

Dan McPeak Named Asst. Business Mgr.



DAN McPEAK

Dan McPeak has been appointed by 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 in aiding L. L. Mitchell on the Review Committee.

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 Committeeman 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.

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 5%; the Electrician's Helper—

(Continued on Page 8)

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 headquartering at Carson City. He, his wife Donna, and his family will be sorely missed by his many friends in California. Nick has served Local 1245 as Shop Steward, Chairman of the East Bay Grievance Committee, Unit 2314 Chairman, Advisory Councilman, System Negotiating Committeeman and Executive Board Member.

Andy Clayton is a Line Mechanic in Concord who has served as Advisory Councilman, Unit 2011 Chairman, Grievance Committeeman, Stan-Pac Negotiating Committeeman, and Trustee.

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 head-quartered at Oakport Road.



NICK GARCIA



ANDY CLAYTON



JIM LYDON



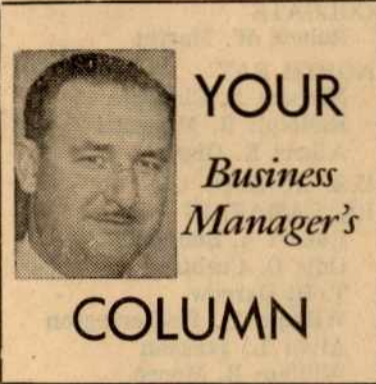
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Utility Reporter

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1918 Grove Street, Oakland 12, Calif.

OAKLAND, CALIFORNIA

SEPTEMBER, 1963



YOUR
Business
Manager's
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 grievances, safety, Steward education and organizing.

Vacations for Staff and office personnel are, in many cases, long overdue because of the heavy workload 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 without complaining about long hours, being separated from their families, or losing some of the personal benefits which come from staying on the job rather than serving the membership in negotiations.

Local 1245 is also fortunate in having an Executive Board and an Advisory Council which could and did handle the policy-making responsibilities that made it possible to make significant gains this year for our membership and their families.

All of these people work on the job as well as leading their Union and they give a heck of a lot more than they receive for serving their fellow employees.

The general responsibility to carry out policy and to handle all of our negotiations rests with the writer who is an elected officer as well as a full-time employee of our Union. I could not begin to do my job without the able and dedicated assistance of our other full-time people—the business staff and the office force. They also deserve the respect and thanks of the

(Continued on Page 2)



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"

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 increases, 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.T.A. on Friday, September 20th. Voting resulted in 17 "yes" votes and 4 "no" votes.

Owen, Bus. Rep.

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's service area. He has been a member of the Joint Grievance Committee and Negotiating Committee on that property.



ORVILLE OWEN

YOUR Business Manager's COLUMN

(Continued from Page 1)
membership for their diligent efforts this year.

All of the people on our team, along with the thousands of working members who support their Union and its efforts, have made collective bargaining work to the betterment of all concerned—the Union, the industry, and the customers who utilize utility services as members of the public.

It must be remembered that "it takes two to tango". The representatives of management who sat across the table from our representatives also contributed to industrial peace and progress as they worked hard along with us to hammer out acceptable solutions to difficult problems in 1963.

Those who feel that I should not give any credit to the people in management who participated in all of our 1963 negotiations, have a right to their own opinion. However, I must point out that the majority of our members are more interested in achieving honorable and satisfactory solutions to labor-management problems than "kicking the hell out of the employer".

We happen to deal with employers who, in majority, share the same view as the majority of our members when it comes to seeking solutions rather than "blood". Experience creates such views.

This condition could and may change and if it does, the employers will find our Union ready and able to give battle on any grounds selected by any deliberate aggressor.

Should this development occur, Uncle Sam will probably stick his nose into the deal and apply some more laws or regulations which will intrude upon the rights of individuals and groups within the labor-management area of interest to all concerned in our jurisdiction.

There is already too much of this sort of stuff in this country in all walks of our economic life. The best way to avoid it so far as both sides are concerned, is to continue to work out honorable and acceptable solutions to the problem at hand.

Much of the reason for what is termed "undue and excessive Governmental intrusion," is the inability of parties to many disputes to "take some and give some".

For over 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, and the public has been well served.

Retired Members

August 1, 1963

PRESTON BILDERBACK,
Drum Division
September 1, 1963

ELMER V. RIGHETTI, Coast
Valleys Division
October 1, 1963

ABRAHAM L. FRASER,
Humboldt Division

LIONEL E. HOLMES, Transit
Authority of the City of Sacramento.

EVERETT C. PROVIDE,
Humboldt Division

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
Duaine White

SAN JOSE

Harold R. Hayes
David L. Mackley
B. R. Payne
Donald G. Rickett

STORES

Raymond Castellino
James W. Evans
Keith L. Holland
William C. McDermid
George E. Portugal
Melvin L. Reece
Ronald A. Skerl

STANDARD-PACIFIC

Danny R. Hendricks

EAST BAY

Fred L. Coe, Jr.
N. Bruce Hayden
Harry A. Laput
Ray Pickens

SAN FRANCISCO

Roy O. Bailey
Richard A. Bin
Gordon T. Brandt
Linda A. Brown
Ronald J. Cevolini
Fred P. Cline
James P. Deasy
Thomas M. Engler
Richard H. Everett
Eugene R. Frazier
Dennis R. Holacre
Donald L. Hudson
John J. Hughes
George R. Marinkovich
Mardell Oman
Peter Poetz

