Ask School Principals

11 Scholarships Offered To Your Children

Eleven $500 scholarships are being offered this year in the 14th Annual Scholarship Competition sponsored by the California Labor Federation, AFL-CIO, for 1964 graduates of public or private high schools in California. Thos. L. Pitts, AFL-CIO treasurer, announced today.

In addition to the $500 awardees, the 1964 winners will be invited to attend, expense paid, the Federation's biennial convention to receive their awards. This year's convention will be held in San Francisco the week of August 17.

"This is the largest number of scholarships offered since organized labor's statewide scholarship competition was initiated in 1953," Pitts said.

Letters were mailed to 800 high schools throughout the state. Pitts asked the principals to publicize the contest in every way possible such as posting the Federation's announcement brochure on bulletin boards, making classroom and assembly announcements or suggesting stories in student newspapers.

The deadline for the return of application forms, with a transcript of the student's record attached, is April 13, 1964.

Local 1245 scholarships in this year's competition are being made available in cooperation with the following affiliates of the Federation:

Los Angeles Building and Construction Trades Council (two scholarships, one of which is to be known as the "Lloyd A. Mashburn Memorial Scholarship"); the California Legislative Board of the Brotherhood of Railroad Trainmen; the California State Council of Carpenters; the Painters Local 1245, California State Council; the California State Federation of Culinary Workers, Bartenders and Hotel and Motel Service Employees; the Los Angeles County District Council of Carpenters; the Painters' Local 1245, California State Council; and the Painters' Local 1245, California State Council of Building and Construction Trades Council.

The two-hour scholarship examination will be designed to explore the student's knowledge and understanding of labor and industrial problems and to provide a basis for judging the student's ability to convey "his factual knowledge and comprehension of past and present social and economic conditions affecting labor and management."

The brochures enclosed with (Continued on Page 7)

Pension Committee Reports On PG&E Negotiations

On November 1, 1963, the Pension Negotiating Committee submitted proposals designed to provide improvements in the PG&E Retirement Plan and the Savings Fund Plan. Union's proposals, which have been available for review at the Unit meetings, are in exchange counter proposals. Two meetings have been held to date and at press time, another meeting was scheduled.

The Holiday Season and the complex financial aspects of the subject matter have slowed progress toward an early agreement.

Union's Committee, consisting of Vera LaBelle, John Zap- pi, Business Manager L. L. Mitchell and Business Manager Ronald T. Weakley, con- cluded that efforts toward major revisions in the Plan were not considered by considerable resistance on the part of the Company.

Management asserts that in general, its combination of pension and savings provisions compare favorably in the industry and that while it is willing to negotiate improvements in certain areas of Union's initial proposals, it is unwilling to make major revisions during this Contract opening.

Union has made a consider- able effort to seek an area of accord which could bring the parties closer to a tentative settlement. Union believes that while the current Plans will provide good coverage for those with the major changes negotiated in 1954 and 1959, there are many whose available pensions have not been and will not be adequate to meet with Union's beliefs to be a satisfactory level of retirement, dignity and reasonable comfort.

Further information will be made available to the membership as soon as the Committee can submit a more comprehen- sive report on the results of the current bargaining ses- sions.

School Named In Member's Honor

A high school in Hinkley has been renamed in honor of William J. Ingels, Local 1245 member and trustee on the board of education until his death January 2nd. Renaming of the Grandview School took place at the dedication ceremonies with hundreds of signatures were presented to the Board of Education by Wally Kreusch of Unit 131, Barstow.

The William J. Ingels School remains as a fitting tribute to a man dedicated to education.

U.S.B.R. drill crews are shown at work on the San Luis Dam last summer.

PG&E Agreements To Be Ready In February

Checkoff Gained With U.S.B.R.

By M. A. Walters

Effective with the first payroll period in February, Local 1245 members employed by the United States Bureau of Reclamation may have their Union dues withheld from their pay if they so desire. A recently negotiated agreement between the Bureau and Local 1245 provides that the Bureau shall deduct Union dues for those employees who voluntarily authorize such deductions on a standard allotment form. The agreement also makes provisions for the Union to certify the amount of dues to be deducted to the Bureau and allows for changes in the amount certified without employees having to resign allotment forms. Employees wishing to cancel their authorizations must do so twice a year on either March 1st or September 1st.

The basis for the negotia- tions leading to this agreement arose from our late President John F. Kennedy's Executive Order 10988 which granted collective bargaining rights to Federal employees and included checkoff of Union dues as one of these rights.

