Asst. Business Mgr. Dan McPeak Named

Dan McPeak has been appointed Business Manager Weakley to the position of Assistant Business Manager. Brother McPeak moved into the Union Headquarters some months ago as Administrative Assistant charged with the responsibility of coordinating the Staff’s field activities. This promotion is recognition of the job he has been doing in this capacity and is adding L. L. Mitchell on the Review Committee.

As Assistant Business Manager McPeak was appointed to the Staff in 1956 following his service that year on the Negotiating Committee. He also served as a Shop Steward and Grievance Committee man for a number of years prior to that while working as a Lineman in East Bay Division. His first assignment as a Business Representative was to Diablo District of East Bay Division. San Francisco Division was his home assignment for over five years prior to this latest move.

Dan, his wife, Gloria, and their five children make their home in Alameda.

Executive Board Changes

As Nick Garcia Resigns

Andrew Clayton has been appointed Central Area Executive Board Member and James Lydon, Treasurer as a result of Nick Garcia’s transfer out of the area to work in Carson City. Brother Clayton held the position of Treasurer prior to his appointment and Brother Lydon was appointed to fill his place.

Brother Garcia had for some time expressed a desire to move into Sierra Pacific’s service area and was successful in headquartersing at Carson City. He, his wife Donna, and his family will be sorely missed by all of us.

Nick has served Local 1245 as Shop Steward, Chairman of the East Bay Grievance Committee, Unit 2314 Chairman and Executive Board Member. Andy Clayton is a Line Mechanic in Concord who has served as Advisory Councilman, Unit 2314 Chairman, Advisory Councilman, System Negotiating Committee and Executive Board Member.

Jimmy Lydon is presently Chairman of the East Bay Grievance Committee, and before his appointment was the Advisory Councilman from East Bay Division. He is a Shop Steward and Fitter headquartered at Oakport Road.

COLUMN

I can report progress on negotiations for 1963 and state that our settlements are among the tops in the Nation. We didn’t get all of the things all of our members desired but we made a good score by any reasonable yardstick that may be applied to our situation.

We are about wound up for this year except for our upcoming negotiations with PG&E on our Union Pension Contract. We shall open this contract with a notice of intent to negotiate amendments about the 1st of November. Preparations are already underway for this important undertaking.

Current day to day activities involve matters concerning grievance procedures, safety, education and organizing.

Vacations for Staff and office personnel are, in many cases, long overdue because of the amount of work handled during the first nine months of this year.

The promotion of Dan McPeak to Assistant Business Manager and the appointment of Orville Owen to the post of Business Representative, will “beef up” our service and organizing staff to where we can develop and carry out some programs of urgent need to the membership.

As we look to the future and learn from the past, all of us should remember that we owe a debt of gratitude to the many members off the job who served on our Negotiating Committees throughout the year. These people gave of their time and knowledge with the writer who is an electrician’s Helper — an Advisory Councilman, education and organizing.

Negotiations with the Sacramento Transit Authority have resulted in a tentative settlement which has been ratified by the members involved as we go to press.

The settlement provides for the following improvements in the Agreement:

- PENSIONS — The Authority and Union are to meet on the subject of pensions by the 1st of November this year.
- HOSPITAL AND GROUP LIFE INSURANCE — Employer payment toward this combined premium will be increased by $1.31 per month per employee.
- MANNING SCHEDULES AND HOURS OF WORK — Interim negotiations will take place on these subjects as they affect maintenance employees.
- HOLIDAYS — Six of the eight holidays will now be guaranteed.
- VACATIONS — Effective January 1, 1964, employees will be entitled to 4 weeks’ vacation after 15 years’ service.
- INDUSTRIAL INJURY — Improved Workmen’s Compensation coverage is provided for the waiting period on an industrial injury.
- LIFE INSURANCE FOR RETIRED EMPLOYEES — A $1,000 policy at a cost of 60 cents per thousand will be made available to retired employees.
- WAGES — 4 percent increase, put into effect on the following dates: 9-15-63; 9-15-64; and, 9-15-65.

A ratification meeting was held by members of Local 1245 working for S.F. on Friday, September 20th. Voting resulted in 17 “yes” votes and 4 “no” votes.


Business Manager Weakley has appointed Orville Owen to the Staff in a move which has been made possible by the International Office’s cooperation on organizing programs in our jurisdiction.

Brother Owen is a former Treasurer of Local 1245 who has served the Union as Advisory Councilman from the Sierra Pacific Power Company service area. He has been a member of the Joint Grievance Committee and Negotiating Committee on that property.

