State Controller Alan Cranston met with the Executive Board of Local 1245 in order to seek, and get, its endorsement as Democratic nominee for the office of United States Senator from California. Left to right are pictured: Member-at-Large Anthony J. Baker, Vice-President Marvin C. Brooks, Business Manager Ronald T. Weakley, State Controller Alan Cranston, President Leland Thomas Jr., Central Area Member Andrew A. Clayton, Recording Secretary Henry B. Lucas, Southern Area Member Albert G. Callahan and Treasurer James M. Lydon (not shown).

**SIERRA PACIFIC CONTRACT SESSIONS OPEN IN RENO**

Committees representing the Local Union and the Sierra Pacific Power Company met on Tuesday, March 10th, at the Riverside Hotel in Reno and opened bargaining sessions for 1964 changes in wage conditions and benefits. Bargaining sessions commenced with a review of the proposals for changes made by the parties under the provisions of Title 23 of the current contracts.

**Union Proposals**

These were contained in a letter from Business Manager Ronald T. Weakley to Sierra Pacific Power Company President, Mr. Fred L. Fletcher, under date of February 28, 1964, and were as follows:

**WAGES** — All employees covered by the collective bargaining agreement to be granted a substantial wage increase based on living cost increases,

**productivity increases, wage patterns in the industry, the need for increased purchasing power and an improved standard of living.**

**WORKING CONDITIONS** CHANGES — Title 7: Increase the reimbursement for full-time Meter Readers in Reno from $80.00 to $135.00 per month.

**Title 6: Increase travel time allowance from 15 minutes to actual travel time to the next 1/4 hour.**

**Title 7: Change the premium of 13c per hour for the second shift and change the premium of 13c per hour to 18c per hour for the third shift.**

**Title 10: Add new language (Continued on Page 6)**

**YOUR BUSINESS MANAGER'S COLUMN**

By Ronald T. Weakley

During this month, two events of a like nature cause me to discuss the need for skill development in our industries. At Kettleman Compressor Station, Pacific Gas and Electric Company is conducting a Lineman's training school which is the result of need as well as vision on the part of those who put it together. The rapid pace of changing work methods, in overhead line construction and maintenance, requires special attention on the part of management as well as our Union. The Avenal school is designed to provide that attention.

While this pilot school is being run by management, the

(Continued on Page 2)

**1245’s E Board Endorses Alan Cranston for Senator**

"I lived under Hitler in Germany before the war, so I know what a totalitarian regime means." So said Alan Cranston in his meeting with the Executive Board of Local 1245 to seek its endorsement. The Board, no doubt impressed by his poise, ability and record as State Controller, has unanimously endorsed Alan Cranston for United States Senator.

**FOREIGN CORRESPONDENT**

It was from this experience of being a foreign correspondent in the Reich that led Alan Cranston into a deep interest in politics and a dedication that fascism must not happen here. He is probably one of the few correspondents who got to this dangerous assignment by working his way over to Europe on an oil tanker!

**BROUGHT BACK WARNING**

Cranston returned to the United States in 1938 to warn America of the dangers of war, totalitarianism, and isolationism. He exposed Nazism by publishing an unabridged version of Mein Kampf and selling 50,000 copies at a dime apiece. This warning was only stilled by an unlikely tactic for Hitler—his agents got an injunction against further publication, claiming infringement of copyright.

**ARMY SERVICE**

When America entered the War, Alan Cranston served as Chief of the Foreign Language Division of the Office of War Information. While in that capacity, he wisely insisted upon removing Italian aliens from the "enemy" classification, a move which is credited with saving untold lives during the Allied invasion of Italy. Although he was entitled to a deferment in this OWI job, Cranston enlisted in the army as a private, emerging at the end of the War with sergeant’s stripes.

Alan wrote a book, "The Killing of the Peace" which in 1945 was chosen by the New York Times as one of the 10 best books of the year 1945; it has since been reissued.

A graduate of Mountain View High School, Allan and Stanford, Alan Cranston, his home, Geneva and their two sons, chairman of Sacramento on a little place wryly dubbed "Animal Farm."

