse H. Barnes, Jr.
Leslie L. Bikes
Bobby J. Calhoun
James L. Croux
Eugene D. Dellahart
Andrew J. Fochezetti
Bobby G. Gilbert
Harold J. Kaper
Don S. Lackus
William E. Lyon
Joe A. Messamore
Joseph A. Nichols
Richard D. Nutt
Veron Prosecutor
Curtis V. Segun
Paul Thompson
Wayne F. Winchester
UTILITY TREE SERVICE
Jesse H. Barnes, Jr.

SOUTHERN TREE SERVICE
Mammill E. Billings
Vernon Brails
James M. Cart

As the new chairman of Unit 3011, I am proud to contribute $100 to the Committee for Brodie Books. 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 cooperation with the Officers of the I.U. 1245.

I would like to take this opportunity to commend our Business Representative. Mr. Kawanaski (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,
Nela W. Borg

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

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**Discoloration of Teeth by Tetracycline Drugs**

Recent newspaper stories concerning discoloration of children's teeth from the use of certain antibiotics have brought new 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 a positive correlation between the discoloration and the 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 of the tooth 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.

Further evidence shows that the discoloration occurs only when the drugs are used during the first six months of pregnancy.

For the baby, this usually begins between the last three months of the mother's pregnancy and extends to about the ninth month of age.

Permanent teeth may be affected if the drug is taken by the individual and the placement of the tooth, from about six months of age to four years of age.

The most visible teeth, the centrals and 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 drug 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. Chlorotetracycline 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 diarrhealy, 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.

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

**FINDS SOME PLANTS CONDEMned**

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 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 control 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 conform their business within state lines.

Dr. Clarkson testified that his observers also discovered bad practices in states which have the inspection laws of their own. Thousands of concerns are now operating under varying degrees of 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.

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**Consumer News . . . and Views**

**FIC Says OK-BFG Not A-OK**

The R. F. Goodrich Co., Akron, Ohio, and O. K. Rubber Welders, Inc., Littleton, Colo., have defended their positions before the Trade Commission charges of illegally preventing 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 tirerecapping machinery, cutting and dressing machines, and supplies, and also sells its own private brand of new tires. O. K. has 664 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 two companies asserted that 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 commission is 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 terminations of the dealers' franchise where he refuses or fails to distribute and sell Goodrich tires.

O. K. declares that it "never has and never will control O. K. dealers either as to their purchases from Goodrich or from other suppliers." O. K. dealers, "by the democratic processes of this country," have selected the dealers of O. K. to select Goodrich as a supplier of new tires. O. K. dealers under a sales commission program of promotion, assistance and service, generally superior to those of other dealers, who individually and independently may accept and exercise them," the concern adds.

Each concern contends that it has not violated the "provisions of Section 5 of the Federal Trade Commission Act," but adds that it "does not believe that the provisions of Section 5 of the Federal Trade Commission Act have been violated by the practices complained of in the petition. The practice complained of has been developed to the end that the persons who purchase good services for the good of the public, but, according to the Agriculture Department's Dr. M. R. Clarkson who presented 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 control dangerous parasites such as trichinosis.

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**NEW STEWARDS APPOINTED DURING JULY**

**PACIFIC GAS & ELECTRIC COMPANY:**

George Roberts, Jr., De Sbol Division; John F. Bernard, East Bay Division; Richard D. Faulkner, North Bay Division; Edward L. Greer, San Francisco Division; Donald L. Keene, San Francisco Division; Nicholas C. Kaflik, San Francisco Division; Herbert L. Halse, San Joaquin Division; Donald J. sculpture, San Joaquin Division.

Rafael M. B. Sierra, San Joaquin Division.

**PACIFIC GAS TRANSMISSION COMPANY:**

Odie Walters

**SIERRA PACIFIC POWER COMPANY:**

Kenneth E. Brucker

**UNITED STATES POWER COMPANY:**

Raymond D. Spencer

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 grandchildren, 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 work anywhere else.

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 the employer, and no Union can discriminate in employment if the Company hires everyone through its own employment office. An A.F.L.-C.I.O. Union 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 1345 at the 1963 Convention and adopted as A.F.L.-C.I.O. 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 at the request of the employee or applicant. The commissioner may order payment of back wages, interest, and damages.

George Meany, President of the A.F.L.-C.I.O., 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...
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 recession, 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 when the 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 prescribe 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.
The tentative offer of settlement is as follows:

1. The Company will, effective July 1, 1963, grant a general wage increase of 3.25% 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 1961 Wage Schedule adjustments, except that for those classifications shown in Exhibit A attached, the general wage increase will be applied after adjustments noted therein have been made.

2. The Company will, effective July 1, 1963, grant a general wage increase of 3.25% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers.

3. The Company will, effective July 1, 1963, grant a general wage increase of 3.25% to all employees represented by Local 1245 of the International Brotherhood of Electrical Workers.

4. In applying each of the three general increases mentioned above, the resulting weekly wage rates will be increased to the next highest multiple of five.

5. 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 currently set at rates which generally would incorporate the general wage increases.

6. Effective January 1, 1964, Company will reduce the requirement for the four weeks of vacation from twenty-five 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 settlement is the following:

- Retroativity with respect to wage 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 approval of the Agreement by Union and Company, or as soon as possible thereafter. Increases will be retroactively applied for services rendered by employees who terminate employment between July 1, 1963 and August 1, 1963. The effective dates of 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.

- Final offer of the Company is subject to the acceptance of the above contract terms by the Union.

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 here, no matter how unsafe conditions become around him.