(Continued on Page 2)

Alameda Bureau Members’ Rise

At a meeting held on September 12, the Board of Utilities of the Alameda Bureau of Electricity acted to adjust the salaries of Bureau employees, effective September 16, 1963. Hourly-paid employees, except for the classifications of Electrician’s Helper and Gardener, were adjusted 8%; the Electrician’s Helper—(Continued on Page 2)

RETIRED EMPLOYEES — A ratification meeting was held by members of Local 1245.

Mrs. Edna Peterson, one of our members from the Hayward office, drops in at the Oakland Social Security office to check on her coverage when she retires. For a feature on pension plans, see pages 4 and 5.

S.T.A. Vote “YES”

OAKLAND, CALIFORNIA SEPTEMBER, 1963

VOL. XI — No. 5

YOUR BUSINESS MANAGER'S COLUMN

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Welcome!

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

SAN JOAQUIN
Bill Allen
Jan Flammer
John Fowler
Fred P. Maeder
Harry F. Richmond
Dunia White

SAN JOSE
Haleford N. Hayes
David L. Markby
R. B. Payne
Donald G. Reckten

STORIES
Raymond Castellino
James W. Evans
Keith L. Holland
William C. McMillan
George J. Feurtado
Melvin L. Beech

STANDARD-PACIFIC
Danny R. Hendricks
Fred L. Cox, Jr.
N. Bruce Hayden
Harry A. Goin
Ray Fleckens

SAN FRANCISCO
Roy O. Hafer
Richard A. Bin
Ford T. Brandt
Linda A. Brown
Donald J. Czudnowski
Fred P. Allen

SACRAMENTO
James P. Deasy
Thomas M. Engler
Richard H. Everett
Eugene R. Frazer
Donald J. Holbert
Donald L. Hudson
John J. Hughes
George R. Markovich
Marcella Roman
Peter Paul

GENERAL OFFICE
Robert R. Leathers
Rice Lichtenstein

STOCKTON
Gene R. Cantu
Kenneth D. Libbitt
Ray C. Wilson

PACIFIC GAS TRANSMISSION
Gary L. Schuster

HUMBOLDT
Judy Worley

SANTA ROSA
John J. Peterson

SIERRA PACIFIC
Calvin G. Grigsby
Melvin L. Beech
Eddie R. Scott

...we get letters...

Antioch, California
September 2, 1963

Editor, Utility Reporter
Local Union 1245, IBEW
1918 Grove Street
Oakland, California

Dear Sir:

I would like to direct this letter to the members and potential members who work in the General Construction Department of the PG&E Company. I'm in the field and have heard the old familiar cry, "Why attend the Unit Meeting? The Division people can run them themselves." This is not true when there are General Construction men interested enough to attend.

For the past seven months I have had the privilege and pleasure of attending Unit 3111, Eureka, under the chairmanship of Steve Shira and recently elected Howard Darington. I have never been treated badly at any Unit meeting, but 3111's hospitality to all G. C. men is outstanding! I would like to see if you hear out there in the various areas do attend "en masse" at the very next Unit meeting. Walk in and introduce yourselves to the Chairman and members there. I bet you'll find yourselves as much a part of the Unit as we did at Eureka. This is not the only way we can make our voice heard is through these meetings. All proposals for contract change must be presented here. These units are yours too fellows so do me and yourself a big favor and give my plan a try. Okay?

Chauncey A. Hemstock
Employee, G. C. Station Department
Chairman, G. C. Grievance Committee

'Very Sorry, Kids, the Bus Isn't Running Yet'

The struggle by Negroes for equal opportunity—a revolution? Who would say that?

NBC News said that in its three hour documentary on Civil Rights Labor Day evening.

Surely anyone who would draw a comparison between the American Revolution and this one must be oblivious of the feelings and emotions the first one aroused. Perhaps, but looking at some of the issues, is the comparison so strained?

Was not taxation without representation an issue in the American Revolution? Why is the economic situation of a group of individuals when they are encouraged to consume, but, by denial of training, are not encouraged to produce in the economy; or to share equally in the distribution of its income?

And was not the seeming indifference of the English an issue? How much concern have we shown or stated and could we not be perceived in the same way?

One great philosophic difference in this revolution is that it is non-violent. Rev. Martin Luther King has adopted the approach of Thoreau and Gandhi. He has also used the techniques of the American Labor Movement.

Note the similarity of the Montgomery bus boycott and our own unfair list. The sit in and sit down strike: the picket line. Note also the technique of sitting down to bar—gain—not with government officials—but with the executives who can change policies and enforce them down the chain of command within their own organizations.

Labor's traditions and techniques have been in the forefront of this struggle. We have not lacked leadership in identifying with this cause. The program of the Civil Rights March establishes that Labor is an institution.