**PENSION BULLETIN**

At press time, PG&E Pension and Savings Fund Negotiations were close to tentative settlement. Final language must still be worked out. Details of any tentative settlement will accompany ballots sent to the PG&E members’ homes on a mail ratification.
Nuclear power is here to stay. Great strides have been made in management, men- 
agement, and the I.B.E.W. toward the goal of efficient power pro-
duction through the use of atomic energy. Our Inter-
 
s 
 


ternational Union has done a good job in this regard. The 
extended efforts and special training which have been 
undergone in this field are producing results. This trend 
will definitely continue.

The emphasis on qualifications 
and the seniority factor is inevitably regulated by standards of job perform-
uances. Our Union has done a good 
job in protecting those who were not yet ready or able to meet new skill 
requirements at the same time. We have helped provide standards of competence necessary to man-

</t>
### RECREIPTS:

- **Cash Balance December 31, 1962**: $103,043.21

### Local 1245's Financial Report for 1963

**Statement of Recorded Cash Receipts and Disbursements**

**Shedule 1**

| Cash Balance December 31, 1963 | $103,043.21 |

#### Receipts

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#### Disbursements

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<table>
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<tr>
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#### Additional Information

- Disbursements to General Fund: $741,513.61
- Reimbursements to Savings Fund: $640.10
- Total Disbursements: $741,513.61
- Total Disbursements Schedule: $25,213.97

### In Memoriam

**Donald M. Barren**, a Lineman in East Bay Division, died on February 27, 1964. Brother Barren had been a member of the I.B.E.W. since his initiation on April 1, 1962.

**Bruce O. Bohannon**, a Lineman in San Joaquin Division, died on February 9, 1964. Brother Bohannon had been a member of the I.B.E.W. since his initiation on April 1, 1964.

**C. C. Knight**, a Line Sub-foreman in San Joaquin Division, died on February 9, 1964. Brother Knight had been a member of the I.B.E.W. since his initiation on April 1, 1964.


**Edward S. Summer**,** a Troublemaker in Coast Valleys Division, died on February 28, 1964. Brother Summer had been a member of the I.B.E.W. since his initiation on February 1, 1943.

**James C. Baldwin**, March 1, 1964, North Bay Division.

**Cecil G. Edmonds**, March 1, 1964, North Bay Division.

**Robert R. Bellato**, a Line Sub-foreman in San Joaquin Division, died on February 28, 1964. Brother Bellato will see the completion of his 25-year service to this company and on weekends, Mr. and Mrs. Bellato will see the project successfully completed. After three years at the drainage system has handled a flash flood of 2½ inches of rain in six hours without any over-land where.

**Dale C. Bell** had been a member of the I.B.E.W. since his initiation on April 1, 1964.

**Edith J. Johnson**, a Lineman in Sierra Pacific Power Company, died on March 16, 1964. Brother Johnson had been a member of the I.B.E.W. since his initiation on April 1, 1964.

**James C. Baldwin**, March 1, 1964, North Bay Division.

**Cecil G. Edmonds**, March 1, 1964, North Bay Division.

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**Edith J. Johnson**, a Lineman in Sierra Pacific Power Company, died on March 16, 1964. Brother Johnson had been a member of the I.B.E.W. since his initiation on April 1, 1964.
Many of our members see the problem of poverty every day. To the Serviceman, the " Troubleman, the Line Crew, the Meterman and the Meter Reader—"our invisible poor" are often quite visible. Some of us touch their lives every day.

Given this, President Johnson's declared war on poverty takes on a greater significance for our members.

What is the problem of poverty amidst plenty and what can be done about it?

President Johnson's message to Congress says:

"There are millions of Americans—one fifth of our people—who have not shared in the abundance which has been granted to most of us, and to whom the gates of opportunity have been closed.

"What does this poverty mean to those who endure it?

"It means a daily struggle to secure the necessities for even a meager existence. It means that the abundance, the comforts, the opportunities they see all around them are beyond their grasp.

"Worst of all, it means hopelessness for the young.

"The young man or woman who grows up without a decent education, in a broken home, in a hostile and squalid environment, in ill health or in the face of racial injustice—that young man or woman is often trapped in a life of poverty.

"He does not have the skills demanded by a complex society. He does not know how to acquire these skills. He faces a mounting sense of despair which drains initiative and ambition and energy."

"The war on poverty is not a struggle simply to support people, to make them dependent on the generosity of others."

"It is a struggle to give people a chance."

"It is an effort to allow them to develop and use their capacities, as we have been allowed to develop and use ours, so that they can share, as others share in the promise of this nation."

Because it is right

"We do this, first of all, because it is right that we should."

What will be done?