EXCLUSIVE RECOGNITION

On May 14, 1963, Local Union 1245 submitted a petition asking the provisions of Executive Order 10988 seeking recognition as the exclusive bargaining representative of hourly employees in Region 2 of the Bureau of Reclamation. Support- ing this petition were authoriza- tion cards signed by a majority of the employees in the bargaining unit. This petition was forwarded to the Department of Interior Office in Washington, D.C. and for one reason or another, it was not acted upon until early in January. In this action, Region 2 was given the authority to grant Local 1245 exclusive rec- ognition, but was instructed to obtain satisfactory evidence that a majority of the hourly employees still desired to be represented by Local 1245, I.B.E.W., because of the time lag involved. To this end, the Union immediately undertook to have authorization cards signed and early response has been very satisfactory.

Union's COLUMBIA

1963 was a disappointing year in many ways. We are still searching for answers to many of our problems. We confronted with us in 1964. Our country is in trou- ble and very serious trouble it is. The problems of unemploy- ment, poverty and civil rights play an important role in the problems we face. The-r are many solutions to these problems. We in the labor movement cannot solve these problems alone. Neither, in the broad sense can they be solved through the collective bargain- ing process, even where we deal with employers who are willing to try. We can, of course, do something for those who have a job and work under the protective banner of our union. In this sense, 1963 was a good year. Through the process of collective bargaining, job security was strengthened, and monetary gains were made. We are able to do more to provide improvements and fringe ben- efits delivered by our efforts at the bargaining table, were not sufficient.

The record will show, when reviewed by the National Labor Relations Board, how, in the broad sense, we are trying to provide security to as many of our members as possible. We face the challenge of solving some of our problems in 1964.

(Continued on Page 2)
level people involved in the process.

A sharp rise in the number of cases reaching the top, along with a backlog of cases resulting from this, have made it possible to see in the picture a very rapid growth factor. On the other side, we shall not have to see the thousands of man hours to correct the mistakes in our contracts did not expend for the fun of making a fool of him or getting even more for the fun of making a fool of him or getting even. They will exploit such situations unless we move to reform those conditions.

We must learn that we can no longer approach current affairs on the basis of raw emotion. We must know, and be enlightened, to lead the way to a better future. We must know, and be enlightened, to lead the way to a better future. We have had another experience from which we can learn. We have seen old fashioned nationalism at its worst in Panama. What is the sense of developing a love of the flag if we cannot appreciate the love other people develop for their flag?

Whatever role Communists have played in those incidents, we should not forget that the Communists have not created the conditions and climate for such to happen. They will exploit such situations unless we move to reform those conditions.

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The Federal Trade Commission has received and will immediately proceed to study and evaluate the Federal Trade Commission's findings of increased and dangerous health hazards from smoking and Health issued today by the Surgeon General, Luther Terry, that "Out of its long Association of Fair Trade in the Tobacco Industry, died on November 5, 1963.

ANTHONY GALATI, an Electrician from Chicago, died on January 1, 1964.

James G. Cantrell, a member of the I.B.E.W. since November 1, 1952, passed away on September 20, 1963. Brother Cantrell had been an employee in the General Construction and retired on July 1, 1962.

Anthony Galati, a Laborer in General Construction, died on November 5, 1963. Brother Galati was initiated into the I.B.E.W. on January 1, 1948.


Robert Bogdanoff, an employee in the Pipe Line Operations Department, died on November 1, 1963. Brother Bogdanoff had been initiated into the I.B.E.W. on January 9, 1940.

William J. Ingels, an employee in the Pipe Line Operations Department, passed away on January 2, 1964. Brother Ingels had been initiated into the I.B.E.W. on May 1, 1952.

Freeman A. Taber, a Helper from San Joaquin Division, died on October 31, 1963. Brother Taber had been initiated into the I.B.E.W. on December 1, 1933.

Lester Gowan, an Apprentice Fitter from San Jose Division, died on January 5, 1964. Brother Gowan had been initiated into the I.B.E.W. on July 1, 1947.

William Williams, a Troubiman from San Jose Division, passed away on November 26, 1963. Brother Williams had been initiated into the I.B.E.W. on October 1, 1946. Brother Williams had retired on July 1, 1956.

John T. Mason, a member of the San Joaquin Division, initiated on September 22, 1955, died in Florida on December 10, 1963.