For ten years this Union has "taken some and given some" to the extent that industrial peace has ensued, the workers have made gains, the employers have made profits, the public has been well served.

Revised Members

August 1, 1963

ELMWOOD, Drum Division
Chairman, G. C. Grievance Committee

ABRAHAM L. FRASER,
Humboldt Division
Chairman, G. C. Grievance Committee

RICKETT & PROVINE,
Humboldt Division

Utility Reporter — September, 1963 — Page Two
**Price Fixing Bills Before Congress**

"Despite repeated decisions by state and federal courts that so-called 'fair trade' laws are nothing but illegal price-fixing measures, an amalgamation of lobbyists representing some 70 U.S. trade associations is on the verge of reaching the floor of Congress to pass a bill to let manufacturers fix prices on trademarked products at the consumers’ expense."

Thos. 1, Pitts, state APL-CIO leader, warned union members this past week.

"They have draped the old goat in a new garb and dubbed it 'quality stabilization' instead of 'fair trade' but it still boils down to price-fixing, excessive profiteering, and violation of the basic principle of a free, competitive economic system," Pitts, secretary-treasurer of the California Labor Federation, APL-CIO, declared.

"This would virtually eliminate price competition between retailers and would require large retailers to sell the brand-name products at whatever the manufacturer determines the price to be in the market can bear," Pitts pointed out.

"If the trade associations pushing this foul bill are the same groups that fight tight labor and make improvements in social insurance programs, truth-in-lending laws, truth-in-packaging measures and other public interest legislation. They claim it’s bad for the enterprise system but they want to rig the system's operation so that it pays off like a slot machine—handsomely for the retailers this price-fixing system would destroy them, Bimiller said.

Instead of protecting small retailers their price-fixing system would destroy them, Bimiller said. Big retail chains are selling more and more products with 'private brand' names. The big retailers sell these 'private brand' products at a lower price than the same product made by the same manufacturer which smaller retailers would be forced to sell at the higher price set by the manufacturer."

In testifying against an even worse Senate version of the bill, Andrew J. Biemiller, APL-CIO Legislative Director warned that the measure would deprive consumers of their "right to shop around for the lowest price" and would result in price increases that would cost consumers an estimated $14 billion (that's $14,000,000,000) a year.

"This would virtually eliminate price competition between retailers and would require large retailers to sell the brand-name products at whatever price the manufacturer determines the price to be in the market can bear," Pitts pointed out. "If the trade associations pushing this foul bill are the same groups that fight tight labor and make improvements in social insurance programs, truth-in-lending laws, truth-in-packaging measures and other public interest legislation. They claim it’s bad for the enterprise system but they want to rig the system's operation so that it pays off like a slot machine—handsomely for the retailers this price-fixing system would destroy them, Bimiller said."

"Instead of protecting small retailers their price-fixing system would destroy them, Bimiller said. Big retail chains are selling more and more products with 'private brand' names. The big retailers sell these 'private brand' products at a lower price than the same product made by the same manufacturer which smaller retailers would be forced to sell at the higher price set by the manufacturer."

"The fact that the Senate version of the bill, unlike the draft approved by the House committee, would not exclude prescription drugs from the proposed price fixing system is what makes it worse than the House measure," he added.

Pitts noted in his statement: "The fact that the National Association of Retail Druggists is spearheading the drive for this special interest legislation should be of especial interest to Californians when they recall that the 1500-member Northern California Pharmaceutical Association was convicted just last year of conspiring to fix the prices of prescription drugs."

"The Association, accused by the government of causing the public to pay at least $12 million more for prescription drugs than it should have, was fined $40,000."

**Consumer News... and Views**

**Oregon Land Sale Charged**

False advertising charges have been announced by the Federal Trade Commission against two concerns selling land in Lake Valley, Oregon. They are Harney County Land Development Corp., 417 S. Jefferson St., Chicago, Ill., and Harney County Encroco Co., Inc., 150 W. Washington St., Burns, Ore.

The FTC’s complaint alleges that printed claims, pictures and photographs in their advertisements and in which the material tone is deceptive. For example, the complaint says, the land offered for sale is "flattering located in the West's Greatest Recreation Area." It is located in close proximity to hunting, fishing, swimming, skiing, boating or similar recreational facilities. Does not lie in "A fertile valley is not suitable for cultivation."

**Consumer Counsel Reports**

**New Laws Help You**

By HELEN NELSON

New state laws on package labeling and credit buying went into effect on Friday, September 20, reminds Mrs. Helen Nelson, State Consumer Counsel.

"Consumers look forward to better buying conditions as a result," said Mrs. Nelson. "Our legal rights when we buy on credit have been improved and also our right to get basic information about what we buy in package."