If he can't say something nice about everything, he doesn't do anything like it, all. So like the example of the three monkeys, he speaks, sees, and hears no evil.

On the job where gas, electrical, or nuclear equipment 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.

2. Silent Simon also tolerates his own blunders. 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.

3. A any accident prevention program must be based on participation. Without members taking an active part in this safety program by reporting accidents respectfully and raising the safety standards to the highest possible, such programs are ineffective and will not be given the attention that they deserve.

Do "Nice Guys" Cause Accidents? Yes, they do!
Committee Member Ted Barti gives explanation of the division of costs to employees and dependants.

**THE NEW HOSPITAL-MEDICAL-SURGICAL PLAN**

1. **Hospital**—$300.00 per day, 100 days per disability, employees and dependents.
2. **Hospital Extra**—Up to $300 plus 75% of next $4,000 per period of hospitalization, and $25.00 ambulance.
3. **Surgery**—$600 maximum employees and dependents. 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 dependents (Commencing with first visit.)
5. **Home and Office calls**—RVS $4.00 Unit, employees only, $300 maximum (Hospital, home and office calls), commencing first visit accidents, third visit illness, $8.00 per visit home, $4.00 per visit office.
6. **Outpatient, X-Ray and Laboratory**—$150 per year, employees and dependents, first $25.00 first visit; Approved by M. M. MURRAY.

**7. Additional Accident Rider**—$300 maximum, employees and dependents (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 rate, 100 flat deductible, 80/20% co-insurance (not scheduled).

**10. Extension of coverage**—to age 65 for dependents in school on full-time basis, solely dependent upon support.

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**The DIVISION of COSTS**

**Total**

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Employee Only</th>
<th>Employee and All Dependents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premium</td>
<td>$6.65</td>
<td>$12.28</td>
</tr>
<tr>
<td>Paid by Employee</td>
<td>$12.28</td>
<td>$24.56</td>
</tr>
<tr>
<td>Paid by Company</td>
<td>$3.63</td>
<td>$6.28</td>
</tr>
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**Special Employee Benefits Committee** consisting of Assistant Business Manager, L. J. Mische and Business Representatives Roy D. Murray for the Union; and C. A. RAE, C. H. B. and Secretary and Assistant Treasurer J. L. GROSS, for the Company; assisted by the Local Union Insurance and Benefit Plan Consultant and the Negotiating Committee members of both Union and Company. Committee, the plan, together with agreement on division of costs was the major subject of the negotiations.

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**Sierra Pacific Benefit Agreement**

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**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, 1963 and which was amended effective July 1, 1961 and May 1, 1963, 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 the "Group Insurance Program" 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 1-1960 CMA RVS $4.—NON FOUNDATION and amended by letters dated May 10, May 23, May 29 and June 11, 1963; and providing life insurance coverage and major medical accident and dismemberment insurance in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Class</th>
<th>Earnings Brackets of &amp;</th>
<th>Life Ins.</th>
<th>Accidental Death &amp; Dismemberment Ins.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Less than $2000</td>
<td>5000</td>
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<tr>
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<tr>
<td>6</td>
<td>$7000 or over</td>
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<td>15000</td>
</tr>
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</table>

II. Accident Death and Dismemberment Insurance will provide 24-hour coverage for each employee.

**III.** Employees above the salary range of $4000 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 borne by employees for coverage of themselves and their dependents 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.

<table>
<thead>
<tr>
<th>Class</th>
<th>Only</th>
<th>All Dep.</th>
<th>Only</th>
<th>All Dep.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.89</td>
<td>3.78</td>
<td>4.69</td>
<td>9.38</td>
</tr>
<tr>
<td>2</td>
<td>4.69</td>
<td>9.38</td>
<td>5.19</td>
<td>10.28</td>
</tr>
<tr>
<td>3</td>
<td>5.69</td>
<td>10.28</td>
<td>6.65</td>
<td>13.08</td>
</tr>
</tbody>
</table>

IV. Employees above the salary range of $600 per year who elect to exercise the option to purchase Life Insurance in amounts of $15,000 shall contribute, in addition to the contributions shown for Class 6 of the schedule, an amount equal to 50c per thousand for each thousand dollars of life insurance purchased in excess of $15,000.

C. It is understood 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 of 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 Insurance as the "Group Insurance Program" for dependents 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 result of interem 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 WHEREOF, the parties hereto have executed this agreement as of the day and year first written above, acting by and through their duly authorized officers.

SIEERRA PACIFIC POWER COMPANY
By O. L. House, Director of Employee Relations
By Fred L. Fletcher, President

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
I'd be willing to bet my last night crawler that most fishermen—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 gaff 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 fishing ability with the two steelhead I caught in the Rogue River of Oregon—with seven pounders—I honestly think that a Florida bonefish, half the weight, could pull the tail off of them. But I do think the steelhead is just as gamey 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 bonefish, so I was really impressed when he told me that in spite of theunker 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 anorak by any stretch of the imagination but he does sort of lean toward trout fishing.

Lving 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, foot cast with a seven-ounce, seven-pounder—"The "beeg one" that got away."

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 bacon, and sauntered out after them herself.

Jack came back with a near-empty creel and a tale of the "beeg one" that got away. Maisus Sharkey limited out on bass, and Jack—according to a prearranged agreement—cleared 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.

where's Charley?

What Fireman Charley Would Have Seen

What are the safety aspects of the railroads' proposed elimination of the Firemen 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 steril their slaughter of thousands of Firemen jobs in this state. Why? The safety aspects are obvious.