

**YOUR
Business Manager's
COLUMN**

By Ronald T. Weakley

WE HAVE CONCLUDED bargaining and ratification on the PG&E Pension, Stock Savings, and Life Insurance Plans. The gains made will provide long-lasting benefits for many members of Local 1245. The story of those gains appear elsewhere in this publication.

ON A SMALLER SCALE but of some significance, our first agreement with an R.E.A. has been ratified and it is the first of its kind in California.

NEGOTIATIONS ARE IN PROGRESS at press time with the Sacramento Municipal Utility District and Region 2 of the United States Bureau of Reclamation. We expect to make improvements for our members on these properties.

OUR EFFORTS to gain a contract on the Carson City Gas property have been snagged by resistance on the part of management and we are involved in N.L.R.B. proceedings which bear upon the success of our campaign to provide effective representation for this group of gas workers.

NEGOTIATIONS are also in progress with the Nevada Irrigation District. These have been hampered by red tape and a lack of interest on the part of the Board of Directors to approach bargaining with an aim to reach an amicable settlement with reasonable dispatch.

WE SHALL PURSUE this problem vigorously using all legal resources at our command to achieve a prop-
(Continued on Page 2)

Talks Begin On Petrolane

Negotiations between Local 1245 and Petrolane Gas Service, Inc., got underway on June 16, 1964 when the Union and Company Committees met to review the Union's proposals submitted May 21st. In addition to a substantial wage increase, Union is seeking improvements in hours of work, overtime payments, general working conditions, vacations, sick leave and holidays as well as the establishment of seniority rights and a grievance procedure. These demands were made on behalf of members employed by Petrolane at its Carson City, Nevada gas operations.

Currently, a Gas Serviceman receives \$475 per month. However, he does not receive the normal time and one-half for overtime. This is just one of a number of examples of the type of conditions which exist where employees do not have the benefit of Union representation.

Representing the Union at the negotiating sessions are E. E. Oldham, Assistant Business Manager M. A. Walters and Business Representative Frank Anderson, who was responsible for the organizing efforts which led to a successful N.L.R.B. election and 100% membership among the employees in the bargaining unit.

E. Bd. Meets 4th Sat.

The Executive Board meeting for July, and every month thereafter, will be on the fourth Saturday, in accordance with the members' affirmative vote on the proposed amendment to Article VI, Section 3 of the Local Union By-Laws.



Assistant Business Manager L. L. Mitchell uses the blackboard to illustrate one of the improvements in the Pension Plan to Shop Stewards from Drum, Sacramento, Colgate and Stockton Divisions. Looking on from the head table are Business Manager Ronald T. Weakley, right, and Northern Area Executive Board Member James Fountain.



Utility Reporter

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SMUD Negotiations Begin

Negotiations with Sacramento Municipal Utility District management have been launched with the submission of proposals by Local 1245's Bargaining Committee. Members of the Committee are Richard L. Bellato, Richard L. Daugherty, Glenn A. Larson, Victor I. Mitchell and Business Representative A. R. Kaznowski.

In addition to a general wage increase, the Committee submitted proposals for the correction of certain wage inequities, the revision of the District Civil Service Rules, and the improvement of working conditions and fringe benefits as follows:

UNION'S PROPOSALS

RULE 91—Provide all overtime shall be paid at two (2) times the straight rate of pay.

RULE 112.1 — Provide for full pay when employee is absent as a result of Industrial Disability coming under Workmen's Compensation.

CHAPTER 20 — Provide for nine (9) guaranteed holidays.

HOSPITAL INSURANCE—

Provide full payment by District of hospital and medical insurance premiums for employees and their dependents.

GROUP LIFE INSURANCE

—Provide for \$1000 paid up Life Insurance policy upon employee's retirement.

TOOLS AND EQUIPMENT

—Provide for District to furnish all tools and equipment.

SAFETY — Expand District-Union Safety Committee to one (1) additional member from the Upper American River Project headquarters.

UNION—That District agree to Union's use of a universal Check-Off card for payroll deduction of dues.

WAGES — (1) Individual adjustments.

(a) Eliminate the Meterman classification and extend Apprentice Meterman classification to thirty (30) months with top rate of \$137.70.

(b) Eliminate classification of Electrician (Communications) and set up an Apprentice Electrical Technician and Apprentice Communications Equipment Technician with time progression to be thirty-six (36) months and top rate of \$145.90.

(c) Extend the Apprentice Tree Trimmer classification to twenty-four (24) months' progression and top rate of \$127.25.

(d) Adjust rates of the following classifications in order that they be in line
(Continued on Page 6)

P.L.O. Clerical Petition Filed With NLRB

On May 25, 1964 a petition was filed with the National Labor Relations Board seeking a representation election among Clerical employees of the Pacific Gas and Electric Company's Pipe Line Operations Department.

Accompanying the petition were cards signed by 20 of the 28 employees involved, authorizing Local 1245 to represent them. The collective bargaining unit sought includes clerical employees at the Antioch, Hinkley, Hollister, Kettleman, Red Bluff and Topock offices but excludes those in the Company's executive offices at 245 Market Street in San Francisco.

PG&E has agreed to proceed with the election without going to a hearing. Voting is being conducted by the NLRB through a mail ballot.

Members OK Pension, Savings Gains

The membership of Local 1245 employed by Pacific Gas & Electric Company has accepted the amendments to the Pension, Savings and Group Life Insurance Plans as submitted in a special mail referendum ballot.

The vote was 2,447 "Yes" to 377 "No." Participation in the balloting was not so heavy as expected. It did not equal the vote cast in the last ratification of the wage and contract negotiations conducted in September of 1963.

The Pension and Savings Fund Plan Negotiating Committee is grateful for the membership's support and understanding of the time delays involved in bargaining for this important benefit. The amendments have now been submitted to the Internal Revenue Service. Final approval by IRS will complete the procedure for establishing the

changes as part of the Pension and Savings Fund Plan. In the meantime, language revisions for the Pension and Savings Fund booklet, and the Union Contract are being drafted. Further meetings between Business Manager Weakley's office and the Industrial Relations Department will be required in order to complete this part of the process.

AMENDMENTS TO THE PLANS INCLUDE:

1. A revised formula to increase yearly pension units earned by employees who were members of the Plan at any time between January 1, 1937 and December 31, 1963.

2. Less pension reduction for early retirement — reductions lessened from the present 4 per cent per year (60 per cent of normal pension for early retirement at age 55) to a sliding scale ranging from 97 per cent of normal pension for 1 year early to 65.56 per cent of the normal pension at age 55. Pensions are figured to the nearest month.

3. A widow's pension of 50 per cent of benefit accrued at time of employee's death. The employee must have been a
(Continued on Page 2)

Plumas-Sierra Agreement Set

On May 27, 1964, negotiations between the Plumas-Sierra Rural Electric Cooperative, Inc. and Local Union 1245 were concluded and a tentative agreement was reached, subject to approval by the Cooperative's Board of Directors and ratification by the Union's membership.

At a special meeting on June 1, 1964, the Union membership employed by the Cooperative voted unanimously by secret ballot to ratify the results of negotiations. Action by the Cooperative's Board of Directors is scheduled at their regular monthly meeting on June 26th. Upon approval by the Board of Directors, this first agreement between the parties will be effective as of May 1, 1964, and will run for a term of one year.