Most of the new consumer laws, she said, were part of Gov. Brown’s legislative program for consumers.

**Packaging Laws**

Of special interest to shoppers is a law which will make it easier to find out how much a new product costs. The new law requires the statement of net weight to appear on the principal display panel of a container rather than on the top or sides. Almost all packaged food products and the net weight in the containers themselves, count, rather than weight or measure, is used to state the quantity. (Senator Joseph A. Bittig, Santa Rosa, author.)

A second packaging law bans the use of qualifying terms on containers such as "jumbo," "giant," etc.

"These words don’t help the consumer looking for basic information," Mrs. Nelson said, "in fact, they tend to exaggerate the quality of the product in the container." (Assemblyman John H. Unruh, Stockton, author.)

A third law will require aerosol-type containers to state the quantity in terms of net weight. (Senator Short, author.)

Though all three laws became effective this week, consumers will have to wait a while before these laws make it worthwhile to use. Mrs. Nelson explained. She is working with the state Department of Agriculture, which sponsored the bills, in formulating the necessary regulations, and that time must be allowed for packagers to meet the requirement.

**Credit Buying**

Among the new laws on credit buying that took effect Friday are these:

1. An installment purchases under $50 are brought under the Retail Installment Sales Act. These credit transactions have been exempt from many of the protections of the Act. Now purchasers of items under $50 will be entitled to a written contract. (Assembly Speaker Jesse M. Unruh, Los Angeles, author.)

A third law affecting credit buyers prohibits clauses in installment contracts requiring the consumer to pay a penalty fee for timely asserting his right to cancel the contract. (Assemblyman Unruh, author.)

**Other Consumer Laws**

Effective on Friday, September 20, is a law to ban misrepresentation of the nature, extent or type of business. It will be unlawful for a seller to misrepresent that he is a manufacturer, wholesaler, importer, etc. when that is not true.

Several other important laws to consumers will not become operative until next January. Among them:

Household moving companies are brought under closer surveillance of the State Public Utilities Commission. The regulations will be adopted after determining what it takes to meet the requirements for moving charges and delays in shipping household goods. (Assemblyman John C. William, Lancaster, author; seven Assemblymen co-authors.)

Mrs. Nelson said her office on behalf of consumers is working with the Public Utilities Commission in formulating the regulations.

A specialized enforcement unit to crack down on TV and radio repair shams will be established under another law. The unit, titled Bureau of Electronic Repair Dealer Registration, is authorized to take action against dishonest and deceptive repair practices involving radiocassette players and other electronic equipment. It will have authority to investigate and informally adjust complaints from consumers. (Senator Short, author.)

Safeguards for children’s stuffed toys are to be established as a result of a law, popularly called the “rag doll” bill, during its passage through the Legislature. It calls for the state Furnaces of Character to be labeled with the word "stuffed," and padded toys to make sure the stuffing material is sterilized, clean, sanitary and free from contamination. (Assemblyman John T. Knox, Redwood City, author; the law was passed, and existing safeguards were added. Mrs. Nelson pointed out.

**Utility Reporter—September, 1963—Page Three**
Many employees of Pacific Gas and Electric are under the impression that the Retirement Plan is a unilateral Company instrument not subject to collective bargaining. The Union Pension Contract, printed on these pages indicates this is not the case. In fact, both the Retirement Plan and the Savings Fund Plan are negotiated with PG&E by Local 1245, and bargaining on both these plans will begin in November of this year.

The Union Pension Contract, which went into effect January 1, 1954, signified that, as a result of collective bargaining, the following improvements had been made in the Retirement Plan:

• Employees' contributions were increased to 3 per cent of the first $3,600 earned in a year and 5 per cent of earnings in excess of $3,600. This increase—along with the Company contributing approximately twice as much—had the effect of raising retirement income for employees.

• A minimum monthly pension was established for employees with 5 or more years' service, of 50 cents for each year of service up to 25 years, less primary Social Security benefits.

• The maximum age at which a male or female employee could be eligible to join the pension plan was changed to 64½ years.

• Women joining the plan before 1954 would still normally retire at age 65, but they could be invited to continue in service until age 65. During these years, an additional annuity, purchased out of the proceeds of the deferred retirement income plus interest, would be paid for, and would supplement the annuity deferred from age 60.

• The basis for determining an employee's pension when he took early retirement was changed to a formula of reducing 4 percent per year, the annuity he would have received at age 65, before those negotiations. Early retirement pensions were determined on the basis of an employee's age at the time he took early retirement.

• Contributions made by employees after 1954 and withdrawn upon termination of employment after the retirement were returned or added to death benefits with 2 percent interest paid. Previously, no interest was paid.

