



Utility Reporter

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OAKLAND, CALIFORNIA

NOVEMBER, 1963



Pension and Savings Fund Plan Negotiating Committee members are shown discussing their negotiating program. Left to right, they are: Wayne Weaver, Assistant Business Manager L. L. Mitchell, Vera La Belle and John Zapian.

Pension Bargaining Resolution Adopted

The following resolution has been adopted by the Executive Board in order to serve as a guide for the Union Pension and Saving Fund Plans Negotiating Committee in developing a program based upon recommendations made by the Units.

WHEREAS: It is our purpose to select proposals for amending the Pension and Savings Fund Plan for employees of PG&E Company and its subsidiaries, and

WHEREAS: These proposals should be made in terms of a program providing improvements in the welfare of the maximum number of persons within the group, and

WHEREAS: This program should support the general objects of organized labor, and

WHEREAS: The objective of this policy shall be to reduce life work span, increase opportunities for advancement within the work force and create job opportunities for new entrants into the labor force,

NOW THEREFORE BE IT RESOLVED: That the policy used by the Negotiating Committee in selecting proposals for amending these plans shall be to emphasize the selection of proposals which would provide incentives for persons to seek early retirement, provide maximum retirement income protections, and improve job security measures.

Unemployment Persists, But:

Profits Rocket To All-Time High

Corporate profits are rocketing to an all time record high in 1963 with fourth-quarter earnings expected to maintain the sharp jump over 1962 profits racked up earlier this year.

The Wall Street Journal, in its quarterly compilation of profits, declared flatly that they "seem certain to reach a record high for all of 1963," reporting that for the July-September period profits were up 15.2 per cent over the same quarter a year ago.

This followed a 15.9 per cent increase in the second quarter of the year and lead the Journal to predict:

"Out of 15 industries, no less than 11 promise also to exceed their earnings in the fourth quarter."

The Journal's profits report came a few days after

the government reported the unemployment rate in October registered 5.5 per cent of the labor force and that the nation had completed the sixth successive full year with employment of 5 per cent or more.

The newspaper found that earnings in the third quarter "held at the record peacetime rate" reached in the second three months of the

(Continued on Page 7)

Alturas Holds Dinner Dance

Members of the Alturas Unit 4013 held their Annual Union Dinner Dance at "Benny's" November 9th. Guests of the Unit declared the evening "a smashing success."

Assistant Business Manager L. L. Mitchell, Executive Board Member Frank Anderson, and Business Representative Gerald Watson were invited guests from Local 1245 while Mr. and Mrs. Jim Knauss and Mr. and Mrs. Charles Asher were invited from Citizens Utilities management.

The evening included a cocktail hour, dinner, entertainment and dancing. Including guests, members and spouses—in all, 34 people attended the dinner dance.

Business Representative
(Continued on Page 7)



This kind of work is the order of the day for Pension and Savings Fund Plans Committee member Wayne Weaver during preparation for negotiations with Pacific Gas and Electric Company management.



Vernon W. Hughes, Business Manager, International Brotherhood of Electrical Workers, Local 465 (left); Howard Wylie, superintendent-district operations, San Diego Gas & Electric Company (center); and R. A. Wilson, utility gas appliance mechanic; discuss SDG&E achievement in receiving the first-place award in a nation-wide contest jointly sponsored by the National Safety Council and the American Gas Association.

Sierra Pacific Buys New Plant Site

Purchase of a new major power plant site for future development was announced in Yerington recently by Sierra Pacific Power Company.

The new site is the St. Isadore Ranch, ten miles north of Yerington on the west side of the Walker River. Headquarters of the ranch is a mile east of Alternate Highway 95 and a mile south of Wabuska in Mason Valley.

The announcement came approximately a month after Sierra Pacific held open house ceremonies to display the Company's first major steam power plant to the public at Tracy station, east of Reno.

Fred L. Fletcher, Sierra Pacific President, said purchase of the new site is part of the Company's long-range generation program, which has increased the firm's electrical generating capacity from 9,000 kilowatts in 1960 to 113,000 kilowatts today.

"Our engineers predict that electrical needs of Northern Nevada will triple

by 1975, and Sierra Pacific is building ahead to meet them," Fletcher said.

Power Company officials said the decision to purchase the Saint Isadore Ranch came only after a long study of water supply and other conditions in numerous locations. They added that the ranch's proximity to railroad and highway facilities were important considerations.

The ranch is also close to the single biggest user of Sierra Pacific Power Company electricity, the mining operation.
(Continued on page 8)



John Fitzgerald Kennedy

How slender is the thread by which one clings to life. How easily and horribly it has been cut.

How fragile is the thread by which we hold the imagination of the people of the world.

Many will not comprehend how this could have happened. But those in this country, and elsewhere, who have heard the rising, strident noise of the far right know what has happened. The shrill cancer of money-grubbing, protectors of their own gains has exploded into this. This is not just the work of a mad man—it is the logical extension of the exhortations of an insane splinter of American society.

It remains for the tremendous majority of American citizens to indicate, by their re-dedication to principles, by their determination to resolve their moral dilemmas, by their vocal attack on the fascists of the far left and the far right—that the United States of America still has a leading place in the civilized world.

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

SAN JOAQUIN

- Troy Dunn, Jr.
- Troy L. Haynes
- Craig H. Winn

CAL - PAC UTILITIES
William C. Donahue

SAN JOSE

- Robert C. Hanley
- James C. Parushis

EAST BAY

- William D. Eastham
- Michael B. Gibney
- Daniel L. Johnson
- Ralph F. Rydman

SAN FRANCISCO

- John DeMichell
- Robert P. Newman
- Billy Ray Pharis
- Douglas F. Stevenson

STOCKTON

- Allan R. Weston

CITY OF BERKELEY

- John C. Hall

SHASTA

- Thelma J. Gaines

SIERRA PACIFIC

- Leonel DeAzevedo
- Roy G. Giurlani
- Allen D. Griffis
- Alna R. Hunt
- Glenn P. Ingraham
- John P. Kreutzian
- Malcolm B. MacLeod
- Millard E. Stearns
- Philip W. Whinery

DRUM

- Dale Deane
- Ervis L. Nave

S.M.U.D.

- Robert H. Dal Porto
- Hubert A. Dunn
- Paul K. Horning
- Eric R. Konberg
- George H. Linderman
- Joseph L. Pyle

U.S. BUREAU OF RECLAMATION

- Lemuel F. Purvis
- Herschel W. Riggan

CITIZENS UTILITIES

- Henry Bourgeault
- Judy Brewer
- Russell I. Daly
- Katherine D. Fogleman
- J. E. Isaac
- Earl C. Lewis
- Donna Lee Maxwell
- Richard C. Wall

GENERAL CONSTRUCTION

- Joseph G. Antuzzi
- John F. Camacho
- Paul E. Davidson
- Joseph R. Lusk
- Gregory Norton
- Peter J. Peterson
- Elmo R. Polson
- Virgil L. Salchenberger
- Clifford A. Scott
- Edward R. Sanchez
- Charles E. Vehove

UTILITY TREE SERVICE

- Louis C. Moore

DAVEY TREE SURGERY

- Wayne T. Blackstock
- Earl D. Edgeman
- Henry Hoesch
- Stanley K. Lyons



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, Anthony J. Boker, James M. Lydon.