Historically, the Cooperative has followed rather closely the wages and working conditions established by negotiations between Local 1245 and the Sierra Pacific Power Company. The negotiated agreement does not materially change this situation. Employees of the Cooperative will, however, now receive supplemental benefits for industrial injury, double time for overtime under certain conditions, and will now be covered by seniority provisions, have a formal grievance procedure and a Union Shop agreement with payroll deductions for Union dues.

Representing the Union in these negotiations were Kenneth Rowe, Business Representative Roy D. Murray, Assistant Business Manager M. A. Walters and Business Representative Frank Anderson, who was responsible for the organizational activity involved in bringing all the employees into Local Union 1245.

U.S.B.R. Talks Prepared

Following a series of special meetings of Local 1245 members employed by the United States Bureau of Reclamation, the Union's proposal for this year's negotiations have been submitted to the Bureau. At these special meetings, which were held between May 25 and June 5, the existing provisions of the collective bargaining Agreement were reviewed, problem areas discussed, and the membership's proposals for revision, set forth.

Included in the Union's proposals were requests for improvements in: the grievance procedure; upgrade provisions; application of overtime provisions; safety; apprenticeship and training; and, application of the merit promotion plan. Union has also proposed a number of special classification wage adjustments, together with the application of a general wage increase. While an actual date to begin negotiations has not been set, it is expected the negotiations will begin early in July.

Local 1245 President Leland Thomas, Jr. has appointed the Union's Negotiating Committee which will be headed up by Assistant Business Manager M. A. Walters. Members of the Committee include: Ralph W. Henderson, Shasta Field Division; George R. Thompson, Folsom Field Division; William H. Peitz and Max T. Paris, Tracy Field Division; Gordon Q. Sewell, Fresno Field Division; James C. Bair, Los Banos Construction Office, and Raymond D. Spence, Drill Crew Operations.

Your Business Manager's Column

By RONALD T. WEAKLEY

(Continued from Page 1)

er solution on behalf of the employees of N.I.D.

BEYOND THE FOREGOING SET of bargaining efforts, we are engaged in day-to-day activities with various managements concerning contract interpretations, classifications adjustments, grievance settlements and the usual host of administrative problems involving relations with our many employer groups.

Our organizing program is getting results but we need more steam among our members on the job to help our Stewards and Representatives carry out the goals set for 1964 in terms of a big membership gain. The N.L.R.B. election covering Pipe Line Operations Clerical people helps our program.

Another area of continuing activity which is frustrating at times, is the problem of safety. This item involving personal and family economic security requires the daily interest of all members on the job as well as the key people of our Union. Patience is also indicated when we view the massive scope of this problem and the inadequacy of enforcement procedures involving management, public agencies, and some of our own members. The problem cannot be resolved overnight.

Most of the safety problems which cause concern are of long standing, but

lately, these are being compounded by work procedures which involve smaller work groups and jobs which create potential hazards not present in previous situations.

Meetings with management and regulatory agencies are being scheduled and it is hoped that some progress can be made in this important area of interest.

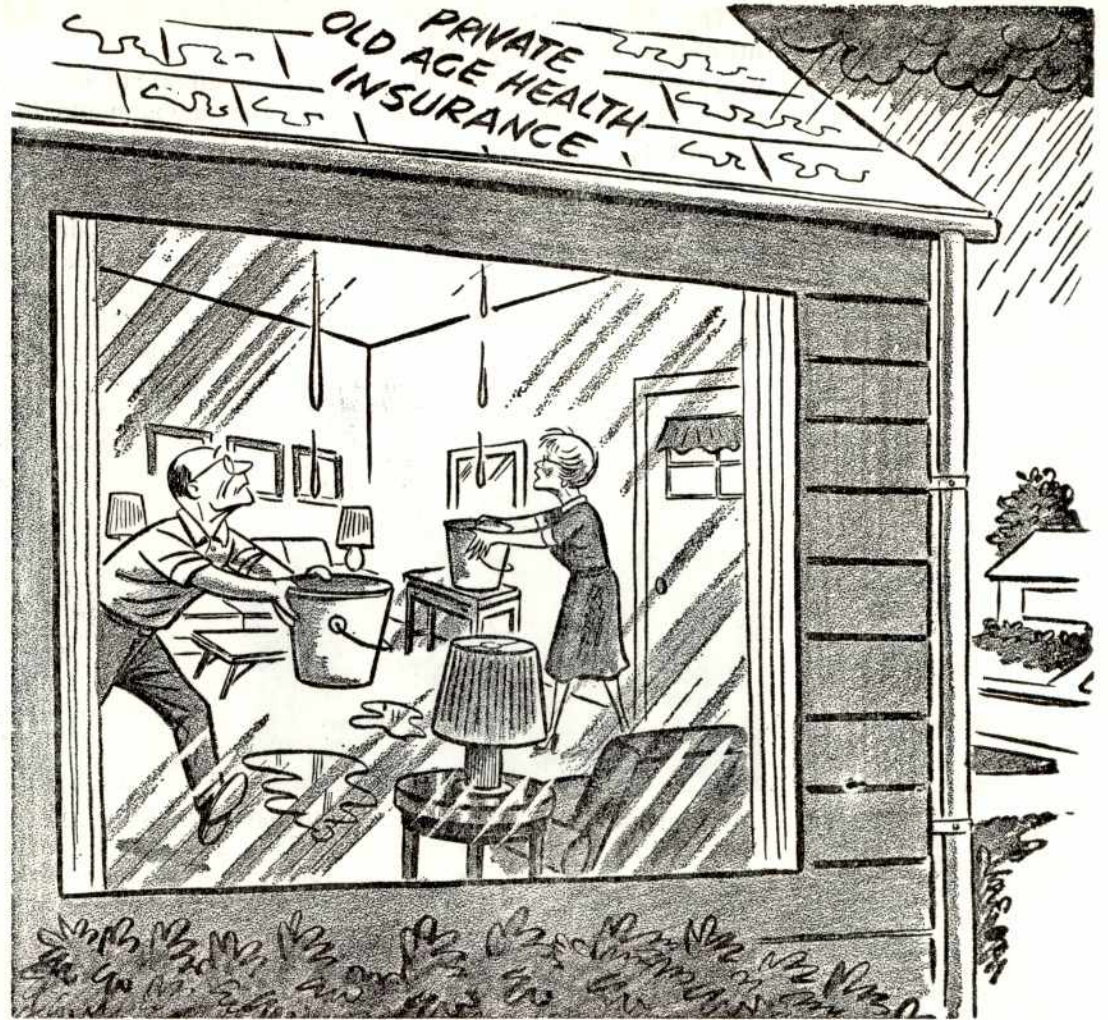
With most of the major bargaining programs out of the way, the coast is as clear as it will ever be for the employees of our Union to get in a bit of vacation time.

Our relief situation is as tight as that of the employers with whom we deal and requires some understanding and cooperation among the membership we serve the year around.

Every effort will be made to reasonably cover the bases as the staff vacation schedule is in progress. It is hoped that an adequate rest from pressures and problems will provide refreshed people to again take up our many tasks.