GENERAL OFFICE

Robert R. Leathers
Else Lichtenstern

STOCKTON

Gene R. Conn
Kenneth D. Libhart
Ray C. Wilson

PACIFIC GAS TRANSMISSION

Gary L. Schuster

HUMBOLDT

Judy Wonderley

SHASTA

William J. Peterson

SIERRA PACIFIC

Calvin G. Grigsby
Melvin J. Prichard
Eddie B. Scott



Alan D. Stanley

DE SABLE

Daniel H. Boutelle

DRUM

Walter L. Sady

COLGATE

Robert W. Martin

NORTH BAY

Michael F. Clapham

Rudolph R. Massenzi

Albert R. Olsen

U.S. BUREAU OF

RECLAMATION

Robert A. Bennion

Odis O. Crabtree

T. H. Darrow

William D. Hetherington

Alvin L. Jackson

William R. Moore

Pete J. Moskoff

Maxwell A. Pohl

Willie F. Powell

Willis W. Rannefeld

Alfred Robles

Feirt Sanders

Raymond D. Spence

Mike Sturak

Russell K. Taylor

Robert E. Thomas

Charles E. Todd

Jennings B. Whiteside

Stacy Yancy

CITIZENS UTILITIES

Lewis E. Frazee

Larry M. McCollum

Carole A. Richards

GENERAL CONSTRUCTION

Jim Albertoni

Cleifton V. Armstrong

Alan C. Barber

Edward C. Blackburn

Randall W. Cothran

Frank A. Day

Russell F. Fenske

Robert J. Lee

Gary B. Nelson

Lawton Parrish

Clifford R. Patchen

Francis P. Rowbottom

John W. Shelton

Donald G. Siler, Sr.

Tim Tenold

Thomas W. Tillery

James B. Trimble

Garry Van Sant

James I. Welch

Gerald L. Williams

UTILITY TREE SERVICE

Wilbur L. McCullom

DAVEY TREE SURGERY

John Smith

James L. Stewart

William P. Thornton

... 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 sure most of us in the field have heard the old familiar cry, "Why attend the Unit Meeting? The Division people run them to suit themselves." This of course 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!

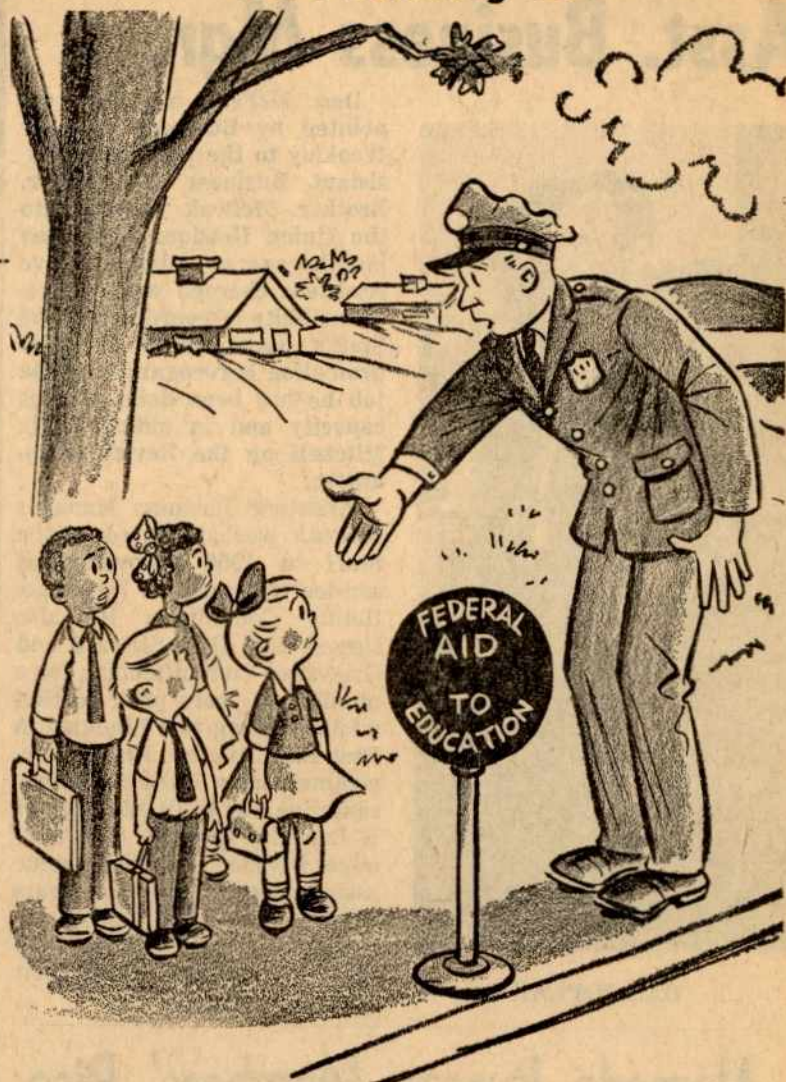
What I would like to see all of you men out there in the various areas do is attend "en masse" at the very next Unit meeting. Walk in and introduce yourselves to the Chairman and then sit back and see what happens. I'll bet you'll find yourselves as much a part of the Unit as we did at Eureka.