The Association of California Consumers, meeting in its fourth annual convention at the Thunderbird Hotel in Millbrae on Saturday, December 7, 1963, reviewed its past activities and drafted plans for the future in its continuing effort to keep the consumer informed on the quality, quantity and price of the goods and services he purchases and to assure him a meaningful voice before legislative and regulatory bodies.

U.S. Senator Philip A. Hart (Dem., Mich.), chairman of the Senate Subcommittee on Antitrust and Monopoly and author of the Truth-in-Trade Practices Act currently pending in Congress, was the convention's keynote speaker. Senator Hart was high in his praise of Mrs. Helen Nelson, California's Consumer Counsel, and those individuals and organizations who had formed and supported the Association of California Consumers. While the California on its leadership in the passage of some of the necessary consumer legislation, thus setting new standards of buyer protection, he contended that "the widespread scope of many business concerns required federal legislation in the area of consumer protection."

Citing his own bill as an example, Senator Hart told of the pressures brought to bear on Congress when bills to protect buyers are initiated. Pointing out that "the industries opposing truth in packaging represent a minimum yearly sales of 100 million dollars or approximately one-fifth of the gross national product," he stated, "In this case, money is power. He has had three of his scheduled TV appearances cancelled because of protests by advertisers and only three major national magazines have carried factual stories on truth sales of 100% of the market.

TheFTC complaint charges that the nation-wide scope of this operation, but are often very slow to take corrective action of their own, and further, to write and support his claim, he stated that "the FTC complaint is that it has broken the law of great assistance by writing letters to the editor of his local newspaper, by keeping members of Congress, particularly committee members, informed of the consumer support in consumer legislation, and by discussing consumer problems and legislation with representatives in order to enlist more allies.

Governor Edmund G. Brown, in his keynote address at the convention, outlined what he called the "Consumer's Fundamental Rights:"

1. The right to protection against goods hazardous to life or health.
2. The right of protection against false advertising and mislabeling and basic information on rates of interest and package weights.
3. The protection of quality and service at fair prices and the maintenance of competition.
4. The right to representation in legislative matters relating to consumer interests.

Governor Brown stated that "the price of credit was" by far the most important of the areas in which legislative action was needed for consumer protection. "How many innocent borrowers know they are paying the highest interest on a small loan?" he asked.

Supporting his 1959 request to the Legislature for the establishment of the Office of Consumer Counsel, the Governor noted that "many California spokesmen have been quick to attack on the side of the business operation, but are often very slow to take corrective action of their own, and further, to write and support his claim, he stated that "the FTC complaint is that it has broken the law of great assistance by writing letters to the editor of his local newspaper, by keeping members of Congress, particularly committee members, informed of the consumer support in consumer legislation, and by discussing consumer problems and legislation with representatives in order to enlist more allies.

Other convention spokesmen were Assemblyman John Franks, of Berkeley, who supported the 1963 legislation outlawing deficiency judgments, and Gerald N. Hill, housing expert and Executive Director of the Governor's Commission on Housing Problems. Assemblyman Foran reviewed activities of the Division and called for extension of his de-

—By Sidney Margolius

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The Rumford Fair Housing Law is currently being attacked by certain real estate bodies who wish to see the measure put on the ballot in the hopes it will be repealed. Since this controversy seems to be raising much heat but little light, the following questions and answers are reprinted in order to contribute to a more knowledgeable discussion of equal opportunity in housing.

What is the California Fair Housing Act?
It is the law against discrimination in housing. It declares that discrimination because of race, color, religion, national origin, or ancestry in housing accommodations is against public policy in California. It forbids such discrimination in the sale, rental, lease, or financing of housing, and establishes methods of preventing and remedying violations.

When did it go into effect?
September 20, 1963.

What is the purpose of the investigation?
Banks, mortgage companies, other financial institutions, builders and developers, and others in the business of housing, are similarly forbidden to discriminate.

Suppose tenants or neighbors put pressure on an owner to keep him from complying with the law?
It is unlawful for any person to aid, abet, incite, compel or coerce a discriminatory act. Complaints may be filed against such persons by a landlord or seller.

Ordinarily, who may file a complaint?

A person claiming to be aggrieved, that is, an individual who believes he has been wrongfully refused housing accommodations because of his race, color, religion, national origin, or ancestry.

Does he have to have the proof in his hand?
No, but the more specific he can be about names, places, dates and times, the better. FEPC will make a full investigation in order to ascertain the facts.