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Helen Nelson Testifies On Pesticides

On behalf of consumers, let me thank the members of the Senate and this Fact Finding Committee for making the important decision to review the use of pesticides in California. On the basis of four year's experience as Consumer Counsel in California, I can report that no other concern pressed upon me by consumers is held as deeply by as many consumers as the concern over the widespread use of pesticides.

PESTICIDES AND HOMICIDE

We know pesticides can kill more than pests and quite naturally feel we should try to keep our families out of the reach of these chemicals. But in view of what we are coming to know about the uses of pesticides, we realize we are helpless as individuals in this effort. The necessary precautions are not within our power to take.

Our concern as consumers is not alone with pesticidal residues in food, although our doubts about the safety of our food supply is a prime anxiety. We are concerned as well about the many other areas of our lives which can be affected by the use of pesticides.

We know that pesticides are used to kill weeds in the school yard where our children play. We know they are used to kill "nuisance plants" along our roadsides. We know they are applied to the forests and lakes where we spend our vacation. We see pesticides being sprayed on the trees in our residential sections. And we ourselves are buying and using pesticides in our backyard gardens and inside our homes.

The use of these compounds is so widespread and intensive now that, as the President's Science Advisory Committee pointed out in its report on **Use of Pesticides**, these chemicals are today detectable in food items, in clothing, in man and animals, and in various parts of our natural surroundings, oftentimes at a distance far removed from the point where the pesticide was originally applied.

MORE DDT IN US THAN BEEF

The accumulated burden of DDT within the bodies of adults in this country is already considerably higher than the maximum tolerance allowable for beef shipped in interstate commerce.

Moreover, we who live in California have more reason than most to be concerned. The square miles of land and water in our state represents less than 5 per cent of the nation's total. Yet we are pouring on our 5 per cent of the nation's land and water 20 per cent of all the pesticides used in the United States.

The ratio of pesticide poisons to living space in California and the diversity of purposes for which pesticides are employed make the matter of use of pesticides not merely

(Continued on Next Page)

Who Said It?

In Germany they first came for the Communists, and I didn't speak up because I wasn't a Communist. Then they came for the Jews, and I didn't speak up because I wasn't a Jew. Then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist. Then they came for the Catholics, and I didn't speak up because I was a Protestant. Then they came for me---and by that time no one was left to speak up.

Turn to back page for name of author.

from "The Dispatcher"

Fashion Tips... by Celeste Parr

IF YOU ARE TALL...

Achieve an attractive fashionable look by wearing longer jackets, wide belts, bold color contrast. Medium size prints are good... and don't be afraid of high heels!

IF YOU ARE SHORT...

Vertical lines, high hats and heels, slim shortskirts, narrow belts and single-color costumes are best for you.

IF YOU ARE PLUMP...

Concentrate on tailored lines and dark colors. Flared skirts flatter your figure... ruffles, thick tweeds and sleeveless frocks don't.

IF YOU ARE THIN...

You're probably a natural born clothes horse. You can make the most of soft drapey fabrics, bright satins or spongy tweeds, full pleated skirts, ruffles and bulky knits.



Symbol of Decency, Fair Labor Standards and the American Way of Life.

FREE Look smarter by getting the answers to your special fashion problems in "HOW TO BE WELL DRESSED," 16 page illustrated booklet. Just write Dept. 605, 1710 Broadway, New York 19, N. Y.

The Union Label Began In San Francisco—1874

The Union Label, which is your assurance that the products you buy were manufactured under decent working conditions at living wage rates, got its start in San Francisco.

It was first used by the San Francisco Cigarmakers' Union in 1874. The Cigarmakers placed a white label on every box of union-made cigars.

This was the first recorded use, in the history of the American Labor Movement, of a Union Label.

Consumer News... and Views

worthless or ineffective product. This of course is a valuable first criterion, but it should be the first and not the only one, as it now is. Under existing law, if an agricultural pesticide is deemed useful for the production and marketing of produce, this is sufficient to allow its use.

To protect consumers adequately from harmful effects of pesticides, we need to encourage the use of the relatively less harmful chemicals in place of those of high toxicity.

Efficacy alone should not be the criterion for a decision to permit a pesticide to be used. The fact that a pesticide is twice as effective in killing its target organism may also mean it is twice as deadly to any living organism. And twice as risky for consumers.

The President's Science Advisory Committee has recommended that:

"Unless a pesticide proposed for registration is equally effective in a less hazardous way than methods already available... registration should be considered conservatively. As a corollary to cautious registration of new pesticides, more hazardous compounds might well be removed from the market when equally effective and less hazardous substitutes are found."

From the consumer standpoint, this would be a highly desirable policy.

Manufacturers and users of pesticide chemicals—and government agencies responsible for regulating the use of these compounds—have a special responsibility to the public, similar to the responsibility of those who manufacture and license the use of drugs.

We should never forget that the whole design and purpose of pesticides is to kill living organisms. There is always the risk of death or injury in the use of such compounds.

Therefore, to minimize the risk to public health, we recommend that California law should require that prior to the licensing of a pesticide chemical, proof should be submitted that the public will benefit from its use. Not only effectiveness but its need and relative safety should be considered. The burden of proof should be upon the manufacturer, and the final authority for weighing the evidence and

making the decision should rest with our State Department of Public Health.

3. My third recommendation relates to the need to review our present system of standing authorizations for the use of pesticides in our food production. We are often told that the present high level of use of agricultural chemicals is necessary for an abundant and inexpensive supply of food. Yet from what I can see and what I can read in government reports and the public press, there is no clear and present danger of a food shortage in this country. On the contrary, we appear to have a problem of food surpluses. In California, we have over 30 marketing boards, many of which exist partly for the purpose of lessening the supply of an agricultural product which will reach the market.

From time to time one of these boards calls for a "green drop" of a particular product after reviewing the carry-over inventory. We must, I suggest, call into question whether the unrestrained use of pesticides is

indeed justified by the asserted necessity to assure an abundant supply.

Therefore, as a third recommendation, I urge you to consider legislation requiring that authorization for the use of a pesticide on a food crop be reviewed annually and be related to the potential abundance of the crop.

If the use of a pesticide may make a green drop necessary to "stabilize the market," why should consumers have to assume the risk of pesticide sprays or dusts? The risk to public health could be reduced by sanctioning the use of pesticides only for clear and present need.

Please accept my thanks for inviting me to appear before you on behalf of consumers' concern over the possible harmful effects of pesticides has been derided as "hysteria."

You instead have listened and I have tried to say that consumers are concerned. Consumers want to be confident and presently are not confident that the pesticides we are buying and using and the pesticides used in agriculture and industry are not a hazard to our health. We look to you to recommend the measures that can give us confidence.

Consumer Counsel Reports

(Continued from Preceding Page)

an agricultural problem but a public health problem in this State.

USE DEPT. OF PUBLIC HEALTH

1. We therefore, as our primary recommendation to you urge that responsibility for protecting the public health from pesticidal pollution of our environment be clearly placed upon the Department of Public Health and not left almost entirely as it is now with the Department of Agriculture.

In making this recommendation, we follow the lead of the President's Science Advisory Committee Panel who expressed their belief that within the Federal government, registrations of pesticides, clearly related to health, should be the responsibility of the Department of Health, Education, and Welfare.

As a consumer and speaking for consumers, I urge you to accept this panel's reasoning. Pesticide use is clearly related to health and is a proper responsibility of the public health agency.