Beginning with our May issue, we have perked up our paper and, as a result, we hope to perk up reader interest. As our major means of communication, The Utility Reporter serves a good purpose and we are constantly seeking to make improvement. Any ideas along this line will be received with great interest by your Editorial Board. **May we hear from you?**

Leaky Coverage



Gompers Book

SAN FRANCISCO (PAI)—One ever-present problem faced by trade unionists is the need of conveying to their children the reasons for the labor movement and why it plays such an essential role in our society today.

David Selvin, editor of **San Francisco Labor**, was confronted with the problem when his ten-year-old son wanted to write a school report on Samuel Gompers, founding president of the AFL, but could not find the necessary background material written in terms he could understand.

After some searching of his own, Selvin found that "juvenile literature was full of biographies of presidents, military leaders, explorers and assorted rascals and heroes, but never a mention of union people."

The result is his book, entitled "Sam Gompers, Labor's Pioneer," which conveys a real understanding of the problems of the workingman in the latter part of the last century and why unions were organized. Many points involving fundamental trade union practices are explained quite simply in the book.

If you feel that your children don't have sufficient appreciation of trade unionism, its history and background, this book cannot be recommended too highly.

(**Samuel Gompers, Labor Pioneer** by David F. Selvin. Abelard-Schuman. 159 pp. \$3.00).

Experimental Democracy

The voting response to such "porkchop" issues as pensions, savings and group life insurance plans gives us some pause as to the success of experimental democracy. When only 37 per cent of the members sent a ballot in the mail to their homes bother to vote on a matter affecting their personal security—we wonder whether democracy can survive. For democracy, as a form of government over the long haul of history, is still very much an experimental model.

We apologize to the readers of this page for complaining to them. We know the readers of editorials are not the people who do not vote.

And therein lies the predicament in running this experiment. How do we reach the electorate in order to inform it of the crucial role knowledge plays in the operation of a democracy?

How, first of all, do we get agreement that an educated electorate is essential to save democracy from becoming anarchistic? The current flap over reapportionment of the Senate in California belies either a failure to appreciate the need to enlighten "Angelenos" or a dismal view of their potential for enlightenment, or both. However prejudiced we may righteously be against the inhabitants of the California southland, we must keep our fog-cooled minds open. Strange in their dress and customs as they may be, they are still capable of more discernment than a Northern Californian tree or wheat stalk, as Art Hoppe has so ingeniously pointed out.

Therefore, we should not be afraid to make the people safe for democracy. Now if we could only enlarge the range of educational channel KQED. And then get people to watch network news programs, to register to vote, and to vote . . . Heavens to COPE! We're back where we started. So maybe we should begin.

Savings Plan Sign-up

PG&E members with 3 or 4 years' service are now eligible to participate in the Savings Fund Plan as a result of recent negotiations. Interested employees should complete and return the Savings Plan application cards as soon as possible in order to have them become effective on the first possible paycheck. Applications received after the July 31 deadline cannot become effective until October.

PG&E Pension Gains Approved

(Continued from Page 1)

member of the Plan for 15 years and have been over 55 years of age for the widow to qualify for pension.

4. A minimum guarantee of retirement income of 50 per cent of average of last five years' earnings for 35 years or more of service. The guarantee is reduced 1 per cent per year for service less than 35 years down to 15 years. The employee must have been a member of the Plan for 15 years. Social Security is included in determining retirement income. Pension incomes will be figured by determining actual benefit under the Plans and will be the amount of pension unless they do not equal the minimum pension formula. If income does not equal the guarantee, Company will make up the difference.

5. Improved eligibility for participation in the Savings Fund Plan—eligibility was reduced to three years' Company service. During the third to

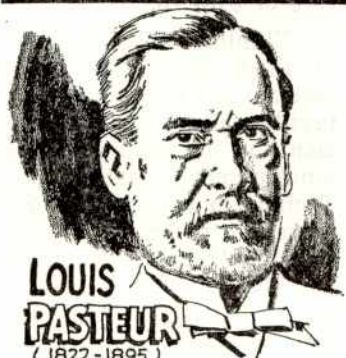
fifth year of service, an employee can contribute 1, 2 or 3 per cent of straight time pay into the fund with the Company contributing 50 per cent of the employee's contribution.

6. A provision for waiver of premiums for Group Life Insurance in the case of an employee who becomes permanently and totally disabled between the ages of 60 and 65. Full value of the insurance remains in force until the employee reaches 65, at which time it converts to a paid-up policy of \$1,000.

7. Changed vesting privileges for inactive or former employees to provide the same rights for employee's pension option as if he were an active employee.

8. Revised benefits for former employees of Coast Counties Gas & Electric, a merged Company, to provide bridging of participation for vesting, and application of certain provisions to annuities earned under their former Plan.

FACTS ABOUT STROKE



HE SURVIVED A "BIG STROKE" AT 45 - THEN WORKED PRODUCTIVELY 27 MORE YEARS DURING WHICH HE HAD 50 "LITTLE STROKES"



The UTILITY REPORTER



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Reply to 1245er on Mail Order Loans

By Helen Nelson, Consumer Counsel

A barrage of mail order offers have hit consumers in recent months including offers to loan money by mail. Alert consumers ask, are these loan-by-mail outfits permitted to operate in California.

The answer is—"It's awful, but it's lawful." There is no California state law prohibiting these operators from soliciting loan business by mail.

One recent example received by a member of IBEW, Local 1245, and forwarded to the Consumer Counsel office, offers to loan up to \$800 by mail. The lender is a Kentucky outfit. Their advertising contains a statement that "our rates conform with the provisions of the State Law governing the making of loans." They don't say which state, of course. As a matter of fact, the amount of credit life insurance charged by this company is in excess of the legal maximum rate permitted in California. The folder advertises that a premium of 75c per year per \$100 borrowed is deducted from the full amount of the loan to pay for the insurance premium. The legal maximum of credit life insurance in California is 68c per \$100.

What to do about high food bills

By SIDNEY MARGOLIUS

Consumer Expert for The Utility Reporter

The U.S. Senate is going to take a long, cool look into why you have to pay as much for food as you do, Senator Philip A. Hart (D. Michigan, chairman of the Senate Anti-Trust Subcommittee) revealed at a recent legislative conference of the Cooperative League of the U.S.A.

If the investigation is as thorough as Senator Hart's hearings on deceptive packaging, the public is going to get a useful lesson into why food prices are high, and what it can do about it. Senator Hart's "truth-in-packaging" bill, which would require more informative packaging, still is being held up by the Senate Commerce Committee. (Unfortunately, Senators are getting more letters from food manufacturers' personnel opposing the bill than from consumers urging its passage).

But meanwhile, consumers learned from the hearings about the need to look for the net weights of contents even if they are half-hidden on the packages, and to compare weights of different packages even if they appear to be the same size.

The forthcoming hearings on food are needed urgently. Despite the U.S. Agriculture Department's constant efforts to tell the public that "food is a bargain," food is a major expense problem to working families and should and could cost less than it does.

A number of Senators and the Administration especially are concerned that while livestock prices dropped sharply this winter, retail prices of beef went down relatively little, and on some cuts, not at all. The big worry now is that since retail prices dropped little in a time of heavy supply, they may rise sharply during the season of reduced supplies this summer.