How soon after the incident must a person file his complaint?
Within 60 days. If he doesn’t learn about the alleged violation until after that, he may be allowed another 60 days in which to file. It is generally to the advantage of all parties, however, if a complaint is filed promptly.

Is there any other legal remedy?
An aggrieved person may choose to retain an attorney and go to court under the Unruh Act. In that case he has a year after the incident to file suit. But if he wants FEPC to handle the matter (without charge) he is required to waive any right to bring such a suit in court.

How does a person file a complaint?
FEPC has offices in Los Angeles, San Diego, San Francisco and Fresno. An individual who is unable to visit them in person may telephone or write a postcard or letter to one of those offices, asking assistance. In many cities, the State Labor Commissioner’s office or Employment Service will help refer inquiries to FEPC.

Why file a complaint?
Every Californian has the right to equal opportunity in obtaining housing for which he is qualified. If he is denied such opportunity, it is not only for himself that he should ask FEPC assistance, but for the sake of others, who suffer discrimination and for the good and welfare of the entire state. The law will work only when it is used.

Who investigates a fair housing case?
The case is first assigned to one of the seven members of the FEPC Commission. Under his supervision, a trained staff consultant carries out the investigation.

What is the purpose of the investigation?
The Commissioner must have the facts in order to make a determination. He wants to know exactly what happened. Information must be gathered from all reliable sources.

What kinds of housing are covered by the Fair Housing Act?
About 70 per cent, it is estimated.

In California, what portion of the housing market is covered?

What is unlawful under the Fair Housing Act?
The law forbids the owners of most housing accommodations, and their agents, to refuse to sell, rent or lease to any person or group of persons because of race, color, religion, national origin, or ancestry.
concilation

What happens when there is a finding of probable cause to believe the allegations of the complainant?

The Commissioner immediately endeavors to eliminate the alleged unlawful practice by conference, conciliation, and persuasion.

Suppose no probable cause is found?

The Commissioner must dismiss the complaint. Notice is sent to respondent and complainant, and the latter has 15 days in which he may file an appeal.

What is meant by conciliation?

Efforts to obtain a just and practicable remedy for the person whose rights have been violated, and to correct the unlawful practice, through a negotiated settlement.

Are such negotiations publicized?

The law forbids disclosure of what transpires during endeavors at conciliation.

What are typical terms of conciliation?

In many cases, where the housing accommodation in question is still available, its sale or rental to the complainant may be arranged. If it is not available, a like accommodation, or the next vacancy, may be negotiated. Or there may be a payment of damages to the complainant.

affirmative action

Is the Commission limited to processing complaints?

No, it conducts programs of education and affirmative action designed to promote good will and minimize or eliminate discrimination. It studies problems of discrimination and fosters good will, cooperation and conciliation among the groups and elements of the population of California.

What is affirmative action?

A program seeking the voluntary cooperation of such groups as property owners, public agencies, real estate brokers and associations, builders and developers, mortgage and financing companies, and others in the business of housing. By counseling them as to methods of applying equal standards, and by agreements concerning equal access to housing accommodations, the Commission seeks broad observance of fair practices.

Can others help in carrying out provisions of the law?

Community organizations, religious groups, and citizens generally can contribute to the programs of education and affirmative action. Anyone who learns of apparent violations of the law should inform FEPC so that appropriate action may be taken. Those who agree with the spirit of the law should make this known in their communities, especially to those in the business of housing.

How does the Commission tell people about equal opportunity?

It publishes a newsletter and other publications and utilizes news media to release information concerning the law and FEPC activities. Other methods include posters, exhibits, broadcasts, conferences and a speaker service.

What is the ultimate objective of the Commission's program?

The elimination of discrimination in employment and housing in California because of race, color, religion, national origin, or ancestry, and the establishment of equal opportunity for all Californians.

Where can more information about the law and about FEPC be obtained?

By visiting, phoning or writing FEPC—San Francisco—P.O. Box 603, 455 Golden Gate Ave. (phone UNderhill 1-8700, extension 3167), Los Angeles—107 South Broadway (phone MADison 6-2610), Fresno—State Office Building, 2550 Mariposa St. (phone AMherst 8-7151, extension 276), San Diego—State Office Building, 1350 Front Street (phone 222-4581, extension 283).

Who conducts such a hearing?

A panel of Commissioners, not including the assigned Commissioner who filed the accusation. The latter may not participate as a witness concerning the facts.