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

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



The Second American Revolution

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

NBC News said that on 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? How much representation does the urban Negro of the North or the rural Negro of the South receive from the representatives elected in his area? No urban voter is represented equally with rural voters and few Negroes in the South have been able to register to vote.

Was not economic exploitation an issue in the American Revolution? And what 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 the sit down strike: the picket line. Note also the technique of sitting down to bargain—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 tradition 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 as an institution is no worse than any other institution in this society in its Civil Rights progress, and is better than most (if institutional comparisons are meaningful). Attempts have been made to scapegoat Labor. Considering the sources (the anti-labor voices and dirge are familiar—the lyrics slightly different) attempts will continue to be made. They cannot scapegoat Labor.

If the Labor Movement of the country which proposes to continue leading the free world does not act as that country's conscience, who will? If it cannot act so without clear conscience of its own, where are we then? This revolution will not go away if it is ignored any more than the Labor Movement did when it was founded.

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 getting Congress to pass a bill to let manufacturers fix prices on trademarked products at the consumers' expense," Thos. L. Pitts, state AFL-CIO leader, warned union members and the public at large this week.

"They have draped the old geoses 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, AFL-CIO, declared.

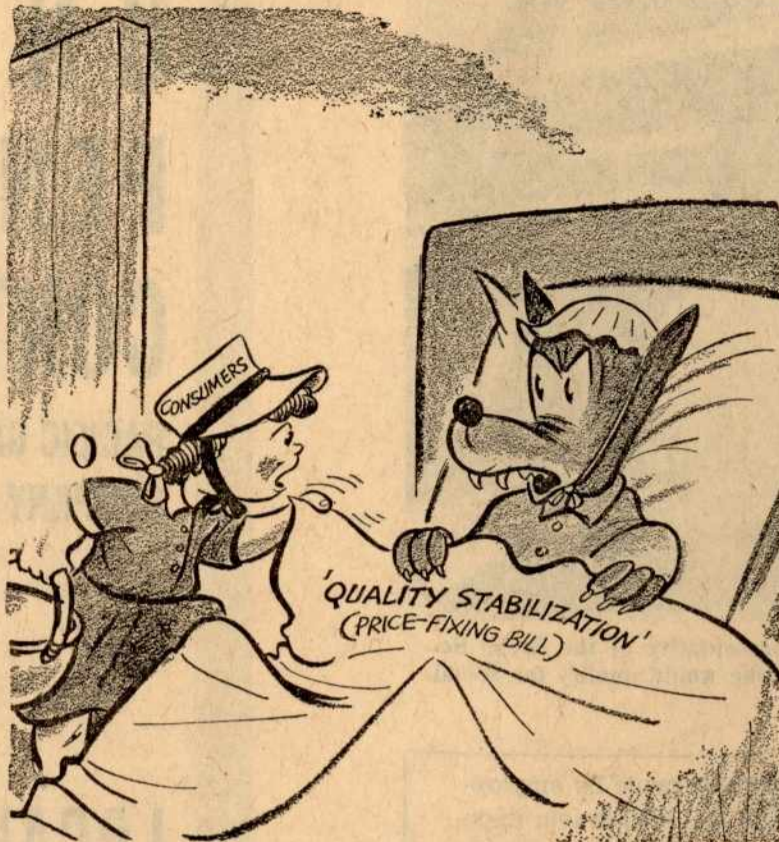
The measure (HR 3669), already approved by the House Commerce Committee by a 33-1 vote, is expected to be cleared by the Rules Committee for consideration of the full House any day now. It would revoke the right of a retailer to sell a brand-name product at a price below the price set by the manufacturer.

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

"Many of the trade associations pushing this foul bill are the same groups that fight tooth and nail to defeat improvements in social insurance programs, truth-in-lending, truth-in-packaging measures and other public interest legislation. They claim they believe in the free enterprise system but they want to rig the system's operation so that it pays off like a slot machine—handsomely for the house.

In testifying against an even

'You're Still a Wolf'



worse Senate version of the bill, Andrew J. Biemiller, AFL-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.

Instead of protecting small retailers this price-fixing system would destroy them, Biemiller said, because big retail chains are selling more and more products labelled with their own "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 ver-

sion 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 in 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 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 can 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 packages."

Most of the new consumer laws, she said, were part of Governor 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 package contains. The 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 goods will be affected except those in circular containers, petroleum products and fruits and vegetables in containers where count, rather than weight or measure, is used to state the quantity. (Senator Joseph A. Rattigan, Santa Rosa, author.)

Another 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 amount of the product in the containers." (Senator Alan Short, 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 not see the results on store shelves for several months, Mrs. Nelson explained. She is working with the state Department of Agriculture, which sponsored the bills, in formulating the necessary regulations, and 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:

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 get a written contract. (Assembly Speaker Jesse M. Unruh, Los Angeles, author.)

"Teenagers and pensioners stand to benefit from this law," said Mrs. Nelson. "They're the ones who, because of their limited financial resources, usually make small credit commitments."

Deficiency judgments are banned under the terms of another law. After Friday, September 20, if a consumer falls behind on payments, the seller has his choice of either repossessing the goods or suing for the unpaid balance; he will no longer be able to do both. If the goods are repossessed, the consumer loses all the payments he has made. The law applies to all goods sold on installment except automobiles. (Assemblyman John F. Foran, San Francisco, author.)