If Congress passes the Economic Opportunity Act of 1964, each community in which members of Local 1245 work and live will be able to mount an attack on the poverty which exists in those communities.

The President's message continues:

"These plans will be local plans calling upon all the resources available to the community—Federal and state, local and private, human and material."

"And when these plans are approved by the Office of Economic Opportunity, the Federal Government will finance up to 90 per cent of the additional cost for the first two years."

"High priority would be given to "helping young Americans who lack skills, who have not completed their education or who cannot complete it because they are too poor."

"The years of high school and college are the most critical stage of a young person's life. If they are not helped then, many will be condemned to a life of poverty which they, in turn, will pass on to their children."

Is there hope for these children? Their mother just got out of the hospital with doctor's orders not to lift anything. She has no help around the $50 family apartment allowed in her budget and she must support 7 children on $124 a month.

Notice the toilet adjacent to the kitchen. The specks on the wall are cockroaches.

Job Corps

Young men whose college and education may fail work could vote on special conservancy training centers. The institutions would be vast for the land granted the University of Colorado.

Work-Trainings

Youth between the ages of 16 and 21 who "badly need the experience and the sense of a full or part-time job" could be drafted into the labor movement.

"For them such a difference between dropping out, vital to the future of these young men, and settlement homes, because there are not enough of them. These young men are part of these community organizations, and other impoverished communities. This program is worked out by the Department of Labor, developed by state and non-profit agencies.

Work-Study

The Labor Movement cried the waste of energy, the people, the young Amerians who lack skills, who have not been trained, who cannot compete because they are too poor.

"The years of high school and college are the most critical stage of young people's lives. If they are not helped then, many will be condemned to a life of poverty which they, in turn, will pass on to their children."

Harold Wilson, Services Director, 13 year old boy medical patient. His mother was taken off welfare because the doctor pronounced her 10 months insane. When she did not agree to her home county, which does not have any welfare, she was taken off. Her minister, his church, charitable work, itself economic. Her minister, who took care of her, her children, is behind on special conservancy training centers. The institutions would be vast for the land granted the University of Colorado.
therefore recommended the creation of a job program and a plan to defeat it may seem overpowering to us. It is a large area but each of us can do something for this war effort.

What we can do

"The most enduring strength of our nation is the huge reservoir of talent, initiative and leadership which exists at every level of our society."

Accordingly, the President has called for Congressional authority to recruit and train skilled volunteers for the war against poverty.

Here the members of Local 1245 can do much: First, by writing their Representatives and Senators to urge passage of the Economic Opportunity Act of 1964. Secondly, by volunteering their skills in the war on poverty. The drive to make this contribution could come from the Units of Local 1245, for no one knows the problems of some of our own depressed areas better than the members of Local 1245 who work and live in these communities.

This is the kind of brotherhood the "B" in IBEW stands for. For, in a real sense, we are our brother's keeper—whether we are by paying increased property taxes—which help pay welfare costs—or whether we are by giving people a chance to make their own way.

...
letters on accelerated apprentice lineman school

pacific gas and electric company
245 market street
san francisco 5
march 4, 1964

local union no. 1245
international brotherhood of electrical workers, afl-cio
1918 grove street
oakland 12, california

attention: mr. ronald t. weakley, business manager

gentlemen:

as a result of the meeting between company and union to discuss company's proposal of february 3, 1964, with respect to a program to accelerate the training and advancement of apprentice linemen, the following proposal superseding our proposal of february 3 was adopted:

1. on the basis of classification seniority, company will select for group training apprentice linemen who have more than 24 months in the classification. (apprentice linemen with more than 24 months in the classification who are considered qualified for promotion to linemen will be excluded from this selection.) the apprentice linemen selected for this training will be given a comprehensive five-week course in line work at kettlemann compressor station. the first class is scheduled to start on march 16, 1964, and will consist of apprentice linemen from san francisco, san jose and east bay divisions. future classes will be scheduled for employees in other divisions as the need is demonstrated.

2. apprentice linemen who qualify for advancement to linemen by reason of the special class training outlined in paragraph 1, or those with more than 24 months in the classification who are considered qualified for promotion to lineman, shall have their bids on lineman vacancies in the division in which they are employed considered under the provisions of sub-section 205.7(b) of the agreement, provided that there are no eligible bidders who are entitled to preferential consideration under the normal application of the provisions of sub-sections 205.7(a), 205.7(c), or 205.7(d).