• The employee's ability to choose a deferred pension at what would be his or her normal retirement age was clarified so that no age or years of service requirement barred that choice. $100 in employee's contributions made the employee eligible to make such a choice of either withdrawing contributions or getting a deferred pension.

• Negotiations on the second term of the Union Pension Contract resulted in further improvements to the Retirement Plan and the introduction in 1959 of the Savings Fund Plan.

Specifically, the improvements bargained in the Retirement Plan included the following:

• Elimination of the requirement that Company must give its consent before an employee can take early retirement.

• Extension of the time limit for exercising an option for survivor's benefits from five years prior to normal retirement to one year before normal retirement age.

The Savings Fund Plan was one of the first negotiated in the utility industry. Eligible employees may contribute a percentage of straight-time pay depending on length of service. These contributions buy Company stock or U.S. Government bonds and the Company pays 50 cents into Company stock for every employee dollar contributed. Company contributions to the fund to buy stock vest in the employee 3 years after purchase.

Our explanation of the pension plan history and changes is intended as a thumbnail sketch of a complex subject. Study of this subject, and the Savings Fund Plan, will continue during the month of October preparatory to the start of negotiations in November.

THIS UNION PENSION CONTRACT, entered into this first day of January, 1954, by and between Pacific Gas and Electric Company, hereinafter referred to as Company, and Local Union No. 1245 of International Brotherhood of Electrical Workers, affiliated with the American Federation of Labor—Congress of Industrial Organizations hereinafter referred to as Union:

WITNESSETH that:

WHEREAS Company has here-tofore recognized Union as the exclusive collective bargaining representative of (a) maintenance, operation and construction employees of Company for whom Union was certified by the National Labor Relations Board as such representative in Case No. 20-RC-1454, and (b) office and clerical employees of Company for whom Union was certified by said Board as such representative in Case No. 20-RC-450;

AND WHEREAS Company has had in effect since January 1, 1957, a retirement plan for its employees and employees of participating subsidiary companies, hereinafter amended from time to time and hereinafter referred to as the Retirement Plan;

AND WHEREAS Company intends to place into effect on April 1, 1959, a savings fund plan for its employees and employees of participating subsidiary companies, hereinafter referred to as the Savings Fund Plan;

AND WHEREAS Union, as a representative of all the described employees in subdivisions (a) and (b) above, has engaged in negotiations with Company for the purpose of revising said Retirement Plan and in connection therewith has accepted the provisions of said Savings Fund Plan;

NOW THEREFORE, the parties do agree as follows:

PART I

GENERAL

1. The Union Pension Contract shall apply to employees of Company in any unit or units for which Union is or may be certified as collective bargaining representative.
TENSIONS START SOON

PART II

RETIREMENT PLAN

1. The Retirement Plan is revised as of January 1, 1959, and as revised is incorporated in a booklet entitled “Your Retirement Plan For Employees of Pacific Gas and Electric Company—As Revised January 1, 1959.” A copy of said booklet is attached hereto and made a part hereof and marked Exhibit “A.” Said revision of the Retirement Plan will be referred to hereinafter as the Revised Retirement Plan.

2. While this Contract is in effect Company will not change or discontinue the Revised Retirement Plan unless the Group Annuity Contract issued by the Metropolitan Life Insurance Company and the Prudential Insurance Company of America is terminated and said insurance companies or by operation of law, in which event the rights therefore accruing to participants under said Revised Retirement Plan shall not be adversely affected.

3. A leave of absence granted to a member of Union for Union business for a period not to exceed twenty-four consecutive months shall not constitute an interruption of service and will not affect retirement income previously accumulated by him under the Retirement Plan or under the Revised Retirement Plan.

4. If an employee who was a member of the Retirement Plan entered military service after June 26, 1953, and was reinstated in employment on his return from such military service in accordance with the applicable federal statutes, and continues as a contributing member of the Revised Retirement Plan until his Normal Retirement Date, Company shall purchase an amount of retirement income equal to that which he would have contributed had he continued in employment at the wage rate applicable to his most recent employment prior to such military service.

5. As soon after the end of each calendar year as it is practicable to do so, Company shall furnish Union with a detailed annual financial statement of the Savings Fund Plan.

PART III

SAVINGS FUND PLAN

1. The Savings Fund Plan is incorporated in the booklet entitled “Savings Fund Plan for Employees of Pacific Gas and Electric Company.” A copy of said booklet is attached hereto and made a part hereof and marked Exhibit “B.”

2. Company reserves the right to amend or terminate the Savings Fund Plan at any time, subject to the provisions of Paragraph 9 of said booklet. If Company amends or terminates the Savings Fund Plan, it shall give written notice thereof, provided, however, that in the event Company gives notice of amendment, the specific nature of such amendment shall accompany such notice.