If you don't have to work as long for a pound of meat or loaf of bread as your father used to, as the Agriculture Department argues, it is only because farmers are subsidizing the marketing system by producing more at lower cost, as Jerry Voorhis, executive director of the Cooperative League, points out, and also because unionization has managed to raise hourly pay rates. The fact is, the spread between farm and retail prices is getting wider all the time. The farmer used to get about fifty cents of every dollar you spend for food. By 1957-59, he was getting forty cents. In 1962, he got thirty-eight cents. Last year, the latest period for which figures are available, he got thirty-six cents.

In other words, the U.S. Agriculture Department has failed at its chief mission, which is to reduce the spread between what the farmer gets and what the consumer has to pay.

The Agriculture Department often tends to act as an apologist for food processors and distributors. Most recently, Assistant Secretary of Agriculture George L. Mehren, who, ironically, is the department's "consumer representative," told the National Institute of Animal Agriculture that "Today's consumer is served by a new, bright, rapidly evolving system of supply, production and processing—and a far greater battery of governmental protective services than most people realize . . . This kind of consumer is not the captive of her neighborhood grocery stores as her mother was. She has her choice of a number of large supermarkets—each of which is striving to outdo the other to please her."

Actually, the supermarkets Mr. Mehren praises are overrated in their effectiveness in reducing food prices. As supermarkets have become larger and more elaborate, their margin (the slice of your dollar they take) has increased from 16-18 per cent, to 20-22 per cent.

Often today, when it comes to basic staples, the consumer's choice among supermarkets boils down to a choice of which offers a limited amount of specials but otherwise charges the same twenty-seven cents for a package of corn-flakes, out of which the farmer gets 2.7 cents for the corn. Often the only real choice consumers have today is a choice of different colors in trading stamps.

In the coming period of rising food prices, you need to watch food spending carefully to avoid paying even more than you now do. Here are six policies to use to defend yourself against today's high marketing costs:

1. Shop more widely among different markets. As we've been warning, supermarkets aren't reducing basic prices but are using specials to attract traffic. We have found differences of as much as forty cents a pound on steaks re-

CONSUMER COUNSEL IN ACTION

The lenders in California tried to get the legal maximum rate raised to 75c from 50c last year, but the State Corporations Commissioner and I went to bat for consumers at a hearing conducted by the Insurance Commissioner, and we were able to prove that the requested increase—a 50 per cent increase—was excessive and unnecessary.

The Corporations Commissioner presented evidence that the then-current rate of 50c per \$100 borrowed was adequate to give both the money lenders and the insurance companies a profit; but the leaders insisted they needed an increase.

Because of the efforts of the Corporations Commissioner and the Consumer Counsel, the proposed increase was revised downward from the requested 75c per \$100 borrowed to 68c per \$100 borrowed. The savings to consumers who borrow money will total several hundreds of thousands of dollars annually.

ALERT 1245 READER

The IBEW member who sent in the loan-by-mail ad-

vertisement was alert enough to spot the high rate of interest charged by the company, although his quick estimate of the interest rate was actually not high enough. He asked if it was legal to charge "such terrific rates for a loan, over 20 per cent in California."

Governor Edmund G. Brown last year, in sending his consumer message to the Legislature, pointed out that by far the greatest consumer problem in California is credit. He said that "loans bearing 30 per cent annual interest are common, automobile financing can cost 22 per cent. Most charge accounts cost 18 per cent and our mortgage loans and charges are among the highest in the nation. Yet these rates are given legal sanction in our statutes."

It is a sad fact that out of all different types of credit extenders in the State of California, 4 are permitted by law to charge a maximum of 30 per cent interest and for two types no maximum at all has been set by law.

When they advertise their rates at all, which is infrequent, finance companies in California advertise 2½ per cent per month. To the harassed consumer needing to borrow money, this 2½ per cent figure seems low, but it actually is 30 per cent per year.

Most often the money lenders don't advertise a rate at all. Like the loan-by-mail outfit from Kentucky, they advertise only the monthly repayment schedule in dollars. The consumer has no way of knowing the actual price of his loan; nor can he compare the rate of interest on loans offered by different lenders.

The only certain way consumers can compare the cost of interest is to com-

pare the simple annual interest rates. This tremendously important information is too often withheld from consumers by those who offer to lend us money.

Some of the financing institutions who lend money also invite consumers to invest their savings with them, and the interest rate they quote on savings is stated in terms of simple annual rate. Why then do they refuse to state the simple annual rate of their financing charges? Privately they will admit that if consumers knew the true annual rate of credit charges, they would be outraged and would clamor for a reduction in those rates. But publicly the credit extenders tell us we consumers don't want to know the rate of interest—that we care only about the dollar payments we make each month.

TRUTH-IN-LENDING LEGISLATION

This struggle between consumers who want to know the price of credit and lenders who are equally determined to withhold this information has reached a climax now in truth-in-lending legislation introduced last year in the California State Legislature and pending for some time in the U.S. Senate. The U.S. Senate bill was authored by Senator Paul Douglas of Illinois. The California legislation—part of Governor Brown's consumer program—was carried by Assemblyman Charles Warren of Los Angeles. It was one of the prime controversies of the 1963 legislative session in California and was referred for interim study by the Assembly Finance Committee.

A two day hearing on the bill took place in Los Angeles this past January, and an impressive phalanx of consumer representatives testified at the hearing on behalf of the bill, including representatives of organized labor in California.

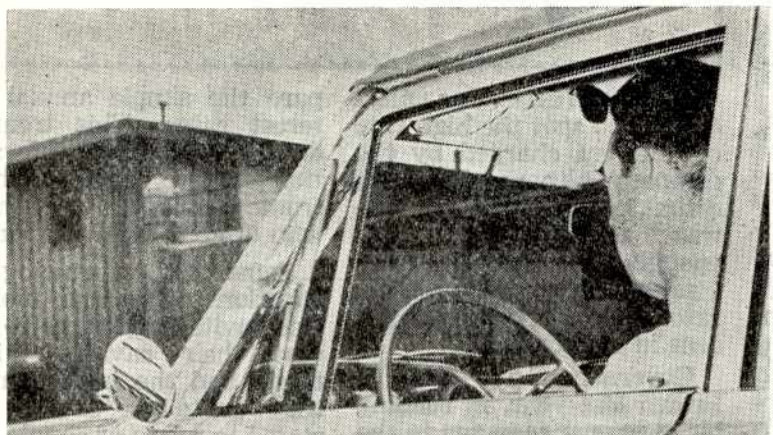
CONVINCE THE LEGISLATORS

Scuttlebutt around the Capitol indicates that members of the Assembly Finance and Insurance Committee are not yet convinced California consumers want "truth in lending" despite the strongly worded testimony by representatives of consumer groups during the January hearings. These legislators claim they do not hear from consumers on this matter. On the other hand they see plenty of evidence of opposition to the bill; representatives of retailers, banks, finance companies, are constantly button-holing them to point out what they don't like about truth in lending.

To convince the California Legislature that consumers have a right to be told the facts about finance charges in terms that make it possible to compare the price of different credit offers is going to take a hard campaign on the part of consumers.

Buyer's Bailiwick

A Day in the Life of Business Representative



1. Business Representative John Wilder arrives at the Fremont Service Center for an early morning contact. Fremont is just one of many headquarters John covers in order to contact crews before they go to work.