Mrs. Nelson said that this law, which was strongly backed by the California Federation of Labor, AFL-CIO, will end the practice by some unscrupulous sellers who have reclaimed and resold goods, then collected the full amount owing on the contract plus repossession and other charges.

A third law affecting credit buyers prohibits clauses in installment contracts requiring the consumer to pay a penalty fee for legally 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 represent that he is a manufacturer, wholesaler, importer, etc. when this is not true.

Several other laws important 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. Regulations will be adopted regarding estimates for moving charges and delays in shipping household goods. (Assemblyman John C. Williamson, Bakersfield, 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 abuses will be established under the terms of another law. The unit, titled Bureau of Electronic Repair Dealer Registration, is authorized to take action against dishonest and deceptive repair practices including misleading advertising and gross negligence. It will also 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 Furniture and Bedding Inspection Bureau to inspect stuffed and padded toys to make sure the stuffing material is sterilized, clean, sanitary and free from contamination. (Assemblyman John T. Knox, Richmond, author.) Until this law was passed, no such safeguards existed, Mrs. Nelson pointed out.

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 Harvey County Escrow Co., Inc., 150 W. Washington St., Burns, Ore.

The FTC's complaint alleges that printed claims, pictures and photographs in their advertisements and in other promotional material are deceptive.

For example, the complaint says, the land offered for sale: Is not located "In The West's Greatest Recreation Area"

Is not located in close proximity to hunting, fishing, swimming, skiing, boating or similar recreational facilities Does not lie in "A fertile valley" and is not suitable for cultivation.

What They Wore... by PHYLLIS JOYCE



WHEN PETER STUYVESANT GOVERNED AND NEW YORK WAS KNOWN AS NEW AMSTERDAM THE WIVES OF PROSPEROUS DUTCH PATROONS WORE GAY COLORED SILK AND SATIN GOWNS OF BEAUTIFUL WORKMANSHIP SLASHED SLEEVES SHOWED UNDERSLEEVES, RUFFS AND CUFFS OF LACE, STARCHED AND WIRED WERE TYPICAL OF THE STYLE OF THE DAY.

IT WAS THE CUSTOM TO DRESS CHILDREN EXACTLY LIKE THEIR PARENTS. THIS RESULTED IN LITTLE GIRLS WEARING STIFF PETTICOATS AND ELABORATE DRESSES.

OVER HER DRESS A DUTCH LADY WOULD OFTEN WEAR A LOOSE-FITTING JACKET CALLED A SAMARE MADE OF VELVET AND TRIMMED WITH FUR.

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

PG&E PENSION NEGOTIATIONS



Edna is shown getting her questions answered by a skilled representative of the Social Security Administration. Edna was particularly interested in how she would qualify for Social Security at age 62 and what her benefits would be at that time.

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—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 \$5.00 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 60, 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 these 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 or death before 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.

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- 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.

UNION PENSION CONTRACT

PACIFIC GAS & ELECTRIC COMPANY



AND
LOCAL UNION
1245 I. B. E. W.
AFL-CIO

Effective January 1, 1954 to
continue to January 1, 1964
(as amended January 1, 1959)

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 heretofore 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-1455;

AND WHEREAS Company has had in effect since January 1, 1937, a retirement plan for its employees and employees of participating subsidiary companies, thereafter 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.

NEGOTIATIONS 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, 1955." A copy of said booklet is attached hereto, 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 Insurance Company and the Prudential Insurance Company of America is terminated by said insurance companies or by operation of law, in which event the rights theretofore 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 will 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, 1950 and was reinstated in employment on his return from such military service in accordance with the applicable Federal reemployment statutes, and continues as a contributing member of the Revised Retirement Plan until his Normal or Optional Retirement Date, Company shall purchase an amount of retirement income for him equal to that which he would have accrued had he remained in continuous employment at the wage rate applicable to his last active 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 Revised Retirement Plan. Company, shall, in the event the master contract between the Company and the insurance companies is amended in such manner as to affect members in the Union's bargaining units, furnish Union with a copy of the amendment involved.

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, 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 10 of said booklet. If Company amends or terminates the Savings Fund Plan, it shall give Union 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 1, 1952 as amended, covering maintenance, construction and operating employees of Company and the agreement between Company and Union dated July 1, 1953, as amended, covering office and clerical employees of Company.

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 unless 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 notification thereof, give written notice to Company requesting that it meet with Company and discuss the action taken by Company. As soon as practicable after the receipt of such notice, Company shall arrange to meet with Union for such purpose and this Union Pension Contract shall be open for any additional amendment to which the parties may agree. If Union fails to give notice to Company within such 30-day period, or such notice is given by Union and the parties meet but fail to reach accord the term of this Union Pension Contract shall continue 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

Assistant General Manager

And by R. J. Tilson

Its Industrial Relations Manager

LOCAL UNION No. 1245 OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(Affiliated with the American Federation of Labor-Congress of Industrial Organizations)

By CHARLES MASSIE

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. Simply clip this 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			
	ACCOUNT NUMBER		
	DATE OF BIRTH	MONTH	DAY YEAR
Please send me a statement of the amount of earnings recorded in my social security account.			
NAME	MISS _____ MRS. _____ MR. _____		Print Name and Address in Ink Or Use Typewriter
STREET & NUMBER _____			
CITY, P.O., ZONE & STATE _____			
SIGN YOUR NAME AS YOU USUALLY WRITE IT _____			
Sign your own name only. Under the law, information in your social security record is confidential and anyone who signs someone else's name can be prosecuted.			
If your name has been changed from that shown on your social security account number card, please copy your name below exactly as it appears on that card.			