Under present state law, it is the Department of Agriculture that decides, for the most part, what pesticide chemicals will be used. It is the Department of Agriculture that licenses the sale and controls the use of most pesticide chemicals.

In matters affecting our health, we consumers look to the Department of Public Health for protection. That department polices the use of chemical additives in our food. They are monitoring radiation in the atmosphere. They have the professional and technical know-how, the experience and the frame of interest to exercise the precautions we as individuals cannot exercise to prevent the pollution of our environment by pesticides.

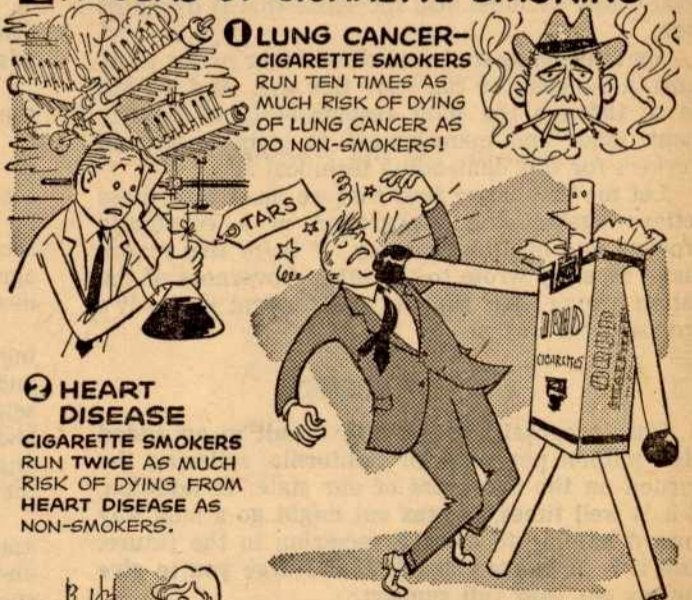
It is the job of the Department of Agriculture to help the farmer and the rancher, help them maximize their crops, market their production and realize the greatest financial return from their efforts. This is a proper and needed function. But it is a specialized responsibility. It is not related to public health and in fact may at times be in conflict with public health considerations.

In view of the many uses of pesticides that have no bearing on the production of food or other agricultural products, in view of the clear relation between health and pesticide use, and in view of the inability of individual consumers to secure their own safety from pesticidal pollution, I urge on behalf of consumers that you recommend legislation that will make the Department of Public Health the final authority for decisions relating to the use of pesticides in California.

2. My second recommendation concerns the criteria for registering a pesticide.

Present state laws governing the registration of pesticides are designed to protect the purchaser from being sold a

DANGERS OF CIGARETTE SMOKING



1 LUNG CANCER—
CIGARETTE SMOKERS RUN TEN TIMES AS MUCH RISK OF DYING OF LUNG CANCER AS DO NON-SMOKERS!

2 HEART DISEASE
CIGARETTE SMOKERS RUN TWICE AS MUCH RISK OF DYING FROM HEART DISEASE AS NON-SMOKERS.

3 RESPIRATORY DISEASE—
CIGARETTE SMOKING IS A MAJOR CAUSE OF CHRONIC BRONCHITIS AND EMPHYSEMA, A SERIOUS HANDICAP TO BREATHING.

Governor Brown's Review for Labor

It is one year since you and I together won a great victory—and I am proud to be observing that anniversary with my friends in COPE.

For almost five years you and I have joined efforts to make California the best place in America to live, to work and to bring up a family.

California has great advantages, not enjoyed in many other parts of the nation. This is an expanding area, in the midst of a wave of growth never before seen by western man. We have the finest system of public education in the world. Personal income in California this year will exceed \$52 billion, a new all-time record and an increase of \$3 billion over last year's total.

Our labor force has just passed the seven-million mark, and employment is at an all-time high. And all of this adds up to the fact that our highly skilled workers are enjoying the best standard of living in the nation.

BUT STILL UNEMPLOYMENT

Tonight I want to look a little more closely at that favorable picture—a picture which is not complete unless it includes those of our citizens who are not as yet sharing in California's prosperity and growth. I refer, of course, to the unemployed.

Despite our soaring personal income, despite the annual growth in jobs, California is—like the rest of the nation—feeling the effects of automation.

In each of three major recessions since 1954, the nation has been left with a higher rate of unemployment than at the previous peak of the business cycle. And we know that the heaviest burden of unemployment falls upon those with the least training and education.

We know these are facts. And we do not intend to adopt a Pollyanna attitude, hoping the problem will go away.

AUTOMATION'S EFFECTS

It is a fact, for example, that electronic equipment in a bank can add deposits, subtract checks and strike new balances at the rate of 33,000 accounts an hour. What happens to the clerks who formerly did this work?

It is a fact that in a food processing plant, a new machine in one season can reduce the number of women workers from 104 to 52 per shift. Where do those workers find new jobs?

It is a fact that in a factory, milling machines and turret drills now take minutes to do jobs that formerly took days. And it is also fact that the Department of Labor has recently estimated that rising productivity is eliminating about 200,000 factory workers' jobs each year throughout the nation.

THE MEANING OF AUTOMATION

All this means one thing.

Automation can be a powerful instrument for either unparalleled prosperity or economic chaos.

It can mean an increasingly higher standard of living and a new and more rewarding life for our working men and women. Or it can mean mounting unemployment and severe economic dislocations.

I believe that we must see automation for the mixed blessing that it is and face it as a major modern problem.

Automation can stand for progress. It can produce goods at a lower cost, and it can spur the economy by permitting more people to buy more goods. But we must also recognize that it displaces men.

My friends, as we have solved other major problems in the past, we can solve this one. And we will do so through the joint responsibility of government, labor and management to train or retrain workers for this demanding technical age.

Let me emphasize first that we must take these actions against the background of a constantly growing and healthy economy. It is for this reason that I recently wrote to the other Governors of the nation urging their support of President Kennedy's proposed cut in taxes.

TAX CUT NEEDED

That proposal will not only result in an added \$150 million per year for California, relieving the burden on the taxpayers of our state. In addition, if it is well times, the tax cut might go a long way toward helping to avert a recession in the future. **And it is on those grounds that I urge you to give the tax cut your full support.**

Nevertheless, the expanding economy by itself will not lick the problem of automation. **We need a many-pronged attack on structural unemployment. We must produce the jobs—and we must also give people the skills to perform those jobs. And we must face the facts about the unemployed.**

WHO IS UNEMPLOYED?

Our studies show that unemployment is most marked among school dropouts between the ages of 16 and 23. The rate of unemployment of young people is now running about twice that of adults. By the mid-60's, the number of new entrants into the labor force will be almost twice as large each year as it was in the previous decade.

WHAT TO DO?

There are the facts. Now, what are we doing about them?

First, we are maintaining and expanding our great system of public education.

I made education the first order of business when I became Governor in 1959. I promised the people of California the finest educational system in the United States. And how do we stand today?

Our Master Plan for Higher Education includes six new state colleges, three new University campuses and an upgraded role for our 72 junior colleges.

Our purpose is to make that education available to every qualified student. And beyond that, we are doing everything in our power to encourage our young people to stay in school.

This year we passed pioneering legislation to provide new school aid for children who have special handicaps in their home environments—handicaps that often cause them to grow discouraged and drop out of high school.

We believe that the child in a smaller class—the child with a teacher who understands his special problems—the child who sees the doors of op-



portunity opening instead of closing in his face—will become a self-supporting, self-respecting man or woman. And we intend to give him his chance.