6. The procession continues with Serviceman John Biasotti rolling his service wagon by.



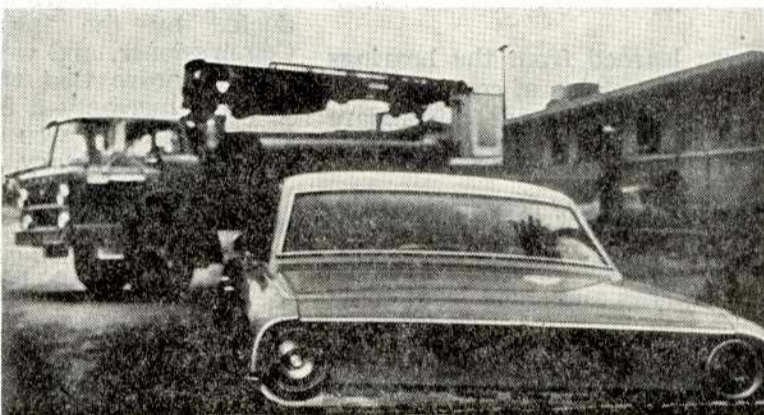
11. An ever-increasing portion of the Business Representative's time is being taken up in the paper work necessary to study the background, do the necessary research, and prepare the cases which enforce the collective bargaining agreements.



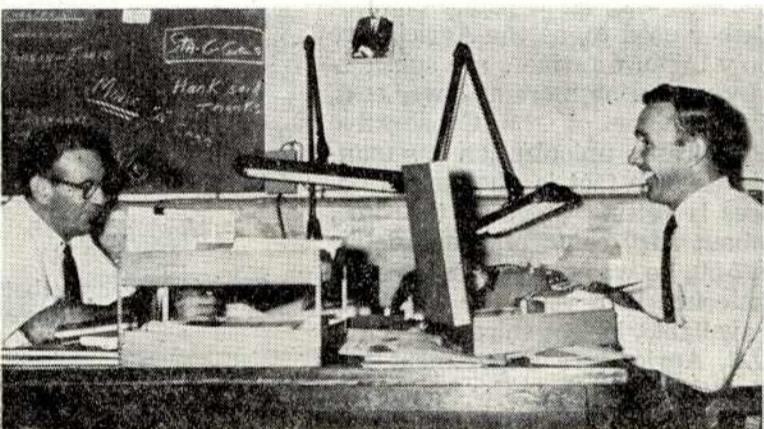
16. At his Hayward Unit Meeting that night, John reports, in the Business Manager's behalf, on current developments affecting the wages, fringe benefits and working conditions of the members and their families. This is just one of the 68 Unit Meetings held throughout Local 1245's jurisdiction every month in order to provide a democratic structure for the handling of union business. Shown in the foreground is Unit Vice-Chairman, Nick Archuletta.



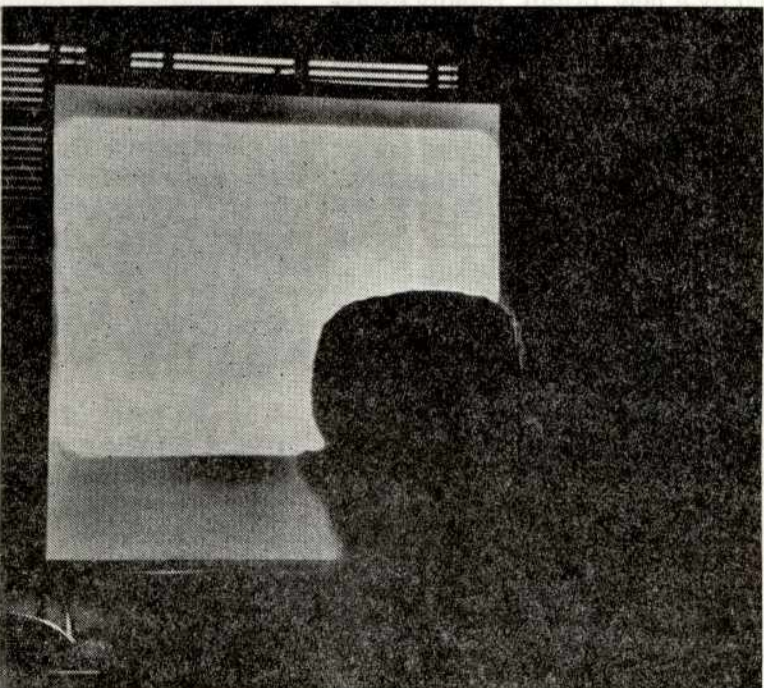
2. Over coffee from the canteen truck, John talks to Bob Galindo, a General Construction Subforeman presently working in East Bay Division. In addition to Division crews, Business Representatives are responsible for G. C. crews working within the Reps' assigned areas.



7. John is back in his car as a G. C. electric overhead truck, driven by Line Truck Driver Hatch turns out of the Fremont yard. Meanwhile, John heads for the Nimitz Freeway and Oakland.



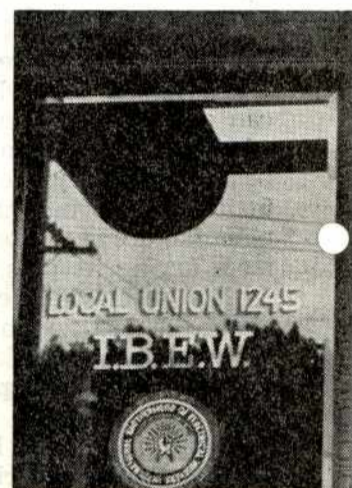
12. John and Business Representative Jim McMullan, who is assigned to Diablo District of the most populous Division in our jurisdiction, go over their organizing lists. Continuous organizing in a maintenance of membership situation is a prime responsibility of the Business Representatives who depend on Shop Stewards and Members to accomplish this task.



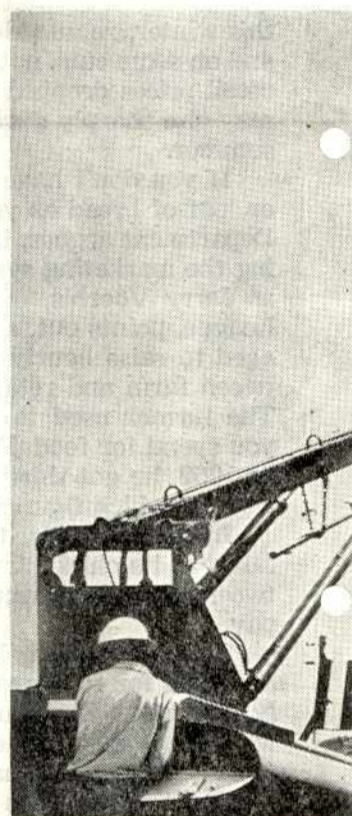
17. Educational movies are often shown at Unit Meetings under the agenda item of "good of the union." This particular film is "President Kennedy's Last Words to Labor," a moving summary of everything President Kennedy and Labor have historically stood for.



3. Les Porter, a G. C. Line, asks John a question supplements.



8. John enters the headquarters Street in Oakland—



13. Out in the field again, John and McMullan check on the progress of work in this two-man bucket being used in the Diablo District.