3. Any dispute between Company and Union regarding matters relating to an employee’s length of service shall be settled by the seniority provisions and the grievance procedure of the appropriate agreement between Company and Union dated September 16, 1953, as amended.

4. As soon after the end of each calendar year as it is practicable to do so, Company shall furnish Union with an annual financial statement of the Savings Fund Plan.

PART IV

TERM

1. This Union Pension Contract, having taken effect as of January 1, 1954, and having been amended as of January 1, 1959, shall continue in effect as amended for the term January 1, 1959 to January 1, 1964, and shall continue thereafter for terms of one year each until written notice of termination is given by either party to the other sixty (60) days prior to the end of the then current term.

2. If either party desires to amend this Contract it shall give written notice thereof to the other party sixty (60) days prior to the end of the then current term, in which event the parties shall commence negotiations on any proposed amendment as soon as practicable after such notice has been given. Failure of the parties to agree on such proposed amendment shall not cause termination of this contract unless either party has given notice of termination as provided in Section 1 of this Part IV.

3. Notwithstanding the provisions of Section 1 of this Part IV, if Company, pursuant to Section 2, Part III, terminates or amends the Savings Fund Plan, Union may, within 30 days after Company’s written notice thereof, give written notice to Company requesting that it meet with Company and discuss the proposed amendment as soon as practicable after such notice has been given. Failure of the parties to agree on such proposed amendment shall not cause termination of this contract unless either party has given notice of termination as provided in Section 1 of this Part IV.

4. Notwithstanding the provisions of Section 1 of this Part IV, Company may forthwith terminate this Contract in the event that Union calls upon or authorizes employees individually or collectively to cease or abstain from the performance of their duties for Company, and Union may forthwith terminate this Contract in the event that Company causes any lock-out.

5. This Union Pension Contract, the Revised Retirement Plan and the Savings Fund Plan are effective on condition that:

(a) The Revised Retirement Plan is approved by the Commissioner of Internal Revenue as meeting the requirements of Section 401(a) of the Internal Revenue Code of 1954.

(b) The Savings Fund Plan is subject to approval by the stockholders of Company and subject to such amendments, including retroactive amendments, as may be necessary to have the Savings Fund Plan qualify under Section 401(a) of the Internal Revenue Code of 1954 and comply with all requirements of law.

IN WITNESS WHEREOF the parties by their duly authorized representatives have caused these presents to be executed this 16th day of July, 1959.

PACIFIC GAS AND ELECTRIC COMPANY

By Harold Anderson Its Vice-President and

And by R. J. Tilton Its Industrial Relations Manager

LOCAL UNION No. 1245 OF INTERNA- TIONAL BROTHERHOOD OF ELECTRICAL WORKERS (Affiliated with the American Federation of Labor-Congress of Industrial Organizations)

By CHARLES M. MATTSON Its President

And by RONALD T. WEAKLEY Its Business Manager

CLIP and PASTE on a U.S. Post Card

At least once every 3 years a person should check his social security account, say officials of the Social Security Administration.

You can obtain important information about the earnings that have been credited to your account by using the handy coupon below. Mark your coupon, paste it firmly on a post card, and mail it to Mr. Charles McDaniel, Social Security Office, 831 E. 14th St., Oakland, Calif. 94606.

In filling out the card, be sure to give your account number and name exactly as they appear on your social security card.

REQUEST FOR STATEMENT OF EARNINGS

Please send me a statement of the amount of earnings recorded in my social security account.

NAME

ACCOUNT NUMBER

DATE OF BIRTH

MONTH

DAY

YEAR

SIGN YOUR NAME AS YOU OUGHT TO WRITE IT

CITY, P.O.

ADDRESS

STATE

SIGN YOUR NAME AS IT APPEARS ON YOUR SOCIAL SECURITY CARD

SIGN YOUR NAME AS IT APPEARS ON YOUR SOCIAL SECURITY RECORD

If your name has been changed from that shown on your social security account number card, please copy your name exactly as it appears on that card.

Who Pays to Check Periodically

If you have worked long enough under the social security system and your dependents can get monthly social security insurance benefits when you retire, you may have a monthly check. Monthly benefits may also be paid to certain members of your family when you die. Those benefits will depend on the earnings credited to your social security account. The Social Security Administration recommends that, for your own protection, you check your social security account about once every 3 years.

Check yours now. Clip the coupon above, paste it firmly on a post card, and mail it to this newspaper.

Attention: Mr. Charles McDaniel, Social Security Office, 831 E. 14th St., Oakland, Calif. 94606.