Are there legal safeguards?

The California Administrative Procedure Act assures all parties due process of law. Questions of law are referred to an authorized hearing officer, and any party to whose position an order is adverse has the right to appeal.

What is the outcome if the Commission decides there was discrimination?

The respondent will be ordered to cease and desist from all the unlawful practices found and to take one of the following actions as determined by the Commission:

1. Sale or rental of the housing accommodation to the aggrieved person, if it is still available.
2. Sale or rental of a like accommodation, if available, or the next vacancy in a like accommodation.
3. Payment of damages to the aggrieved person in an amount not to exceed $500.

Can the Commission prevent the sale or rental of the property while the case is pending?

If there is probable cause for believing that the allegations of unlawful discrimination are true, the Commissioner may obtain a court injunction to prevent disposition of the property until a determination is made.

enforcement

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If there is probable cause for believing that the allegations of unlawful discrimination are true, the Commissioner may obtain a court injunction to prevent disposition of the property until a determination is made.

If the respondent refuses to agree to a settlement, what can the Commissioner do?

Serve the respondent with a written accusation requiring him to answer the charges at a public hearing. If the hearing panel considers the evidence anew, makes findings of fact, and, if appropriate, issues an order requiring corrective action. If it finds no violation of the law, it dismisses the case.

How do you decide what is discriminatory?

The main test is whether the standards set by the owner, manager, agent, or business firm have been applied equally to all qualified home seekers. If the treatment is different because of race, color, religion, national origin, or ancestry, this is discrimination.
At a recent meeting in Los Angeles, representatives of the Electrical Section of the Division of Industrial Safety of the State of California met with representatives of the various California Electric Utilities, both publicly and privately owned, and representatives of the I.B.E.W. Local Unions representing employees of these Utilities. Mr. E. L. Carlton, Chief Engineer of the Electrical Section, opened the meeting by stating that the meeting had been called because the Division of Industrial Safety had received several questions from the Unions regarding qualified employees and standby workmen and that in recent weeks, he and members of his staff had observed two things which were not in accord with the provisions of the Electrical Safety Orders of the Division of Industrial Safety. These were:

1. Both employees working at the same time.

2. One man on the pole and the observer on the ground.

Mr. Carlton then read Mr. George Sherman's letter of June 13, 1963, addressed to Ronald T. Weakley, Business Manager of Local 1245, and stated that this was the Division of Industrial Safety's official position (a copy of this letter is reprinted on this page). After reading the letter, Mr. Carlton reiterated that the standby workman was to be in close proximity to the work in progress and was to perform no work.

Attending this meeting on behalf of Local 1245 were Safety Consultant Sam L. Casalino and Assistant Business Manager M. A. Walters, who was selected as the Union spokesman by the I.B.E.W. representatives in attendance.

NEW STEWARDS

The following Shop Stewards were appointed during November:

DAVEY TREE SURGERY COMPANY, LTD:

Billy White Sivils

PACIFIC GAS & ELECTRIC COMPANY:

Robert T. Gault

Central Stores

Frances M. A. Casalino

Coast Valleys Division

Casalina and Assistant Business Manager M. A. Walters

Eddie M. Bowman

Drum Division

Ed G. Collier

East Bay Division

Barbara Desjardins

San Joaquin Division

Bert MeSwain

North Bay Division

San Joaquin Division

Walter Grant

North Bay Division

SIERRA PACIFIC POWER COMPANY:

Walter F. Bettencourt

The following Shop Stewards are appointed:

PACIFIC GAS & ELECTRIC COMPANY

Robert W. Darling, East Bay Division; C. A. Christofferson, General Construction; Donald C. Lewis, General Construction; Richard H. Cammarri, San Francisco Division; Wilma A. Sharp, San Joaquin Division; F. J. Mirro, San Jose Division.

SACRAMENTO MUNICIPAL UTILITY DISTRICT:

Ruford Bergin

Richard L. Daugherty

Traylon G. Dillion

William C. Dunbar

Donald F. Leipski

Victor W. Mitchell

SIERRA PACIFIC POWER COMPANY, RENO:

David P. Daron

SORENSEN TREE SERVICE, INC:

Robert D. Fraser

David T. Woeller

The material and questions attached to your letter of May 17, 1963, have been carefully studied by the staff of the Electrical Section, since these questions affect state-wide interpretation of the Electrical Safety Orders.