Second, we have taken direct action to alleviate problems resulting from automation, affecting adults as well as youth.

In 1961, we achieved two major laws which set the pace for the nation.

Under the first, eligible workers may continue to receive unemployment benefits while they attend certified training schools to learn new skills.

Under the second, employed journeymen may receive on-the-job training under union-employer agreements when technological changes require new skills and new learning.

In June of this year I signed legislation creating a State Commission on Manpower Automation and Technology—a commission made up of representatives from the Legislature, labor, management and the public. Its reason for being is to find new answers to problems of technological unemployment and to further our economic growth.

Under the President's Manpower Development and Training Act, we are developing and promoting on-the-job training for workers of all ages, with special attention to youth and minority workers. As of September 30, almost 5,000 trainees had been enrolled in these pioneer classes.

We have also created a pilot youth conservation and training camp program, combining outdoor work with additional education for high school dropouts.

And we have redoubled our efforts to find jobs for our youth. I am proud to tell you that we have found non-farm jobs for 80½ percent more youths during the past four years than in the previous four.

Third, we are paying special attention to unemployment among Negro and Mexican-American citizens—many of whom enter the job market with two strikes against them.

There can be no ignoring the fact that unemployment rates for non-white men are approximately twice those for whites. A recent study showed that more than one-fifth of non-white male teen-agers in the labor force were without jobs. In some urban areas, more than 15 percent of all non-white males in the labor force are out of work.

Our new Code of Fair Practices is being applied, in part, through a clause to help end discrimination in employment on state projects. Tom Pitts put it well when he said this clause is a tool for cutting the cancer of bigotry completely out of our society.

FAIR HOUSING

And we have done more. After a hard, prolonged battle we won passage of the Rumford Housing Bill—a bill which you supported with great effectiveness. Freedom to buy a house is surely related to freedom to go to school or to be promoted on the job. And the open housing market means that we are guaranteeing every citizen the right to buy a house which he can afford in a place of his own selection.

The opponents of fair housing have restated their intention to seek the repeal of the Rumford Bill in 1964. Let me emphasize now that it is not too soon to marshal your forces to kill those attempts—and to protect one of our greatest accomplishments in the field of human rights.

Every one of these actions is aimed at the building of a sound economy, and at the objective of providing opportunity for every one of our citizens.

LABOR'S BATTLE FOR SOCIAL JUSTICE

And I believe that—just as labor won the battle for social justice in the early years of this century—we will join forces now to make automation our tool, not our master.

There are related areas in which we will take new action, too.

This year we did not achieve all our goals in the field of social insurance. But you should note that the 1963 Legislature passed laws boosting minimum unemployment and disability benefits from \$10 to \$25 a week. During the first full year of operation, some 96,000 claimants may receive about \$3 million in added benefits.

We do need to achieve improvements in unemployment insurance, in disability insurance and in workmen's compensation. In some cases we may need higher maximum benefits. In others, we may need internal improvements in eligibility and means of financing. And I can tell you that these matters, too, will receive full consideration in the future.

We will continue to push for other programs to build our economy. In the field of public works, we are pouring more money into the economy than any other state. As of this month, California had \$1 billion out in public works contracts—the highest amount in our history and the highest amount in the nation.

In economic development—in consumer protection—in social welfare—we will continue to maintain our leadership and our concern for every man, woman and child in our state.

And finally, let me say that we will also keep the pressure on in our political leadership.

In our fights for progress this year, we were consistently aided by the support of organized labor. But I must candidly say that with some few exceptions, we were consistently impeded by the obstructionism of key Republican legislators and key party spokesmen.

VOTER REGISTRATION

There are estimates that in some areas only 40 to 50 percent of union members are registered to vote. Clearly, your job is to double that number and to see that every citizen in your ranks is prepared to vote in 1964.

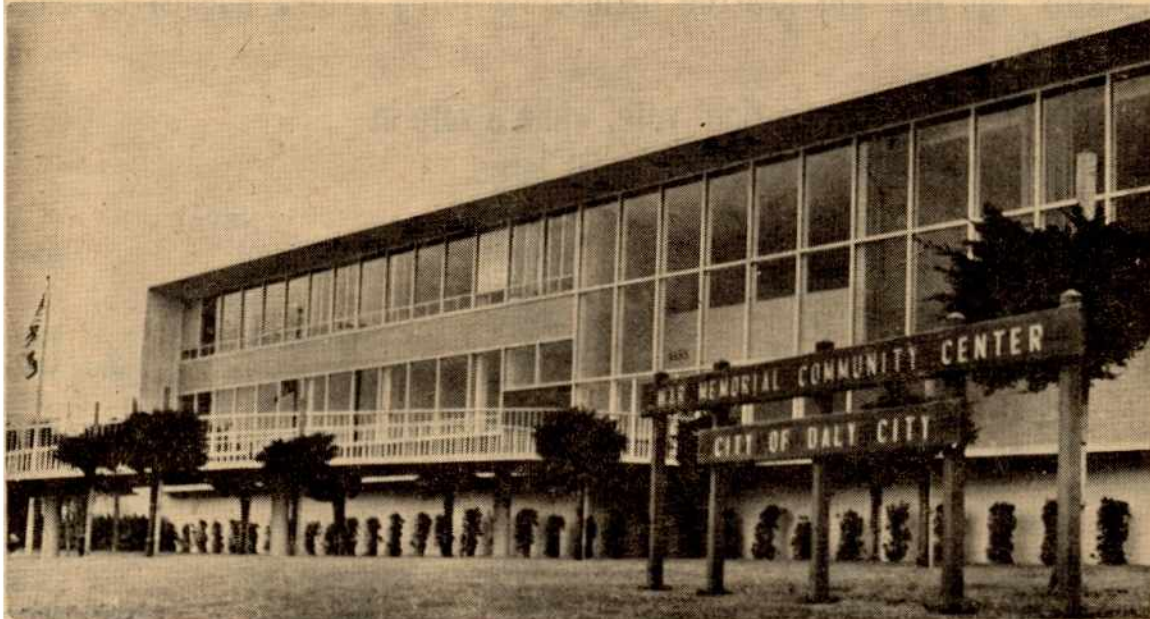
It is obvious that those who would halt progress will be out with banners flying next year. And whether they are working to repeal the Fair Housing Law or to elect a Republican President, we are going to need your help.

In 1958, we won the fight to defeat the measure which we correctly called "right-to-wreck." But in one form or another, those who long for the past will work to resurrect it next year.

FAR RIGHT OUT

The radical right is active today to a degree unknown in 1958. Their goals, in part, are to prevent the creation of stable unions and to deny workers their right to a union contract, adequate wages, reasonable job security and a voice in the rules of employment.

New S.F. Physical Units' Meeting Place



Meeting Dates and Time — December, 1963

The Daly City War Memorial Center, above, will be the new meeting place for Unit Meetings in San Francisco Division. The Center is located at 6655 Mission Street in Daly City. Parking facilities are available on both Mission Street and Hillside Boulevard and entrance to the building may be made from both these thoroughfares.

Clerical Unit 2401 is not affected by this change.

Meeting Dates and Time — December, 1963

Unit 2411
Electric, Garage and
Warehouse

Thursday, December 12, 1963
8:00 P.M.

Unit 2412
Gas-Steam

Tuesday, December 10, 1963
8:00 P.M.