3. if an employee is the successful bidder on a lineman vacancy as a result of the consideration given under paragraph 2 above, the award of the linemen classification shall be provisional and shall remain provisional until the employee has accrued classification seniority in the combined apprentice linemen and provisional linemen classifications totaling 36 months. he shall then be confirmed in the linemen classification and be credited with six months' classification seniority as lineman.

4. an employee classified as a provisional lineman shall, when bidding on vacancies, other than as provided in paragraph (a) below, be considered as an apprentice lineman in the same division who is employed, shall be given preferential consideration to such vacancy in the same manner as a regular linemen under the following conditions:

1. all other eligible bids have not been received which are entitled to preferential consideration under the provisions of sub-section 205.7(a).

2. his linemen's classification seniority, for purposes of this provision only, shall be considered as starting with the date on which he attained provisional linemen status.

3. if the employee is the successful bidder to a linemen vacancy under this provision, he shall retain his provisional linemen status until he has met the requirements of paragraph 3 above.

5. a provisional lineman shall not be upgraded to line subforeman to supervise a crew which is performing work on lines or equipment energized in excess of 750 volts.

6. a provisional lineman who is temporarily upgraded to this position shall perform line or switching work on lines or equipment energized in excess of 750 volts. he shall be permitted to refuse distribution transformers, using approved tools.

7. a provisional lineman who is upgraded to a crew and who has less than 25 months in the combined apprentice linemen and provisional linemen classification shall not be assigned an apprentice linemen as a pole partner to perform work on lines or equipment energized in excess of 750 volts.

8. apprentice linemen qualified for promotion to linemen under paragraph 2 shall not be appointed, under the provisions of section 205.13, to unfilled vacancies which were posted in the employment bulletin prior to the effective date of this agreement and any runner or runner appointment to unfilled vacancies posted subsequent to such date shall be on a provisional basis.

9. as a prerequisite to confirmation as linemen under paragraph 3 of this agreement, employees in the provisional linemen classification shall be required to complete any portion of the apprentice linemen related accelerated training program which was incomplete at the time of the award of the provisional linemen classification.

this agreement shall be effective on may 1, 1964, and may be terminated 30 days after notice in writing is given by either party to the other.

if you are in accord with the foregoing proposal and agree thereto, please indicate in the space provided below and return one original of this letter to company.

yours very truly,

pacific gas and electric company
san francisco 5, california
attention: mr. v. j. thompson, manager of industrial relations

.sierra contract open

(continued from page 1)

to provide for additional rest period for employees called out between midnight and 6:00 a.m. on a working day, and who have not worked long enough to qualify for the 8-month rest period presently provided for in this title.

title 12: increase vacation allowance for 5-weeks' vacation in the year in which employee completes 25 years of service to the company.

title 12: change selection of apprentice linemen where unusual circumstances created a need. it was understood that the provisions of paragraph 1 would become inoperative as the unfilled jobs were redirected to the accelerated training and advancement of apprentice linemen. in order to provide for additional rest periods, divisions will be considered for provisional linemen under this agreement upon its effective date. the qualifications of the individual will determine his appointment but would not affect his right to have his bid given consideration under sub-section 205.7(b). if the other stated conditions are met.

"it is our understanding that all apprentices with 24 months or more in the classification will be considered for provisional linemen under this agreement upon its effective date. the qualifications of the individual will determine his appointment but would not affect his right to have his bid given consideration under sub-section 205.7(b). if the other stated conditions are met.

sierra pacific members plan contract program

steward conference produces

satisfaction for bargaining program!

sierra pacific stewards met in an all-day session on saturday, january 5th, to discuss contract enforcement methods and to establish the framework for union's bargaining program reported in a separate article in this issue.

all departments and districts were represented at the conference. pictures show stewards hard at work discussing the issues and presenting the proposals of the members in their groups.

for information on union's negotiating proposals and bargaining progress, read the page 1 article on sierra pacific bargaining sessions.

utility reporter — march, 1964 — page 6
safety roundup

by sam casalina

• YOUR CHANCES OF HAVING A FATAL ACCIDENT IN A COMPACT CAR ARE ALMOST DOUBLE THAT OF A STANDARD CAR.

• A University of California study of who wears seat belts found, with no great surprise, that the higher the IQ, the more that person tended to install and use seat belts.