Your coupon will be forwarded to the social security office recordkeeping headquarters, in Baltimore, Md. You will receive a confidential statement of the earnings credited to your account.
On the Other Hand

In this column I attempt to reflect the safety problems and efforts currently facing your System Safety Committee as a result of recent accidents. Although the Committee is more interested in preventing recurrences than placing blame, it is sometimes impossible to do the former without touching on the latter.

Last month I discussed the sad situation of the employee who is WILLING TO WORK UNSAFELY. I think a few words are in order concerning those supervisors who TOLERATE unsafe conditions and wink at the man who breaks safety rules. By "supervisors" I don't necessarily mean a particular classification, but the broad category of persons who have the responsibility for assigning and equipment and their use in the performance of work.

Performance vs. Persons

Understandably, often a supervisor is burdened with "getting the work done" and in this hurried atmosphere fails to see that the work is performed safely. But accident reports indicate that this atmosphere, coupled with other factors, makes him a contributor to these incidents. He may do this in any of the following ways:
1. He has lived with an unsafe condition for so long that even if it violates a safety rule it is allowed to continue.
2. He fails to pass on all information concerning the job to be done, and does not stress what might go wrong and what to do to avoid a possible accident.
3. He may have someone in mind who is willing to step in and "short-cut" a job if a man balks at performing the job unsafely. He thus condones unsafe practices and as a by-product attempts to hold the safe worker up to ridicule.
4. He may feel that it's a feather in his cap if he doesn't "cost" the company in the way of safety efforts.

Progress is not meaningful if it costs lives and limbs. Everyone connected with safety believes in the slogan: "Accidents are Preventable". Since we continue to have accidents, someone is falling down on the prevention end. As new types of energy sources are developed, our problems increase proportionately. Safety, we are told, is a matter of attitudes. We must try to solve attitudes as rapidly as our technologies.

Plastic Pipe Uses

A new technology that bears on gas safety is the ever-increasing use of plastic pipe throughout the country. This highly developed plastic conduiting is being used to replace the corroded and leaking iron gas service pipe laid many decades ago.

Sales and Use Growth

In 1962 over 605 million of plastic pipe was sold in the U.S. Use includes:
1. Domestic: Water lines, drain-waste-vent lines, water jet wells, sewer-drain lines, chemical, electric, and telephone conduits, water and gas service, and general drainage.
2. Industrial: Food and beverage piping, acid and corrosive drain lines, chemical, airborne radioactivity conduits, and all of those in (1) above.
3. Agriculture: Irrigation systems, water, gasoline, fertilizer, pesticides, and semi-solid feeds.
5. Oil Field: Salt water disposal, crude oil flow lines, gas-gathering systems, and well tubing.
6. Miscellaneous: Trailer court plumbing, golf course and domestic sprinkler systems.

1963-64 Membership Cards Explained

The new style 1963-64 Membership Cards were mailed to the entire membership in compliance with Resolution 6, Revised. "Rules for Conducting a Secret Ballot at Unit Meeting", adopted by the Executive Board on May 5, 1962.

The Membership Cards contain the necessary information as required in Paragraph 3 of Resolution 6, Revised. A sample of the front and back of the new card is shown below. The back of the card is an explanation of the information which will be imprinted on each card. Members should complete their cards by signing and showing classification in the spaces provided.

(a) Member's card number.
(b) Last four numbers of member's Social Security number.
(c) Code identification of the PGE&R division or department, company, section or public agency in which the member is employed. The number "2501" shown in the sample card indicates that the member is in the physical bargaining unit of the East Bay Division of PGE&R. If the number ends in "97", such as "2309", this indicates member is in the clerical bargaining unit of East Bay Division.
(d) Member's initiation date.
(e) This indicates a member's type of membership and the method by which his dues are paid, either by cash or payroll deduction. If dues are paid by payroll deduction this will show "A" or "BA". If dues are paid directly by cash indication will be by the designation "A-C" or "BAC".
(f) The back of the card is divided in 12 equal spaces indicating the months of the year. The use of the back of the card will be as indicated in Resolution 6, Revised Paragraph 5 (a), which states: "Where the member presents a membership card, the sergeant at arms shall stamp the back of the membership card with the Unit stamp in the space provided for the month in which the meeting is being held."

Safety Roundup

by sam casalina

Have you always been interested in electronics and certain electrical subjects but haven't had the source books to refer to? The following publications are available at low cost from:

U.S. Government Printing Office
Washington, D.C.