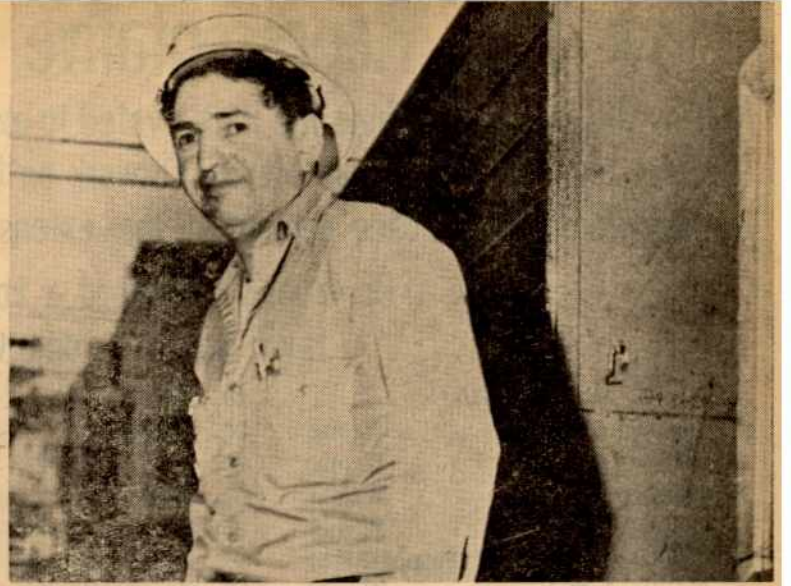
Clip and Save This Unit Meeting Calendar for 1964

Unit 2411
Electric, Garage and
Warehouse
Thursday Nights: 8:00 P.M.

Jan.	Feb.	Mar.	Apr.	May	June
9	13	12	9	14	11

Unit 2412
Gas-Steam
Tuesday Nights:
8:00 P. M.

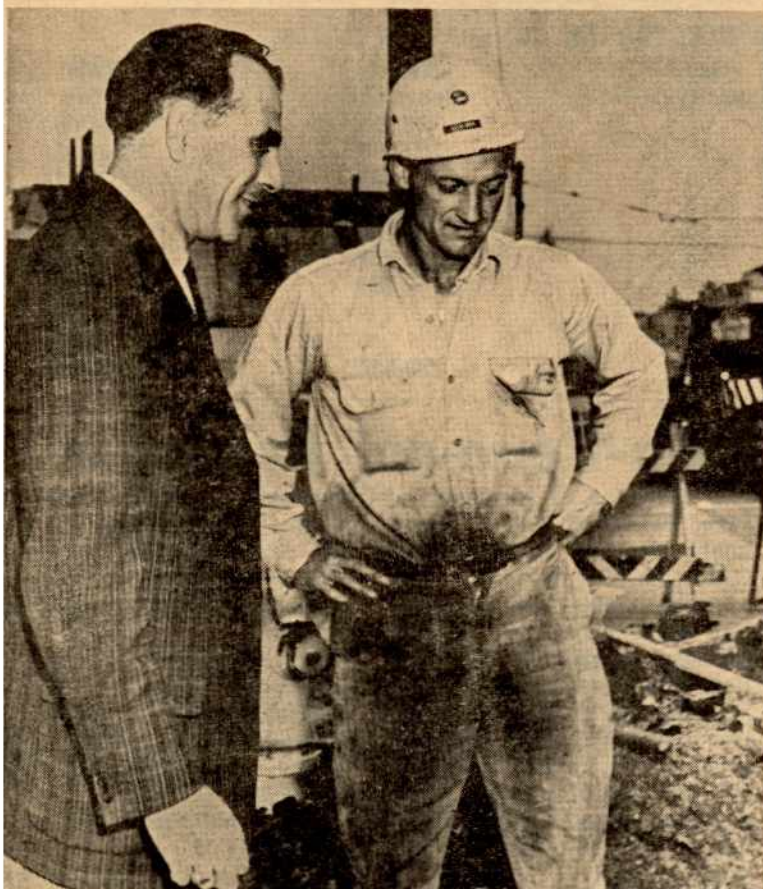
Jan.	Feb.	Mar.	Apr.	May	June
7	11	10	7	12	9



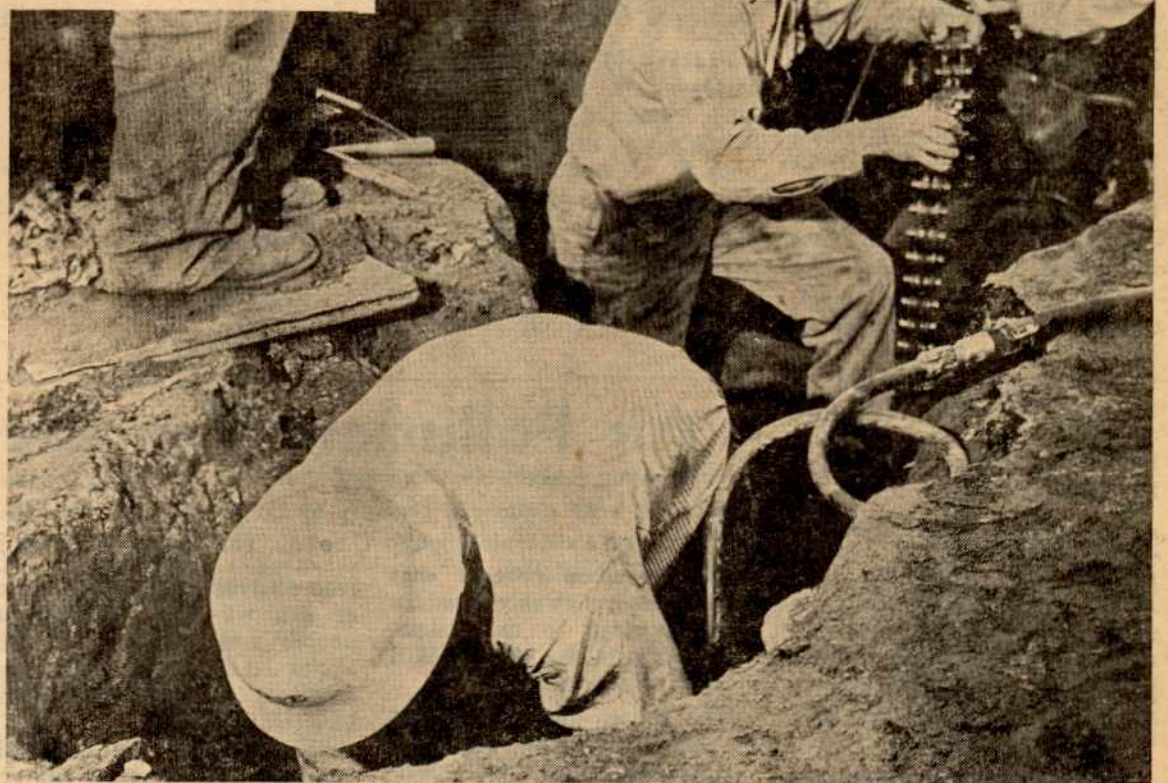
Field Clerk John Zapian, above, is the Chairman of the newly amalgamated Gas-Steam Unit. Other officers of Unit 2412 are Sylvester Cruz, Sr., Vice Chairman; Rocco Fera, Unit Recorder; Claude Branum and Howard Cleary, Executive Committee Members; and Eugene Campedel, Sergeant at Arms.