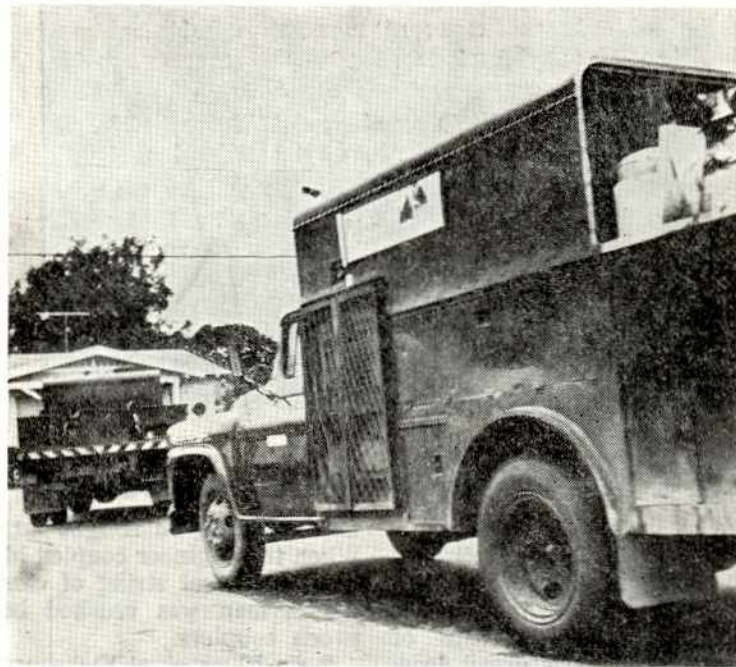


18. At the end of the meeting, John helps Mel in straightening out his industrial injury.

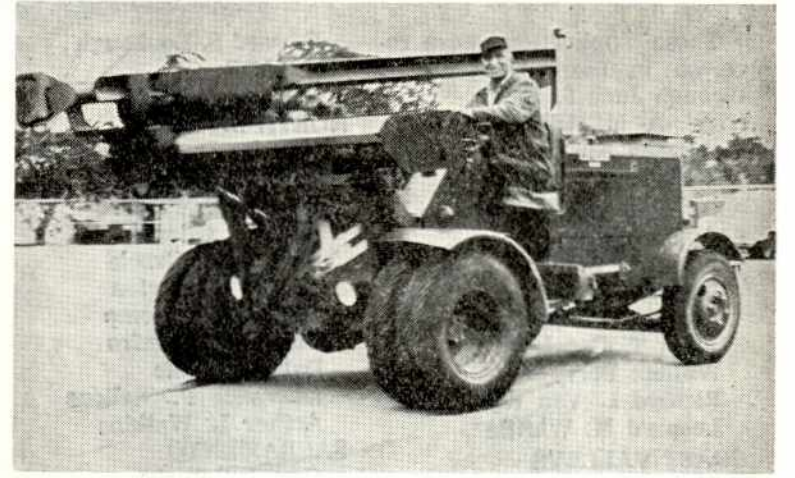
Representative John Wilder



on Bob's crew, joins the group the current Agreement and its



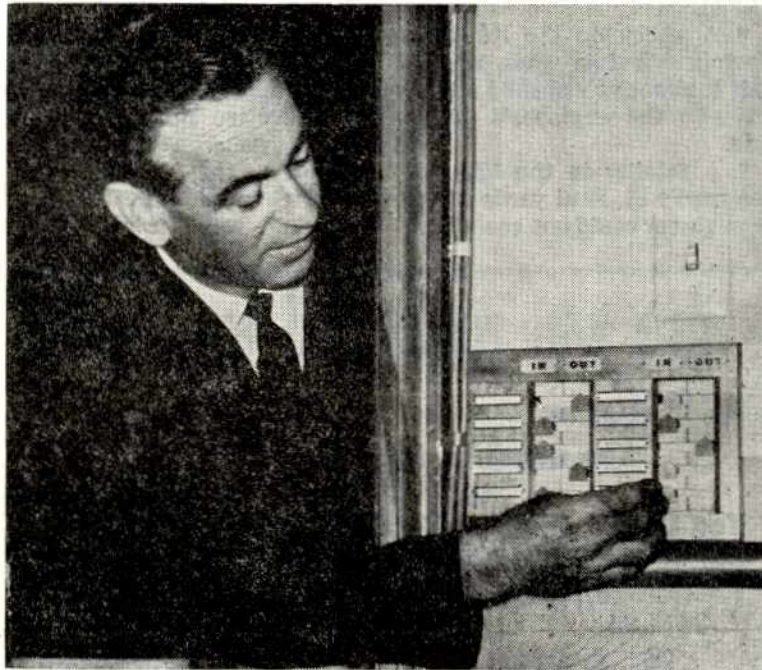
4. The long, brown line of PG&E trucks rolls out of the yard to start another day's work.



5. Art Pugh, a Clerk Driver in the Gas Department, drives his tamping rig out into the field.



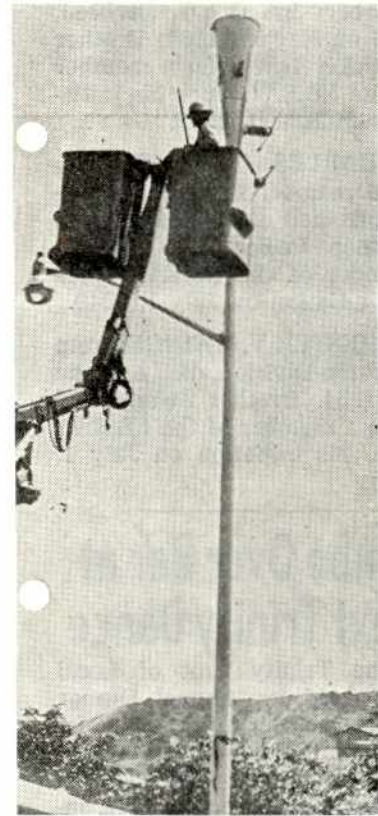
of Local 1245 at 1918 Grove



9. And checks in on the board. From this office, all incoming telephone calls are handled and communications maintained with the 15 Business Representatives serving the 10,000 members of Local 1245, IBEW in the field.



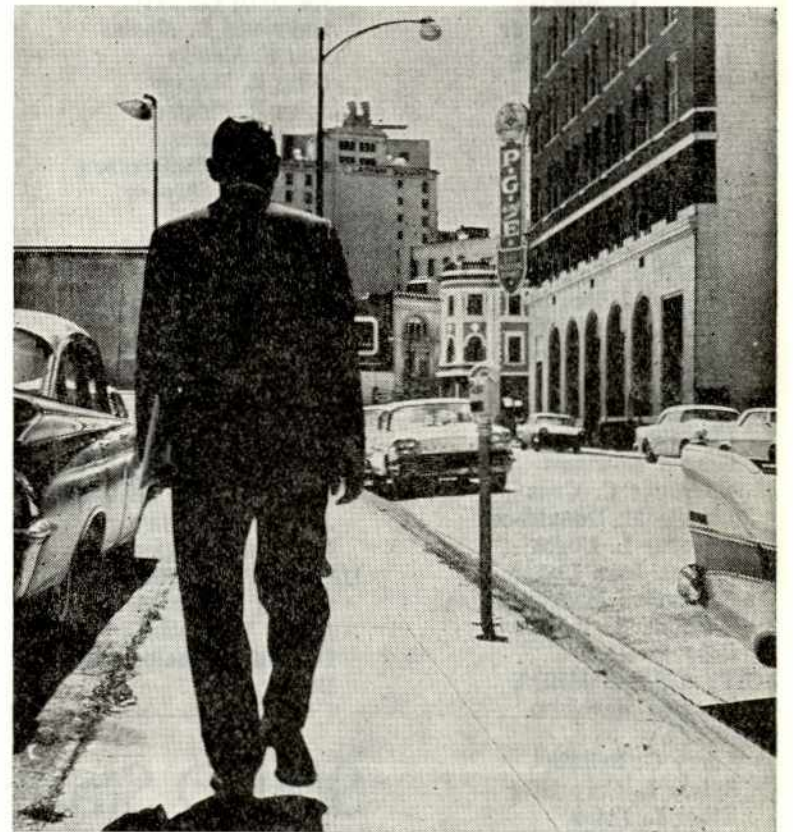
10. Once in his office, John is busy on the telephone returning calls and checking out problems he has run across while making crew contacts.