Why it Pays to Check Periodically

If you have worked long enough under the social security law, you and your dependents can get monthly social security insurance benefits when you retire or if you should become disabled. Monthly benefits can also be paid to certain members of your family when you die. These benefits will de-

pend 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 to 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 social security's recordkeeping headquarters in Baltimore, Md. You will receive a confidential statement of the earnings credited to your account.

safety roundup

by **sam casalina**



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 men and equipment and their use in the performance of work.

Performance vs. Persons

Understandably, often a supervisor is burdened with "getting out the work", 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 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 byproduct 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 limbs and lives. 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 evolve our attitudes as rapidly as our technologies.

Plastic Pipe Uses

A new technology that bears on gas safety is the ever-in-

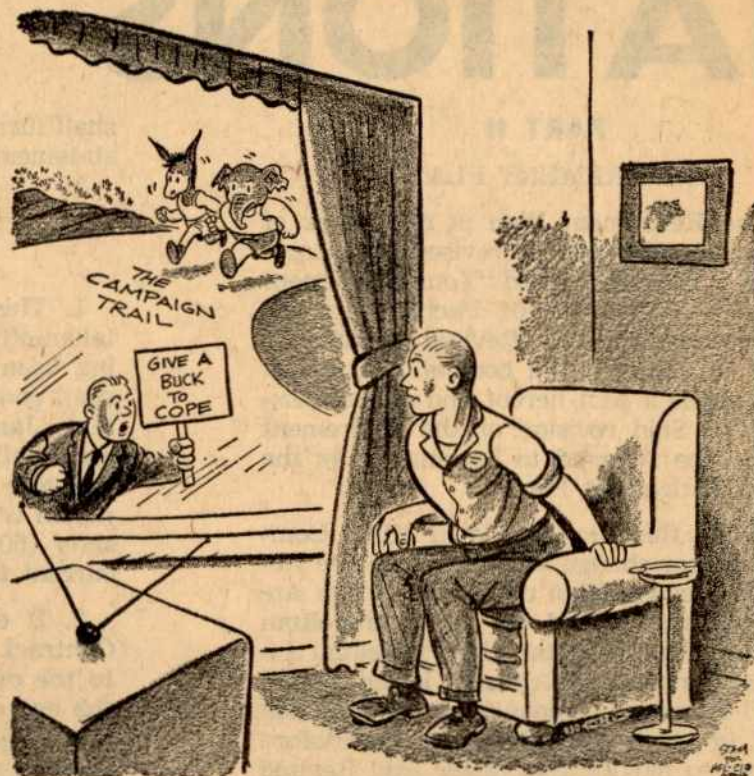
creasing use of plastic pipe throughout the country. This highly developed plastic conduit is being used to replace the corroded and leaking iron gas service pipe laid many decades ago.

Sales and Use Growth

In 1962 over \$65 million of plastic pipe was sold in the U. S. Its uses include:

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.
4. Municipal: Water purification plants, sewage treatment plants, water and gas mains.
5. Oil Field: Salt water disposal systems, crude oil flow lines, gas-gathering systems, and well tubing.
6. Miscellaneous: Trailer court plumbing, golf course and domestic sprinkler systems.

'It's Later Than You Think'



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, 1963.

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 together with 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.

International Brotherhood of Electrical Workers
Local 1245

MEMBERSHIP CARD

John Q. Union C-01245 —(a)
2141 —(b)
2301 —(c)
6-1-50 —(d)
A —(e)

John Q. Union
MEMBER'S SIGNATURE
MACHINIST
CLASSIFICATION

1963-64

THIS MEMBER IS IN GOOD STANDING IN LOCAL UNION 1245 AND IS ENTITLED TO ALL RIGHTS AND PRIVILEGES OF THIS LOCAL UNION.

LELAND THOMAS JR.
PRESIDENT

- (a) Member's card number.
- (b) Last four numbers of member's Social Security number.
- (c) Code identification of the PG&E division or department, company, section or public agency in which the member is employed. The number "2301" shown in the sample indicates the member is in the physical bargaining unit of the East Bay Division of PG&E. If the number ends in "0", such as "2300", 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 "BA-C".
- (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 (e), 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."

JULY	AUG.	SEPT.	OCT.
NOV.	DEC.	JAN.	FEB.
MAR.	APR.	MAY	JUNE

(f)

Your Own Technical Library

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 25, 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. il.

Catalog No. M 101.18:11-660

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, when the selected circuits may have been outdated, the design philosophies included with each part have been given great emphasis. The areas of circuit design covered include direct-coupled amplifiers, low-frequency amplifiers, high-frequency amplifiers, oscillators, switching circuits, logic circuits, a.c. to d.c. power supplies, power converters, and small signal nonlinear circuits. 1960. 44 p. il.