Fitter John Turner, left, and James Dietz use a hydraulic pipe cutter in order to remove a cast iron gas main and replace it with an 8 inch steel main. The location is in the outer Mission District of San Francisco.



Business Representative Larry Foss—assigned to San Francisco Division—is shown here with Appr. Fitter James Dietz.



Here is a shot of the Heavy Gas Crew lifting off the hydraulic pipe cutter. Top to bottom, John Turner, James Dietz and unidentified Helper. Those are Helper Fred Klines' legs at left. Typical of the crowded working conditions encountered by S.F. Gas Street Crews is the location shown above which contained a cast iron main with 19 separate joints on it, 4 and 16 inch steel gas mains, a 6 inch water main, a 2 inch telephone duct, a 12 inch storm sewer, a one and one-half inch telephone duct, and a telephone vault.

Profits Rise, Unemployment Persists

(Continued from page 1)

year and "seems likely to hold at a similar rate in the current quarter."

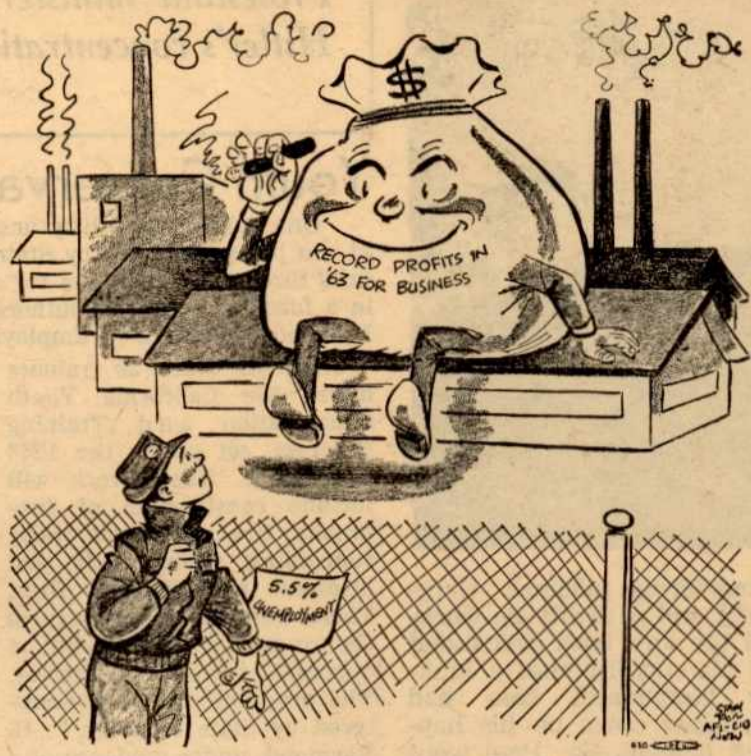
Second quarter profits at an annual rate had been estimated by the government at \$26.8 billion after taxes compared to \$24.6 billion for the same quarter in 1962. Similar increases are anticipated for the third and fourth quarters of this year.

The Journal predicted that a new profits record will be reached for the year "even if the fourth quarter falls back somewhat from the rates of the preceding quarters" and that profits at an annual rate of \$20 billion in the last three months of the year would put the year well over the \$24.6 billion record set in 1962.

All of the 32 categories set up by the Journal showed increases in the third quarter of 1963 over 1962 except three where the decline was slight. The steel industry showed a 126.5 per cent jump over the same quarter a year ago, airlines registered a 34 per cent rise and automotive industry profits were up 21.8 per cent.

—from the AFL-CIO News

Dilemma of the '60s



Better Drivers for Farm Workers

SAN FRANCISCO—California growers and labor contractors today were directed to tighten their procedures for selecting and training drivers of vehicles used for transporting farm workers.

The stiffened requirements were announced by Ernest B. Webb, Director of the Department of Industrial Relations, following a report by the Division of Industrial Safety on the tragic bus-train crash which took the lives of 32 farm workers September 17 near Chualar, in the Salinas Valley.

In addition to calling for improved driver selection and training, the memorandum sent to all farm associations and labor contractors specifies additional precautions to be taken at rail crossings unprotected by barriers or flashing signals.

The Chualar accident which killed 32 and injured 27 took place at such a crossing.

In the future, a competent person will be required to leave the bus and make certain the tracks are clear before signaling the driver to cross.

Webb emphasized that a major factor in recent farm worker transportation accidents has been human failure on the part of the driver.

Safety requirements of the Division of Industrial Safety, Highway Patrol and U. S. De-

partment of Labor covering seating and adequate exits, enclosed passenger compartments and a 45-mile speed limit have virtually eliminated some kinds of injuries, Webb said.

"But the Chualar accident makes it tragically clear that a vigorous program of selecting, training and supervision of drivers is absolutely essential.

"Employers have an inescapable legal and moral responsibility to make sure that only thoroughly qualified drivers are entrusted with the carrying of precious human cargo," Webb said.

George Sherman, Chief of the Division of Industrial Safety, said he has directed safety engineers in agricultural areas to step up their activities in farm transportation safety.

Skill Factors Are Studied In Minority Unemployment

More than 100 California State Employment Service specialists attacked minority joblessness at the employer's door and at the skill level today.

Director Albert B. Tieburg said these specialists would try to expand job opportunities for all minority applicants and aid those who wish to get further training.

Tieburg also announced that the specialists' instructions — a year in preparation — have received the blessing of the state's Fair Employment Practices Commission.

Tieburg said the specialists would assist employers desiring to integrate their work forces. The specialists also will

work with employers, their associations and unions to help minorities of all skill levels.

Minority applicants will continue to be interviewed and referred by the regular placement service without regard to race, color or creed, Tieburg stressed. Only when these applicants cannot be placed will the minority specialist's optional assistance be offered. Applicants may decline it.

The department expects two skill groups in minorities to seek the specialists' services.

1. Those who lack definable skills but possess good education—as candidates for training or trainee openings; and

2. Applicants who are "under-employed" — possessing

Health & Welfare

By EDWIN M. BURR

Consultant on Insurance and Pension Plans

Maternity Health Insurance Coverage

The subject of maternity benefits in group hospitalization coverage was thoroughly discussed in a recent issue of the Employee Benefit Plan Review. They reported very little progress apparently has been made in regard to achieving greater uniformity in maternity benefits in connection with hospitalization insurance, but it does appear that there has been some increase in recent years in the amounts allowed.

The general tendency still is to make either a flat dollar allowance, including in some cases at least surgical as well as hospital costs, or a specific number of days of hospitalization, greatly limited as compared with the period allowed for employees and dependents generally.

MORE PAY REGULAR BENEFITS

A review of more than 50 new plans reported in the first nine months of 1959 which contain specific basic provisions of this type, excluding single plan major medical programs, indicated that there are considerably more plans which pay regular benefits for maternity than there were a few years ago. This may be due in part to the fact that such a provision is now included in the plans of all of the major rubber companies. That is true also of International Harvester Co. Another large company reports "no dollar limit." There is, of course, also a strong possibility that the absence of any direct provision of this type means that there is no departure from the regular benefit program in this field.

HOSPITALIZATION FOR MATERNITY

Statistics on the amount of hospitalization for maternity make it easy to understand why there is a tendency to impose some restrictions on such benefits.

Childbirth is the largest single factor in the hospitalization of women, according to a December, 1958 study by the U.S. Department of Health, Education & Welfare. However, the average hospital length of stay for women is lowered by maternity cases.