• IT'S NO LONGER CONSIDERED SAFE PRACTICE TO GIVE LIQUIDS TO A PERSON IN SHOCK. HE NEEDS FLUIDS. BUT THEY ARE OFTEN GIVEN INTRAVENOUSLY BY A DOCTOR.

Among those in attendance at the Novato Special Clerical meeting were Barbara Desjardins, left, Maureen Tavares, Margaret Smith, Jim Shewalter and Warren Stempelman.

Sierra Pacific Contract Sessions Open in Reno

(Continued from Page 6)

Stock Purchase Plan: Supplementing the Employee Benefit Programs by the addition of a joint Company-employee contribution stock purchase savings plan.

REVISIONS TO EXHIBITS A, B AND C—Revise the exhibits to include the classifications, job definitions, lines of progression and wage rates agreed to in interim negotiations for the various (32) classifications negotiated during the term of the current Agreement.

TERM OF THE AGREEMENT—Provide for a one-year Agreement to run from May 1, 1964, to May 1, 1965.

INEQUALITY WAGE ADJUSTMENT DISCUSSIONS—Open discussions on the following listed classifications to consider the application of wage adjustments prior to making application of the general wage increases proposed under "Wages": Meterman, Gas and Water; Meterman, Gas; Water; Apprentice; Electrician; Technician; Communication Technician; Flume Repairman A; Apprentice; Electrician; Technician; Communication Technician; Flume Repairman A.

Duplicating Machine and Supplies Clerk
Equipment Operator
Truck Driver
Warehouseman
Warehouseman, Sealer
All Steam Plant Operating classifications
All Steam Plant Maintenance

géorge collins-shift working foreman, frank tracy steam plant;
egnisco puelo—meterman, gas and water, gas department, reno;
norman nash—business manager, local 1245, reno;
grondal t. weekley—assistant business manager, local 1245, i.b.e.w.;
boy d. murray—business representative, local 1245, i.b.e.w.

Members are advised to keep themselves informed of the Committee's progress by:
• Watching the bulletin boards for Committee notices;
• Keeping in close contact with Department or headquarters Shop Stewards;
• Attending all Union meetings.

1245's Financial Report

(Continued from Page 3)

It is hoped that the sub-committees will be prepared to report to the general sessions during the week of April 5-11.

Representing the Local Unions are:
ELVA GILL—Key Punch Operator, Reno Accounting offices;

electric department

IRENA 

george h. tucker—business manager, local 1245, i.b.e.w.

It is hoped that the sub-committees will be prepared to report to the general sessions during the week of April 5-11.

Representing the Local Unions are:

ELVA GILL—Key Punch Operator, Reno Accounting offices;

Bert Nelson—Advertising, Reno, Nevada

Auditor Fees: $3,600.00

Duplicating Machine and Supplies Clerk
Equipment Operator
Truck Driver
Warehouseman
Warehouseman, Sealer
All Steam Plant Operating classifications
All Steam Plant Maintenance

George Collins—Shift Working Foreman, Frank Tracy Steam Plant;

Enrico Peluso—Meterman, Gas and Water, Gas Department, Reno;

Norman Nash—Business Manager, Local 1245, I.B.E.W.;

Ronald T. Weakley—Assistant Business Manager, Local 1245, I.B.E.W.;

Boy D. Murray—Business Representative, Local 1245, I.B.E.W.

Members are advised to keep themselves informed of the Committee's progress by:
• Watching the bulletin boards for Committee notices;
• Keeping in close contact with Department or headquarters Shop Stewards;
• Attending all Union meetings.
Two furry advocates of chemical warfare in the wildlife fraternity are given a wide berth by most animals. I’m referring to “Mephitis mephitis” and “Spilogale porcirostris.”

LITERAL translation for the Mephitis is “noxious” or “foul stench,” appropriately applied to the striped skunk. Translated into English, Spilogale porcirostris, the spotted skunk, means “the little stinker.”

Equipped with two scent glands near the base of the tail, the skunk is capable of spewing several repeated shots of oily, yellowish spray at a target as far away as 12 feet. It seldom misses the mark.

The skunk hunts mostly at night and sleeps all day. It does not truly hibernate during the winter, although it may lie in wait, guns poised. Two furry advocates of chemical warfare in the wildlife fraternity are given a wide berth by most animals. I’m referring to “Mephitis mephitis” and “Spilogale porcirostris.”

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