Catalog No. D 7.6/2:215

\$2.25

ELECTRICITY

Basic Electricity

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

cusses the fundamental concepts of electricity, covering such subjects as direct-current circuits; electrical conductors and wiring techniques; magnetism and magnetic circuits; direct-current generators and motors; alternating-current circuit theory with the use of vectors and sine curves, wherever possible; and a treatment of alternating-current generators, transformers, motors, indicating instruments, and synchros. 1960, published 1961. 448 p. il.

Catalog No. D 208.11:EI 2/3/960

\$3.50

Magnetic Amplifiers

Presents material covering various uses of magnetic amplifiers in basic and advanced circuits, servo mechanisms, voltage regulators, audio frequency amplifiers, and other electrical equipment. A representative list of manufacturers and a bibliography of technical papers for use in further study are also included. 1951. 83 p. il.

Catalog No. D 211.2:M 27

50c

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 52 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 the demand.

Needs of pupils in the primary and secondary schools differ from those of college students, the Institute said. The younger children generally are covered by family health insurance policies. College students, by reason of age, often are ineligible for coverage as dependents.

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.

Insurance for primary and secondary school students (47,800,000 are expected to enroll this September in kindergarten through 12th grade) supplements family health insurance. It provides extra protection against the costs of mending broken bones, sprains, strains, bruises, cuts and other injuries.

Typical group-type insurance for college students (estimated enrollment for 1963-64: 4,386,000) provides benefits for medical expenses due to illness as well as injury. The broader protection is provided because, at or about college age, most students no longer are covered by the family's existing health insurance.

Group-type policies often are available to primary and secondary school children on an open-to-all basis for medical expenses due to accidents or school sports injuries.

List Typical Benefits

Generally these policies will pay doctor, surgical, hospital and nursing bills for accidental injury with maximums ranging from \$2,500 to \$10,000 per injury. Additional benefits are provided for dismemberment and accidental loss of life.

Basically the insurance is in force during school hours on days when school is in session, including coverage for physical education activities, gym, shop, field trips and intramural sports.

The child also is covered while traveling directly between home and school and while participating in school-sponsored and supervised activities.

Such coverage usually can be purchased for from \$1 to \$5 in annual premiums. For a higher premium, the child may be covered 24 hours a day the year around.

Most student policies require an additional rider for coverage of high school interscholastic football. Some school systems purchase separate coverage for their football players and pay the premiums from gate receipts.

At least 52 insurance companies currently offer student accident and health policies, the Institute reported, and these plans are available to most public and parochial school systems throughout the country.

The plans come under group-type insurance serviced by a master policy which generally is retained by the principal of the school, the board of education or a sponsoring organization. School personnel do most of the work relating to the administration of the plans—from collection to premiums to completion of claim forms. This helps keep premium costs so low.

In the college category, many policies are written to take into account the colleges' own infirmary facilities or other medical services.

College Coverage Broader

A policy offered through one major eastern university costs \$30 for coverage on a calendar year basis—Sept. 15 to Sept. 15—and protects the student 24 hours a day, including those periods when he is away from school on holidays or vacations.

It pays up to \$500 on an unallocated basis for expenses incurred due to accident, with a \$100 limit for treatment of injury to natural teeth. Not covered are services or medical supplies provided by the school itself and for which the students pay a separate fee, or injuries from contact intercollegiate sports.

For sickness, the policy pays up to \$18 a day hospital room and board, \$100 miscellaneous expense, up to \$225 for surgery, up to \$5 per hospital visit by physicians (limited to \$150), up to \$14 a day for private duty nurse (limited to \$240), up to \$20 for ambulance service and up to \$4 each for a maximum of 10 physicians' visits out-of-hospital.

In the case of serious illness, where costs exceed the \$500 expense, major medical benefits are available up to \$5,000. The insurance pays 80 per cent of the first \$2,500 and 100 per cent of the next \$2,500.

Check Individual Plans

Individual policies also are 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.

Becker Named to Human Rights Post

Governor Edmund G. Brown recently announced his appointment of William Becker, 45, of San Francisco, as Assistant to the Governor for Human Rights, a newly-created staff position.

Becker, Secretary and Legislative Advocate for the California Committee for Fair Practices, Area Representative for the Jewish Labor Committee and a member of the California State Advisory Committee to the U.S. Civil Rights Commission, has had long experience in the field of civil rights and as a labor union representative.

The governor said that "Mr. Becker is uniquely qualified to assist my administration and the state in its growing and important role in providing equality of opportunity for all Californians."

"The state constitution, the legislature and the courts have given the state a clear mandate to carry out our public policy of non-discrimination," the governor said.

"Mr. Becker will assist me in translating that public policy from words to action."

"Recently I issued a Code of Fair Practices to insure equality of opportunity in state government — in employment, among licensees, contractors and in other areas of public involvement with the government."

"I have asked Mr. Becker to see that the code is carried out and to cooperate with all public and private agencies who are working to eliminate discrimination and segregation in schools, employment and other fields."

The governor pointed out that Becker coordinated the statewide campaign and successful legislative fight for passage of the Rumford Fair Housing Act at the last session of legislature.

"The legislature now has

made it illegal to discriminate in housing employment and in public accommodations," the governor said. "It has also spoken out, along with the state Supreme Court, against de facto segregation in schools, but in all of these areas we still have serious deficiencies of equal opportunity. We need both private and public efforts to carry out the spirit and intent of our legislation and public declarations of policy."