The typical maternity case was hospitalized for 4.5 days for all females and 8.5 days for reasons other than maternity.

The study, based on hospital discharge rates for the non-institutional population during the period from July, 1957 to June, 1958 showed that there were 12 hospital discharges for every 100 American women some time during the year, as compared to seven for every 100 men. Of the more than 12 discharges for women, four were maternity cases. Various operations accounted for another four hospitalizations, while accidents, injuries, and other causes were responsible for the rest.

MORE INSURED IN HOSPITALS

Another government study, for a period two years earlier, had shown that women who had health insurance took greater advantage of the medical care available in hospitals than did uninsured women.

Of the women between the ages of 14 and 64 who had health insurance, there were almost 18 hospitalizations per 100 women during the year, as contrasted to 12 admissions per 100 women without health insurance coverage.

However, among these uninsured women, one in two admissions was for childbirth while among the insured women, about one in three admissions were maternity cases.

The Health Insurance Institute reported that 65 per cent of all the babies born in the United States in 1958 had part of their medical expenses paid through health insurance.

There was a total of 4,250,000 births in the U.S. in 1960 and it is estimated that more than three out of five babies and their parents were covered by maternity benefits under health insurance.

Health insurance benefits for these expenses were estimated at \$475,000,000. On the average, therefore, \$170 was paid toward the hospital, surgical and medical care connected with each delivery.

The practice of granting maternity leaves probably has more effect in connection with wage replacement coverage, but should also have a material effect in reducing the amount of hospitalization required. The National Industrial Conference Board reports that a survey of 112 companies shows that more than half of them grant leaves of six months and more than 25 per cent give a year. About 50 per cent of the companies surveyed grant an extension of the period, if needed.

greater skills and education than their work requires. These would be referred to existing job vacancies at their skill level or to retraining courses.

The Department of Employ-

ment currently is compiling labor market information on the composition of local minority work forces. The specialist can provide interested community groups and news media with this data later.

Alturas Dance

(Continued from page 1)

Watson sends a vote of congratulations to Charles "Babe" Miller, Chairman of Unit 4013, and Edwina Bush, Unit Recorder, for their planning of this year's gala occasion.

NEW STEWARDS

The following Shop Stewards were appointed during October:

Mark G. Burns, Jr.
De Sabla Division
Harry J. Souza
East Bay Division
J. S. Venzuela
General Construction
Boyce T. McCarthy
North Bay Division
Grant A. Balentine
San Joaquin Division
Kenneth Hancock
San Joaquin Division
W. E. Evans
San Jose Division
Richard W. Sims
San Jose Division
John L. Ward
San Jose Division

Quick Decisions May Save Your Life

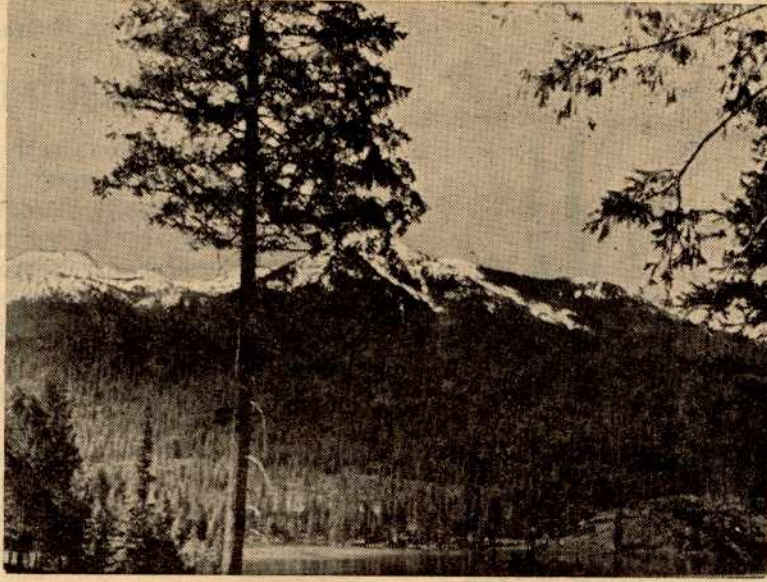
1. IN HEAVY TRAFFIC YOU HAVE A BLOWOUT IN YOUR FRONT TIRE . . . Don't brake. Grip wheel and steer in a straight line. Gently feed gas in short spurts until you have the car under control and you can start touching foot brake lightly. Keep going until you reach a turn-off.

2. YOU SUDDENLY HIT A FOG BANK SO THICK YOU CAN'T SEE AHEAD . . . You fear being struck from behind. Scout the right edge of the road for a safe spot to pull off the pavement; wait until the fog lifts.

The Outdoor Scene

By FRED GOETZ

Many of this nation's hunters are stalking far-flung acres of the west for that species of big, big-game, the American elk, otherwise known as wapiti. 'Tis said that in the early days of America, the elk occupied a range stretching practically across the entire United States. Today the range of the elk is within the western part of North America, in the Rocky Mountain region, in the provinces of Alberta, Saskatchewan and Manitoba, and coastal elk in British Columbia, Washington, Oregon and the northern tip of California.



Many consider it the ultimate in antlered trophies, passing the moose in this respect.

Except for the antelope, bighorn, and Rocky Mountain goat, the average range at which elk are killed exceeds that of any North American big-game animal. Ranges of from 150 to 300 yards are probably the rule, rather than the exception, and shots at 500 yards are not unusual.

The elk is a hardy animal, difficult to kill. Too many are shot and crippled with no return to the hunter. There are a good many records of bull elk recovering from a bullet entirely through the lungs. Imagine that.

If one cannot be sure of breaking an elk's neck, the next best place to aim, if the elk is standing or running broadside, is at the shoulder. If both shoulders are broken an elk will not travel far.

(Illustration by Harold Cramer Smith).

Here's a familiar scene over the West's far flung acres, a deer camp, this one in particular, set up by two Local 1245 members, Ed Coulter and Jack O. Shelnuitt, El Sobrante, California. The lads hunted out of Susanville in the High Season and we're wondering if they managed to hang a buck on one of those tree limbs in the background.

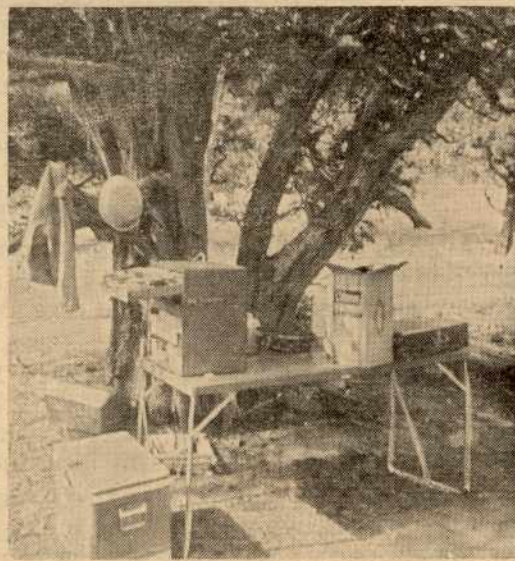
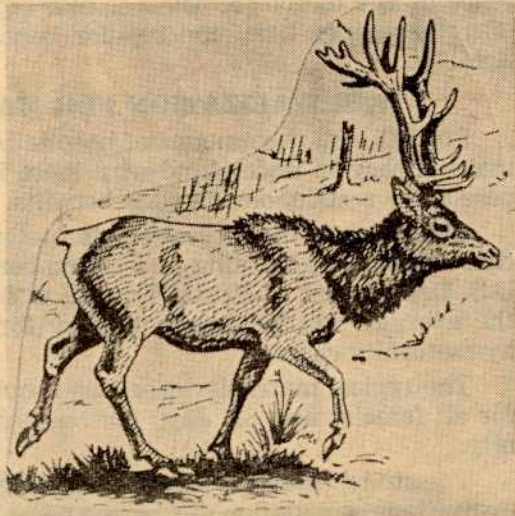
Here are a few tips we're throwing on the hunter's campfire for what they're worth:

- . . . Every duck hunter and trapper knows how annoying wet sleeves on a hunt jacket can be, especially on a cold day. One way to avoid such a problem is to put an 8-to-10 inch zipper in the sleeve of that coat. When you reach down in the water to retrieve a duck or examine a trap, simply open the zipper and slip the coat sleeve up your arm. Close the zipper and your sleeve is dry and warm.