Your first question was, “Are qualified employees as used in Section 2604 (h) and qualified person as defined in Section 2500 (a) (52) synonymous?”

The 1963 edition of the Electrical Safety Orders under Section 2300 (a) defines a qualified person as one familiar with the construction or operation of the apparatus and the hazards involved. This is a general definition and could apply to the operator of the equipment, or to the person constructing or maintaining the equipment or installation.

Section 2604 (h) is a more specific definition and applies to persons working on high-voltage lines.

In answer to your question, the person referred to as a qualified employee in Section 2300 (a) (53) and Section 2604 (h) could be the same person.

Your second question is, “What is necessary for a person to become familiar with the construction or operation of high-voltage lines and the hazards involved?” You have submitted that, “It is our belief that this can only be obtained through extensive training and experience, that is by serving an apprenticeship, and therefore that an individual could not be considered a qualified employee until he has become familiar with his apprenticeship.”

We would agree that for a person to become familiar with the construction or operation of high-voltage lines and the hazards involved, this can only be obtained through extensive training and experience.

This does not necessarily mean that the only persons who can be considered qualified employees are those who have served an apprenticeship. We have been given the title of journeyman. Serving an apprenticeship is certainly an acceptable method but could not be considered the only way in which persons could qualify under the definition of “qualified employee.”

An apprentice, a learner, or a trainee, or any other job classification, the employer may choose to assign to the person while that person is becoming familiar with the construction or operation of high-voltage lines and the hazards involved, must certainly follow a well-defined training program before he could be considered a properly qualified employee to begin to work on high-voltage lines.

Each phase would, of necessity, require close supervision of the employee before permitting him to advance to the next phase of his training program. Only after a thorough training program involving actual work and study by the employee be considered a qualified employee under the definition of Section 2300 (a) and 2604 (h).

Your next question was, “Who can be utilized to work on lines and equipment energized in excess of 750 volts under that portion of Section 2604 (b) which reads, ‘employees under continuous supervision or instruction of a qualified employee?’

The Division would agree with your submitted answer that this provision was included in Section 2604 for the purpose of providing a means wherein an employee in training can gain the necessary experience to become a qualified employee. In answering your question, you can be utilized, the apprentice, learner, or trainee in question would have to be that person who has advanced to the stage that he has the necessary training and experience to be permitted to work on energized high voltages under continuous supervision or instruction of a qualified employee.

Your next question consisted of two parts: “First, who can be utilized as a standby workman, and second, who can be utilized as a standby workman be situated when work on lines or equipment energized in excess of 750 volts is being performed?”

A qualified person can act as a standby workman while the second employee is performing work on any energized parts of the line. The standby workman must be on the pole or tower in close proximity with the employee who is performing the work on the energized line. This standby workman is observing for the specific purpose of preventing an accident to the employee.

The apprentice learner or trainee who has progressed to the point of being permitted to perform work on energized high-voltage lines under continuous supervision or instruction of a qualified workman may also be utilized as an apprentice workman for the purpose of preventing an accident to the second employee. This standby workman would be required to be a qualified person and not a person also in training. This would not require a third person who is a qualified employee to be on the pole or tower to act as the standby observer.

Very truly yours,

Geo. A. Sherman

George A. Sherman, Chief
Are You Registered to Vote?

Contact Your County Clerk

San Mateo County Residents!

A Deputy Registrar will be at Unit 2411 & 2412 Meetings Until Election Deadline

WELCOME!

(Continued from Page 2)

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

COAST VALLEYS

1. Charles L. Prine

1245

SIERRA PACIFIC

2. Jerry D. Smith

3. Frank E. Cisneros

4. Gary B. San Fillippo

5. William Thompson

800 “driving while on the job” accidents. In addition, 2,010 were classified as a part of earning their livelihood. 

Drivers are being killed due to work injuries. In the same period of time 37,800 were classified as non-union employees. In the same period of time 37,800 were classified as non-union employees. 

The problem of driving on a superhighway is becoming a part of our everyday life. We can not only drive to work, but many people then drive a truck or other vehicle at a much greater speed.

Highway Patrolman plays a major role in our everyday lives. 

Here are some things to watch out for on the superhighway: 

1. Keep your exit, and be ready to leave the superhighway when you get to it. If the speed is too high for you, be accounted for with your map before entering the superhighway. 

2. Watch the speed of the superhighway traffic. A slowly traveling vehicle can cause another driver to swerve into another lane, and can cause pileups.