Becker, a Democrat, native of New Jersey and graduate of Columbia University, lives at 610 Cherry Ave., Sonoma. He and his wife, Dorothy and four children will make their home in Sacramento.

Becker has been a member of the West Coast Regional Policy Committee of the National Association for the Advancement of Colored People, secretary of the statewide Committee on Equal Opportunity in Apprenticeship and Training and a member of the Advisory Committee on Minority Problems of the California State Department of Employment. He is also a member of the executive board of Youth for Service, of San Francisco, the NAACP, the Urban League, the Community Service Organization, the San Francisco Council for Civic Unity, the San Francisco Federation of Teachers and Cemetery Workers Union local No. 265.

From 1949 through 1952 he

In Memoriam

JAMES HAFFEY, a member of the IBEW since January 8, 1935, passed away on August 17, 1963. Brother Haffey, a former employee of San Francisco Division had been on IBEW Pension since September 1, 1961.

E. C. HUMPHREY, initiated in the IBEW on December 1, 1944, passed away on August 26, 1963. Brother Humphrey had been an employee in Shasta Division.

PAUL A. LOWE, employed in East Bay Division, passed away on September 12, 1963. Brother Lowe was initiated into the IBEW on February 1, 1963.

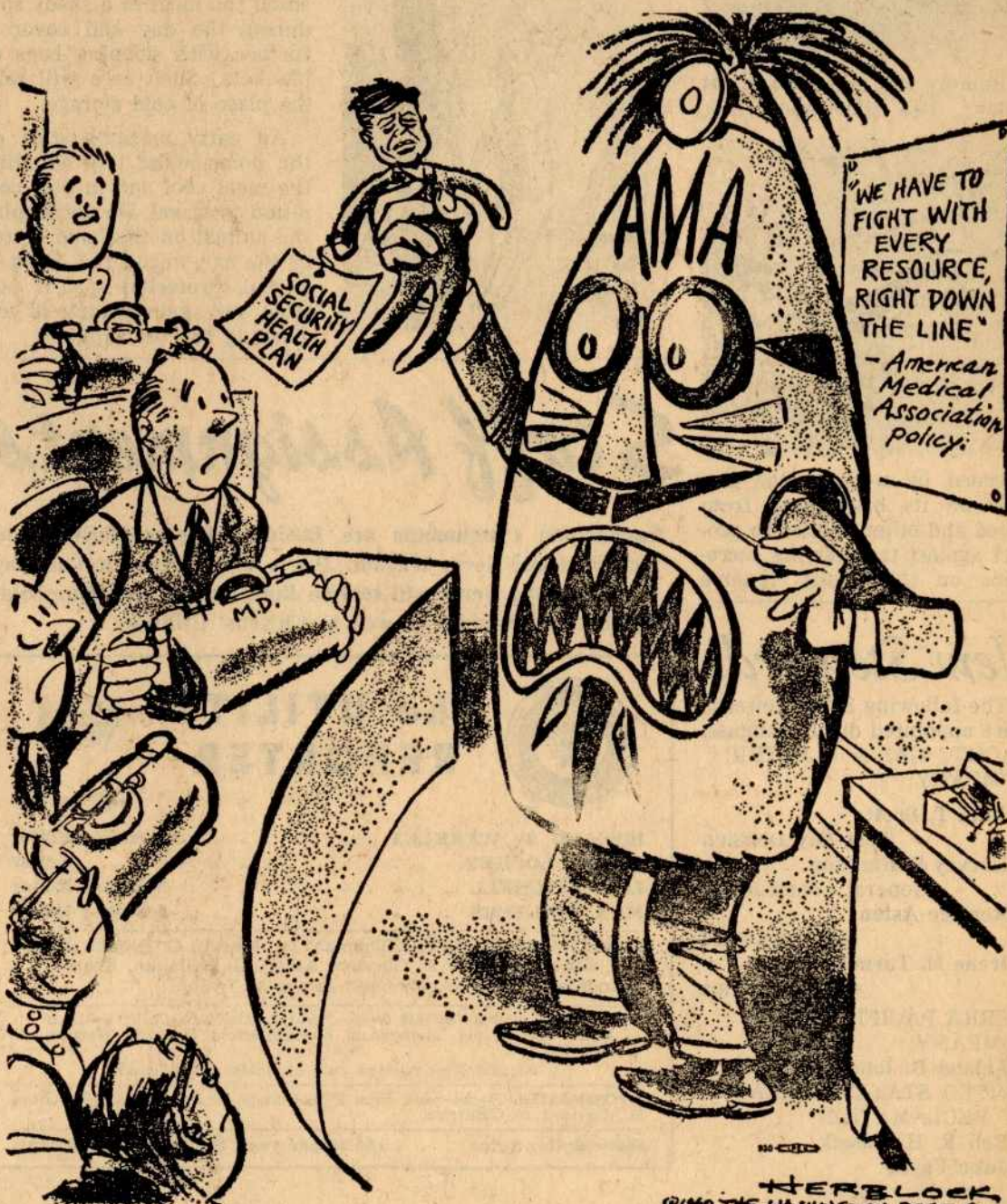
JACK STAMBAUGH, a Maintenance Man with U.S. Bureau of Reclamation, passed away on August 12, 1963. Brother Stambaugh was initiated into the IBEW on March 1, 1963.

HARLON WALLACE, employed as an Apprentice Lineman in General Construction Department, passed away on August 24, 1963. Brother Wallace had been a member of the IBEW since June 1, 1962.