- . . . When a camp chore requires that a flashlight be held at a certain angle for

a time, tape it to the handle of an axe driven into the ground or stump. This kink comes in handy when dressing game at night away from camp.

- . . . Hunting in thickly wooded country usually means short-range snap



shooting at a fleeting quarry. You might have a little difficulty lining up that open sight. Here is a simple solution the Marine Corps found most useful in the jungles: Take a small piece of white chalk on your junket. Before entering the woods, rub the chalk along the rear edge of the front sight blade for its full height, being sure that all of the front sight which normally appears black is chalked white.

A letter from I.B.E.W. member, Paul Portuges, 531 N. Laurel, Stockton, California cities an unusual experience with a "No Name" lure while fly fishing out of La Grange, California. Seems like the bluegill were hitting—hot and heavy—and while Paul was easing the last one to net, the old rod tip went tipping down again like a fish hawk after a surface-

floundering pilchard. Carefully and patiently he worked the lure back and found to his surprise that a lunker largemouth bass had chomped down on his hapless bluegill. So Paul went home with a bowed-in-the-middle stringer of bluegill—and one large, gluttonous largemouth.

This writer would like to thank I.B.E.W. Business Representative, Jim McMullan, Local 1245, for his artwork, used in these columns. Lures are enroute to you, Jim.

Members of the I.B.E.W., Local 1245, can earn a full spool of the illustrated fishing line—100 yards of eight-pound test SCOTCH. All that's required is a clear



snapshot of a fishing or hunting scene and a few words as to what the photo is all about.

Write to:
Fred Goetz, Dept. URLI
Box 6684
Portland, Oregon 97266

Please state your union affiliation. Retired members and all members of the family are also eligible.

Sierra Pacific Buys Site

(Continued from page 1)
ation of Anaconda Copper Co. near Yerington.

Although the ranch consists of 5,640 acres, Company officials said only a small portion of that land would be needed for power plant construction. As much as possible will be left in agricultural production, they said.

By buying the entire ranch the Power Company is assured of having enough water for power plant cooling. Cooling water is not consumed, but is simply circulated through the plant.

The St. Isadore Ranch was purchased from Elizabeth B. Fitting and Paul Fitting of Los Angeles, California.

Answer to Who Said It

Pastor Niemoller, famous German Protestant minister, who made one of Hitler's concentration camps.

from "The Dispatcher"

Youth Conservation Work Open

One hundred and fifty unemployed young men, 16 through 21 are being recruited by State Department of Employment offices throughout the state for a minimum of six months' work in a forestry camp in Southern California, according to Albert B. Tieburg, Director of Employment.

They will work as trainees under the California Youth Conservation and Training Program, set up by the 1963 Legislature. Their work will include construction of fire-breaks, fire roads and trails, controlling forest pests and diseases, and fighting fires. Those who desire may stay in the program for a full year on approval of the camp director. The program will be administered by State Forester F. H. Raymond, under guidance of a board of directors representing the State Departments of Conservation, Employment, Education and Industrial Relations.

Young men accepted for the program will receive \$60 per month, plus room and board and work clothing, and will receive medical attention, including emergency dental care. Up to 30 of those selected may qualify for leadership positions with additional pay up to another \$10 per month.

Applicants must be unem-

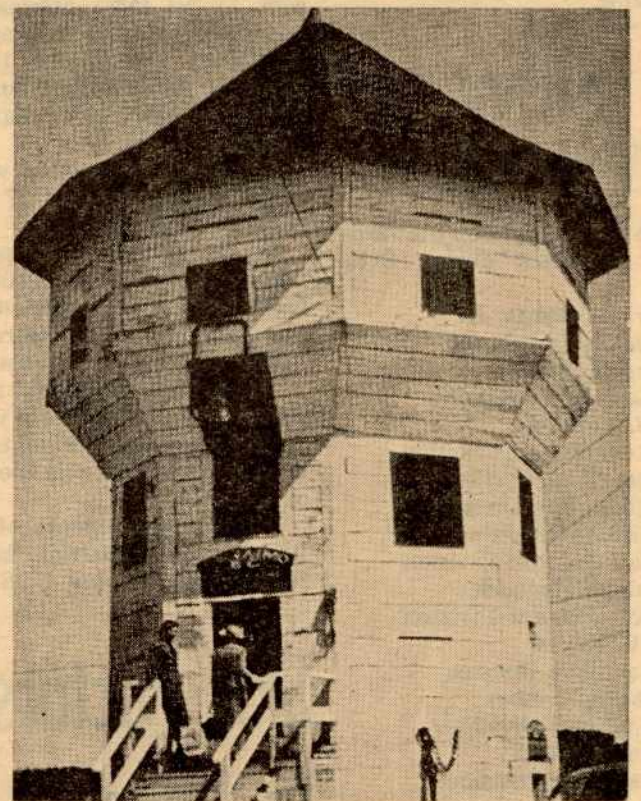
ployed and out of school, and must have limited employment opportunities because of a lack of skills or training.

They will be given an opportunity for training in skills while working in the forestry program, and will receive counseling and job placement help from the Department of Employment, in going to work, or returning to school, when they leave the program.

Applicants will be selected regardless of race, creed or national origin, and job openings have been allocated by area.

Sixteen trainees will be accepted by the Department of Employment's San Francisco Youth and Student office, and 62 others in communities throughout northern California. The Los Angeles Commercial employment office has been authorized to select 22 trainees, with another 50 to be recruited in Southern California communities ranging from Bishop to San Diego.

The Trading Post



As a service to our members, we plan to run free classified ads in a feature called:

The Trading Post

Your advertisements will be run in this space if you are a member of Local 1245, IBEW.

Copy should be typed or printed and sent to:
The Trading Post
Utility Reporter
1918 Grove St.
Oakland, Calif. 94612

They will appear in one month's issue, unless re-submitted by the next month's deadline.

The deadline for advertising copy is the 15th of the month. Always include your name and unit number.

RENT—2 bedroom, \$45.00, unfurnished; \$65.00 furnished, newly decorated, children ok, water paid, pets ok. Near Descanso — Wangler's Cottages, phone 445-2228.

RENT—1 bedroom, \$40.00 unfurnished; \$50.00 furnished; redecorated, children ok, pets ok. Near Descanso, Wangler's Cottages, phone 445-2228.

R. E. Wangler, Alpine, Calif., 92001.