3. Upon leaving the superhighway, slow down on the ramp, n.t. on the superhighway. Have a slow car in your mind when you leave.

4. On the superhighway, the speed limit is set by the majority of drivers. Try to match that speed. Going slow will cost you the insurance company.

5. And of course, no stopping or backing up is ever permissible on the superhighway. 

School Participation in the Program

All public, private, and parochial schools registered with the National Merit Scholarship Corporation may participate. 

Schools are asked to take a second examination. 

Semi-Finalists

Those students in each state who score highest on the qualifying test are notified in the fall by the National Merit Scholarship Corporation that they are semi-finalists.

The finalists in each state are selected on the basis of scores on the two examinations, high school grades, entrance examination, the biographical questionnaire asking the name of the parent or parents, and a check with the school principal or guidance counselor to be sure of the exact date, time, and place that the test is being given.

Schools are asked to make a special effort to stimulate participation by graduating seniors of trade union families.

WASTEG | ABY

$500 Scholarships

(Continued from page 1)

The letters contain the rules of the contest, sample test questions, and a suggested reading list as well as an explanation of the basis on which the awards will be made. A supplementary application form was also sent to each school but students who do not find it convenient to use the form at their high school may obtain them directly from the California Labor Federation, AFL-CIO, 995 Market St., Room 610, San Francisco 3, California.

No restrictions are placed on the future course of study of any of those winning and parental union membership plays no part in the eligibility of those competing in the contest, Pitta explained.

The 1968 competition for eight $500 scholarships attracted 757 entries. Scholarship winners will have a check for $500 deposited in their name at the college or university in their choice.

The national AFL-CIO awards six merit scholarships each year to high school students of exceptional ability. Each award covers four years of study. The scholarship program is conducted in cooperation with the National Merit Scholarship Corporation. 

The amount of each stipend is adjusted to individual need, and is set in accordance with the formula of the National Merit Scholarship Corporation. There is a maximum of $1,500 per year, or $6,000 for four years.

Two scholarships are awarded in each of three geographical sections of the United States. One scholarship in each area will be awarded to a student either of whose parents is currently a member affiliated with the AFL-CIO. One scholarship awarded in each geographical area will be unrestricted; i.e., the student may not be a child of a trade unionist.

HOW TO APPLY

All applicants for AFL-CIO scholarships must participate in the National Merit Scholarship Testing Program. Each spring semester the qualifying test in the Business Merit Scholarship Program is administered in all participating high schools. These tests are given a year prior to the award. Second semester juniors and first semester seniors (those who graduate in February) are eligible to take the test. The student participant pays a single tuition fee of one dollar to cover the cost of administration. In hardship cases this fee is waived.

Check with your school principal or guidance counselor to be sure of the exact date, time, and place that the test is being given.

SCHOOL PARTICIPATION IN THE PROGRAM

All public, private, and parochial schools registered with the National Merit Scholarship Corporation may participate.

In the event your school is not a member of the National Merit Scholarship program, you may participate individually by writing to the National Merit Scholarship Corporation, 1580 Sherman Avenue, Evanston, Illinois, which will attempt to make special arrangements for you.

Rules of the Road — Get You Home Safely

By sam casalina

safety roundup

by sam casalina

The national AFL-CIO awards six merit scholarships each year to high school students of exceptional ability. Each award covers four years of study. The scholarship program is conducted in cooperation with the National Merit Scholarship Corporation. The amount of each stipend is adjusted to individual need, and is set in accordance with the formula of the National Merit Scholarship Corporation. There is a maximum of $1,500 per year, or $6,000 for four years.

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Semi-Finalists

Those students in each state who score highest on the qualifying test are notified in the fall by the National Merit Scholarship Corporation that they are semi-finalists. They are asked to take a second examination.

The National Merit Scholarship Corporation provides full information as to the time, place, and arrangements for this test.

Semi-Finalists will also be asked to complete a biographical questionnaire to designate the college they wish to attend if they win a scholarship, and to provide full information on the union affiliation.

Finalists

The finalists in each state are selected on the basis of scores on the two examinations, high school grades, school evaluations, and recommendations concerning the student. Each finalist is eligible to be considered for a Merit Scholarship offered by organizations who sponsor awards.

From the group AFL-CIO representatives select the six students to receive AFL-CIO Merit Scholarships. Annual scholarship winners are formally announced each May.