JACK T. WIVELL, a Line Subforeman in Stockton Division, passed away on September 6, 1963. Brother Wivell was initiated into the IBEW on March 1, 1951.

JOE COSTA passed away on July 26, 1963. Brother Costa, employed in the Electric Department in Stockton Division, was initiated into the IBEW on December 1, 1946.

served as national representative of the National Agricultural Workers Union and was business representative of Cemetery Workers Union local No. 265 from 1953-57. He has been area representative for the Jewish Labor Committee since 1953.



The Outdoor Scene

By FRED GOETZ

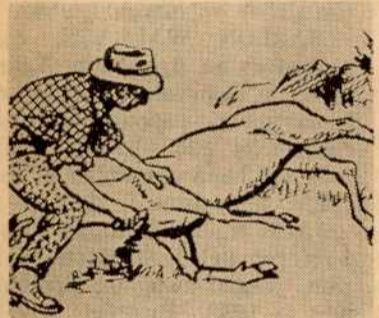
Deer meat is choice fare if it is properly taken care of. Strong flavor is the result of careless handling of the carcass after the kill.

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.

Sticking (see illustration #1)



rather than cutting the throat is recommended if you're going to bleed the carcass. With the animal's head downhill, insert the knife at the point of the brisket and cut toward the backbone, severing those large blood vessels leading from the heart. (See illustration #2).



Remove the entrails without delay. (See illustration #3).



Proceed by wedging the carcass on its back away from blood and other debris. To protect against transferring secretions on the hands, remove

both musk glands from each hind leg. Be certain to wash or wipe the knife and hands immediately after this operation.

Skin the genital organs of bucks away from contact with the meat to prevent contamination in case the bladder is pressed during dressing. Open the skin from the jaw to the vent, cutting from underside rather than downward through the hair. Use the fingertips to press the intestines away from the knife point as the abdominal lining is cut.

Lay the rib cage open by cutting to one side of the center line.

Free the pelvic organs by encircling the vent, being careful not to puncture the bladder.

Roll the deer on its side with the opening you have made facing downhill. Cut the windpipe and gullet below the chin; cut the diaphragm, and other attachments along the backbone. If encircled properly, the bladder, lower bowel, and



genital organs can be pulled into the body cavity and removed intact with the remainder of the intestines.

Rapid cooling to remove body heat is necessary. (See illustration #4). Skinning will speed the cooling process and is recommended when possible. Hang the carcass in the shade and prop apart with sticks. (See illustration #5).



Deer may be kept days despite the temperature. Nights are generally cool during the hunting season. Hang the meat at night to cool and glaze. Position the meat in a shady spot during the day and cover it further with sleeping bags or blankets. Such care will take the place of cold storage.

An early morning start on the home-bound trip will find the meat cool and in best condition to travel. Do not display the animal on the hood or top of the car, uncovered. Pack in a cool, protected spot if possible, and again insulate it with sleeping bag or blanket.

Staff Assignments

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

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

The UTILITY REPORTER

RONALD T. WEAKLEY Executive Editor

BRUCE LOCKEY Editor

L. L. MITCHELL Assistant Editor

M. A. WALTERS Assistant Editor

Executive Board: Leland Thomas, Jr., Marvin C. Brooks, Henry B. Lucas, Andrew A. Clayton, Albert G. Callahan, Frank S. Anderson, John W. Michael, James M. Lydon.

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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 "3" no ballots.

The amended contract will provide a total of 10.25 per cent over three years (not including the effects of rounding and compounding) plus special adjustments for individual classifications. The amended agreement reflects improvements in Company's contribution to medical coverage, increased shift premiums, eight guaranteed holidays, and four weeks vacation after 20 years of service. The improved contract is in the process of being printed and will be available to the membership in the near future.

(Special note to Stan-Pac members): The Unit meeting location has been changed to the Farm Center Clubhouse, Delta Rd., Knightsen.

Members of Local 1245 working for PGT, have ratified the results of 1963 negotiations, the Ballot Committee has reported.

The Agreement was ratified by a vote of 26 "yes" ballots as against 10 "no" ballots.

The amended contract will provide a total of 10.25 per cent (not including the effects of rounding and compounding), plus special adjustments to provide parity with PG&E and StanPac July 1, 1964.

Improvements were made in hospital and medical coverage and Company's contribution to the plan; eight guaranteed holidays were provided. Improvements in the grievance procedure will provide an accelerated means of resolving grievances. Increased board and lodging expense provisions and other contract language changes highlighted the settlement.

The improved contract is being printed and will be available to the membership in the near future.

Alameda Bureau

(Continued from Page 1)

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 URKR, Box 6684, Portland 66, Oregon.

3.75%; and the Gardener—2½%. All monthly-paid employees were granted increases of 5%.

In addition to salaries, gains were made in shift differentials, which were increased to 10c and 15c, and monthly-paid employees were guaranteed eight (8) paid holidays, which hourly-paid employees previously had.

Utilities followed appearances on behalf of Local Union 1245 members by Assistant Business Manager M. A. Walters and Negotiating Committee members Robert Cole, G. G. Roschisch and Clarence Vargas.

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 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: Miss Pat Oliver, IBEW Local 1245, Mail Room 1918 Grove St., Oakland 12, Calif.