Business Representatives Wilder the safety of the controls found on streamlined overhead in



14. John discusses an unusually complex case with Assistant Business Manager Dan McPeak who is in charge of coordinating the Field Staff's activities. Through daily telephone or personal communication, the Administrative Staff, composed of Business Manager Ronald T. Weakley and Assistant Business Managers L. L. Mitchell, M. A. Walters and D. J. McPeak, can be informed of problems arising anywhere in the jurisdiction of Local 1245 which includes utility workers in most of Northern and Central California, Western Nevada, the Pacific Gas Transmission line to the international boundary, and tree trimming crews dispatched into Arizona, Southern Nevada and Southern California.



15. On his way to the East Bay Division Personnel Office to discuss a grievance, John strides along 17th toward Clay.



g Mel Eaton thanks John for some problems arising from



19. In the parking lot after the meeting, Business Representative Wilder is still talking to members, answering their questions and checking out their problems.



20. Finally on his way home, John heads into the night—completing another day in the life of a Business Representative!

Welcome!



These applications were received in the office May 4 through June 5, 1964:

NEW -A- MEMBERS

Herman Kuster
Richard E. Tindell

NEW -BA- MEMBERS

SAN JOAQUIN
Jerry W. Britton
Roy A. Brown
Truitt D. Carroll
Alvin T. Copeland
William Perry
Richard L. Van Wyhe
Leonard M. Whittle

COAST VALLEYS

James D. Edgar

SAN JOSE

Russell H. Basinger
Jacob Braunstein
Gerald P. Caravelli
Donald W. Divine
Lillian D. Dodi
Norman S. Finley
Luther J. Langstron
Dow L. McCurdy
William R. McKee
Jan W. O'Connor
James R. Rodden
William E. Scharf
Robert Watts

STAN-PAC GAS LINES

Gerald R. Baugh
Richard J. Freitas
Floyd C. Hansen

CENTRAL STORES

Marcy B. Engle

EAST BAY

Gerald M. Brown
Robert E. Capell
Johnnie L. Cole
John W. Crawford
Phillip Cunningham
David J. Fanfa
Agostino J. Ferrari
James L. Frazier
Thomas M. Gillett
John E. Kemp, Jr.
Thelbert Kemp
Jimmy D. Lemon
Edward McMahon
Morton L. Morris
Edwin H. Peters, Jr.
Lowell W. Paulson
David Summers
Douglas Valine
John Vincent

SAN FRANCISCO

Henry E. Blunck
James M. Borzone
George R. Cameron
Jarrell J. Collins
Richard J. Pegueros

GENERAL OFFICE

Roy R. Rodrigues
Sheila Wong

STOCKTON

Eleanor M. Azzarello
Gerald Bowman
Margaret C. Cruz
Lucille M. Donaldson
Dorothy L. Linka
Norma Jean Luder
Genevieve Mazzwola
William J. Parker
Gale C. Rees

CITY OF ALAMEDA

Thomas Harbison

SHASTA

Larry G. Britain
Sylvia L. Carpenter
Ethel L. Hunt
Lynne M. Streetman

SIERRA PACIFIC

Harry E. Black
Frank J. Brunetta
Paul L. Crowe
Dolores J. Hopkins
Marion Killingsworth
Diane M. Lindeman
John N. Rader
Ernest E. Watson

DE SABLE

Kenneth G. Boone

DRUM

William W. Dunn
John C. Gregor
Irma J. Jamerson

NEVADA IRRIGATION DISTRICT

Robert P. Burns
Felisty P. Casci
Albert R. Owen
Frank H. Plautz
Walter Proskurin

PLUMAS-SIERRA R.E.A.

Edward S. Lonbaugh

COLGATE
Gary L. Trimble
NORTH BAY
William D. Babcock, Jr.
Otto Dean
Charles G. Frazer
Miles C. Gilmer
Richard C. Gracie
Robert M. Horton
Harland J. Klemp
Thomas P. Renfro
Dale E. Rudic
Lawrence P. Stallions
Arthur L. Watkins

SACRAMENTO

Carl J. Gallicho
Clarence C. Howard
Michael G. Macklin

S.M.U.D.

Ralph W. Wales

U.S. BUREAU OF RECLAMATION

Elmer E. Bauger
James L. Beasley
John A. Ferriera
Anthony Lapadula
Richard C. Riddell
James A. Stroh
Donald N. Wadleigh

CITIZENS UTILITIES

Regina A. Barnum
Marilyn J. Fox

GENERAL CONSTRUCTION

Carl F. Arends
William L. Bailey
Leslie M. Brazil
Robert L. Capp
Robert L. Carlos
Joe O. Castro
Theodore L. Fellows
A. J. Garvin
Robert Goulart
Leonel H. Grady
Robert M. Hannum, Jr.
David A. Herrick
Don L. Ivie
Calvin Justice
James B. Justice
Errol A. Keeney
Lloyd D. Keith
Kenneth Luckett
Raymond C. Macias
Leo F. Maddy
Ollie R. Massey
John R. Masters
David McLees
Marion P. McPherson
Richard A. Myers
John Nichols
William F. Nichols
James H. Poore
Larry Richardson
Guy J. Ross
Lee C. Sparks
Nugean A. Stowe
Charles O. Wilson
Dale G. Wood
William G. Woodward

UTILITY TREE SERVICE

Joseph J. Center
Richard A. Shaw

DAVEY TREE SURGERY

Gerald W. David
Roger W. Matlock
Donald B. Phelps
Buddy Rusk

SMUD Starts

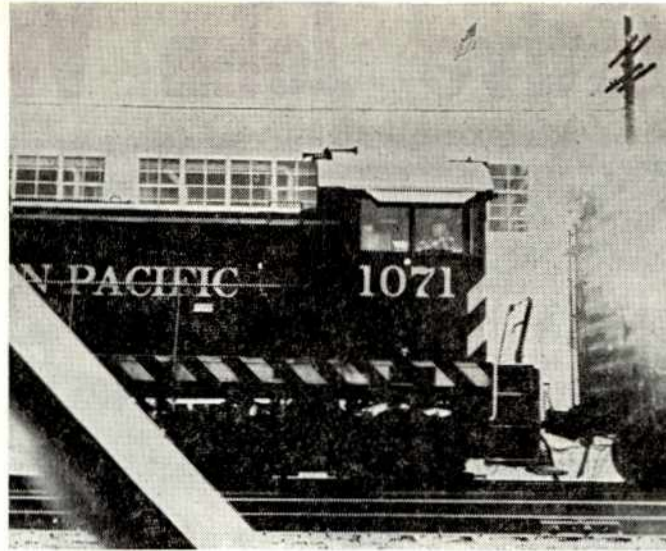
(Continued from Page 1)

with comparable rates in the industry:

Tree Trimmer	From	To
Sub-Foreman	\$145.90	154.45
Tree Trimmer	133.25	137.70
Reinstate		
Tree Trimmer-Senior	137.70	141.40

(2) The foregoing individual classification adjustments shall be applied prior to any general wage increase.