WHERE THE GRANTEE WILL STUDY

Scholarships will be awarded for study at any accredited college or university in the United States. It is the obligation of the winners to maintain good standing throughout the four-year period of the scholarship.

Utility Reporter—January, 1964—Page Seven
Phil Burton Gets Boost From Attorney General

Attorney General Stanley Mosk has endorsed the congressional candidacy of Assemblyman Phillip Burton in the special election to be held in San Francisco's 5th district on February 18, 1964.

In a letter dated January 7, 1964 Attorney General Mosk stated: "I am wholeheartedly in support of your candidacy. You will be a congressman as you have been a dynamic assemblyman." The letter went on to praise Burton as a "constructive congressman." The text of the letter follows in full:

Dear Phil:

I am delighted to learn you are a candidate for Congress to succeed Jack Shelley who so ably represented the Fifth District.

After the years we have worked together in Sacramento on effective legislation for the people of our great State, I am wholeheartedly in support of your candidacy. You will be a congressman as you have been a dynamic assemblyman.

My best wishes to you, Phil. I'll be at your dinner on January 30th, and will be in your corner whenever and wherever I can be helpful.

Cordially,

STANLEY MOSK
ATTORNEY GENERAL

The Outdoor Scene

By FRED GOETZ

Most popular hunter's target in the U.S. is the rabbit. It is avidly hunted by youngsters and skilled sportmen alike. Several species of the clan, particularly the Jack rabbit, are real speedsters, being on to but one game animal in speed—the skunk. Curiously, our so-called rabbit is not a rabbit at all. It is a hare. The "true rabbit," native of Europe, has never been introduced to this country for fear of becoming an economic pest, past lessons being learned the hard way from introduction of the starting, and the sparrow.

Although considered a fastly critter by many farmers, it is, nevertheless, the apple of the field shooter's eye and the cottontail, bless its popular little heart, has the widest range of any American rabbit. It is the most sought after range of any American rabbit.

This "fish catching" ability is not limited to the menfolk, nor by a long shot. So says William Rippenberger of Chehalis, Washington. Here's a photo of the Missus with a nice stringer of rainbow trout, Kamloops variety, that she nipped from the icy waters of Lake Hi Hum, about 4,500 feet in the rugged high country of British Columbia.

Mrs. Rippenberger caught this-bordered in-the middle stringer on slow-trolled flatfish.

If you want to get the most out of your bird hunting this season, take a boy hunting at least one day. His seemingly foolish questions may bore you; his boyish awkwardness may irritate you; his absent-minded pecking out of the blind cover may scare away a bird or two, but when you see the look in the lad's eyes when he handles his first quail, pheasant or duck, you'll get a thrill of a lifetime and witness the birth of a man!

In answer to a question from Clifford Storms, I personally believe it is a good idea to return small fish to the water after being lightly hooked. It is an established fact, a lightly hooked trout that is gently handled and released will, in most instances, survive. In a survey conducted by Dr. Richard B. Miller of Alberta, Canada, it was found that of 151 trout caught—and released—only eight of them died. The casualities were, no doubt, deeply-hooked fish.

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The 1963 International Labor Press Association conference, held in conjunction with the AFL-CLC Convention in New York was attended by President Leland Thomas Jr., left; Charles A. Price, Business Manager of Local 1049, IBEW; and Ronald T. Weakley, Business Manager of Local 1245.

Health & Welfare

By Edwin M. Burr

Consultant on Insurance and Pension Plans

Nursing Home Care May Reduce Rising Health Costs

A wider and more varied use of nursing homes to treat the sick and injured may help stem the rising costs of health care, the Health Insurance Institute reports.

Hospital administrators are studying the idea of hospital-affiliated nursing homes as a means to reduce costs and as a way of avoiding the expansion of expensive hospital facilities.

The insurance business is beginning to take steps toward providing benefits for nursing home care, according to the institute.

A recently completed study by the business showed that 32 insurance companies offer group or individual plans which provide specific protection against the costs of nursing home care and 46 others participate in State plans which provide this coverage.

In addition, many insurance companies occasionally provide benefits for care in a skilled nursing home as a matter of administrative practice, principally under major and comprehensive medical expense policies, according to the institute.

DETERMINED 4% MILLION COVERED

Development of benefits for nursing home care is so recent that no complete and conclusive figures on the extent of coverage are available.

But on the basis of government estimates and insurance surveys, it would appear that more than 4.25 million persons who would be a "constructive congressman." The text of the letter follows in full:

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