ELECTRONICS

Introduction to Electronics

Here is presented the story of the electron—a history of the development and use of electronic techniques and instruments. Beginning with a discussion on the evolution of communications, this Army manual presents brief histories of wire telegraphy, telephony, radio, radar, loran meteorological electronics, television, and other electronic devices and systems. 1949. 43 p. ill. Catalog No. M 101.18:1-660 35c

Selected Semiconductor Circuits

This comprehensive Navy handbook provides the transistor circuit engineer with a reference of reliable, well-designed examples of contemporary circuits. To make this a valuable handbook in years to come, a list of circuits that have been outdated, the design philosophies included with each part have been given great emphasis. The circuit design covered includes direct-coupled amplifiers, low-frequency amplifiers, high-frequency amplifiers, oscillators, switching circuits, logic, d-c power supplies, analog and small signal nonlinear circuits. 1960. 44 p. ill. Catalog No. D 7.6.2:210 $2.25

ELECTRICITY

Basic Electricity

One of the Navy Training Course series, this book dis-
Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

Accident-Prone Youth Qualify For Special Insurance Plans

Shortly after the new school year begins, many of the nation's 92 million students will be offered special types of health insurance to protect family budgets against one of youth's greatest enemies—accident.

The special coverages for students are rapidly expanding due to the growing interest of parents and school officials, reports the Health Insurance Institute. Both group-type and individual policies for youngsters have been developed to meet these needs.

Needs of pupils in the primary and secondary schools differ from those of college students, the Institute said. The younger children need insurance primarily to provide for dismemberment and accidental loss of life.

Both groups are more prone to injury than the adult population.

Incidence High

In the U.S. National Health Survey, it was found that one youth in three each year suffers an injury resulting in restricted activity or requiring medical attention. In the July 1959 to June 1961 period, an average of 3,643,000 students were injured each year while at school or on school trips.

Insurance for primary and secondary school students (47,000,000) is expected to enroll this September in kindergarten through 12th grade. Family health insurance, it provides extra protection against the costs of mending broken bones, sprains, strains, bruises, cuts and other injuries.

In the case of serious illness, where costs exceed the $500 deductible, individual students may be protected for up to $300 for hospitalization and $200 for doctors' visits. Providing for $150 for hospitalization and $50 for doctors' visits is individual coverage for up to $1,000 each for a maximum of 50 physicians' visits out-of-hospital. The cost of serious illness, where costs exceed the $500 deductible, major medical benefits are available up to $500.

The insurance pays 80 percent of the first $2,500 and 100 percent of the remainder.

Check Individual Plans

Individual policies are also available to students. Parents of college students should check the variety of coverages of hospital, surgical, regular medical and major medical bills offered by insurance companies at lower-than-average premiums to youths.
The Outdoor Scene

By FRED GOETZ

Deer meat is choice fare if it is properly taken care of. Strongt flavor is the result of careless handling of the carcass after the kill.

In line with this, we're throwing the following "how to do" information on the hunter's fire for what it's worth:

Dressing should be started soon after the kill — immediately if possible. Bleeding may be unnecessary in some cases since internal hemorrhage will automatically drain the circulatory system. However, the hunter may wish to bleed a head or spine shot.

New Stewards

The following shop stewards were appointed during August: PACIFIC GAS & ELECTRIC COMPANY: John T. Brett, East Bay Division; Harvey E. Burlison, General Construction; Bernice Aston, General Office; Irene M. Turner, General Office; SIERRA PACIFIC POWER COMPANY: Leland B. Jones, United States Bureau of Reclamation; Ben R. Hammack, John Payne.

pipeliners o.k. pacts stan-pac p. g. t.

The Executive Board, composed of members off the job, acting as a ballot committee, reports that members of Local 1245, working for Standard Pacific Gas Lines, Inc. have ratified the results of 1963 negotiations.

The Agreement was ratified by a vote of "22" yes ballots as against "7" no ballots. The amended contract will provide a total of 10.25 percent over three years (not including the effects of rounding and compounding), plus special adjustments to provide parity with PG&E and StanPac July 1, 1964.

Members of the I.B.E.W. Local 1245, in good standing, can earn a pair of 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 UHGR, Box 6884, Portland 6, Oregon.

ARE YOU MOVING?

Tell Pat

Pat is the girl who does all the work in the Mail Room. Tell her if you are moving.

Under a new postal regulation it will now cost the Local 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 Local 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:

Old Address:

City:

New Address:

City:

Mail to: Miss Pat Oliver, IBEW Local 1245, Mail Room 1918 Grove St., Oakland, Cal.

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The Staffing Assignments

Exchanging assignments are Business Representatives Jim McMillen and Gerry Watson. Jim is now assigned to East Bay Division while Gerry will serve in Jim's former area, Humboldt and Shasta Divisions as well as Citizens' Utilities.