(3) Weekly and monthly rated employees up to and including Grade 15, who directly supervise such weekly rated employees, shall be granted a substantial wage increase based on living cost increases, productivity increases, wage patterns in the industry, the



Wrecks Show Fireman Needed

What has been the experience on out-of-state railroads since Firemen have been removed from their lookout position on the left side of freight and yard diesel locomotives? "The Enginemen's Press" reports the following incidents documented by the BLF&E:

- A wreck on the N&W in Norfolk, Virginia when a two-unit locomotive smashed into a train on the engineer's blind side.

- A fatality in the Milwaukee road's St. Paul yards when an engineer could not see a car-

man working on freight cars. When the engineer coupled his train onto that string of cars, the carman was crushed between couplers.

- An IC wreck at Vicksburg, Miss., when an engineer working alone, sideswiped cars on the blind side of the engine.

Because of the dangers resulting from the elimination of firemen from the left side of freight and yard locomotives, the Executive Board of Local 1245 has gone on record in opposition to the initiative petition which would repeal California's Full Crew Laws.

Are you registered to vote?

In California:

The deadline for registration is September 30th

You will have to register or re-register in order to vote in the November 3rd election if:

1. You are not now registered in your County, but you

(a) are able to read the Constitution in the English language and are able to write your name (except if you are prevented by a physical disability).

(b) will be 21 years of age on or before November 3rd.

(c) *will be a citizen of the United States August 5th.

*will be resident in California since November 3rd, 1963.

*will be resident in your County August 5th.

*will be resident in your precinct September 10th.

(d) have not been convicted of a felony.

2. You have changed your address (except that if you are already registered and have moved within your County, you must either re-register or notify your County Clerk with a Post Office Change of Address form.

If you are already registered and have moved from another California County to your County you should fill out an "Affidavit Canceling Prior Registration in Another County" and sign it.)

3. You have changed your name lawfully. (You should re-register if you have lawfully changed your name other than by marriage, or if you have changed it by marriage.)

3. You did not vote in the General Election held in November of 1962.

Register by seeing your County Clerk or a Deputy Registrar of Voters.

In Nevada:

The deadline for registration is Sept. 26th.

need for increased purchasing power and an improved standard of living.

In addition to the above, Union wishes to discuss the following with the District:

1. Rule 116—Sick Leave.
2. Safety, promotional opportunities and job classifications at the Upper American

River Project headquarters.

3. Wage rates applicable to the Garage, Warehouse and Operating Departments. Union will furnish specific data to District at time of the first meeting.

N.I.D. Resumes

Local 1245 has called for another meeting with N.I.D. management which has been studying Union's proposals for several weeks now.

The meeting has been scheduled for June 30.

IN MEMORIAM

ALLAN C. BACK, from General Construction died on May 24, 1964. Brother Back had been a member of the I.B.E.W. since his initiation on October 1, 1962.

AVIS M. BYRD, from the Gas Department in San Francisco Division, died on May 20, 1964. Brother Byrd had been a member of the I.B.E.W. since his initiation on November 1, 1952.

FRANK E. COPE, a member in General Construction, died on May 30, 1964. Brother Cope had been a member of the I.B.E.W. since his initiation on October 14, 1942.

EDWARD COYNE, a member from Shasta Division, died on May 15, 1964. Brother Coyne had been a member of the I.B.E.W. since his initiation on April 1, 1951.

GEORGE E. DAVID, from General Construction died on May 19, 1964. Brother David had been a member of the I.B.E.W. since his initiation on September 1, 1948.

MICHAEL P. ELLIOTT, an employee from General Construction, died on May 17, 1964.

CONRAD LOBECKER, a member in Drum Division, died on May 17, 1964. Brother Lobecker had been a member of the I.B.E.W. since his initiation on June 1, 1942.

CHARLES H. PEELER, a retired member from Shasta Division, died on March 5, 1964. Brother Peeler had been a member of the I.B.E.W. since his initiation on July 1, 1949.

CHESTER V. ZWINGE, from Stockton Division, died on June 15, 1964. Brother Zwinge had been a member of the I.B.E.W. since his initiation on July 1, 1953.

Limbo Over Bar at Next Trinity Dance

The Trinity Unit of Local 1245 held its Annual Dinner Dance November 15 at The Gables in Weaverville. Twenty-two people from as far away as Hayfork and Junction City, including guests Business Representative Gerry Watson and his wife, Kathryn; District Manager Roscoe Heryford and his wife, Emma; and District Representative Bud Lee and his wife, Caroline, attended the gala affair.

Unit Chairman Orrin Heacock, ably assisted by Vice Chairman John Root and Unit Recorder Pat McClintock, made all the arrangements, which included a cocktail hour, a steak dinner, and dancing.

During the dancing, it was the general consensus that Harry Jackson, Operator from Junction City Powerhouse, was the Champion Limbo Dancer. He claims to have learned this difficult number by watching T.V. However, Davey Carpenter claims this dance makes more sense if you go over the bar, and he says if Harry will play his rules, there will be a real contest of it next year.

safety roundup

by **sam casalina**

One of the foremost safety problems facing your System Safety Committee is the problem of informing the membership about safe shoring practices.

We have had numerous inquiries and complaints from members who felt that the ditch in which they were working was in danger of collapsing or in some instances had already collapsed. Although we have had the State Division of Industrial Safety cite the employer on specific cave-ins, **THE INDIVIDUAL WORKER IS HIS OWN BEST SAFETY INSPECTOR.**

1. Learn the standards for shoring and make sure that each job meets these requirements.

2. Notify your union of any possible violations of these State Standards.

DON'T GAMBLE WITH DEATH!

Eleven times as many workers die from caving ditches, trenches and excavations than from other construction work (in proportion to the number of disabling injuries.)*

Out of every 12 workers who receive a disabling injury from cave-ins, one dies*

Walls of earth may look quite harmless, but they are extremely dangerous unless held in place by adequate shoring and bracing.

Play safe! Don't bet lives on soil conditions! Provide adequate shoring and bracing.

TRENCHING

California's Construction Safety Orders are minimum requirements only, but distinctly

*Based on California figures for 1961.

specify that trenches in all types of earth must be guarded against the hazard of moving ground.

It is the employer's responsibility to see that employees are not injured from caving ground. Experienced construction men offer the following advice, which will be helpful in deciding how much sheeting, in addition to the minimum specified, is required:

1. Beware of Disturbed Ground. Ground that has been filled or disturbed will require additional sheeting and bracing. So will hard compact ground if there is filled ground nearby. A trench wall that is near another recently filled trench, for example, is unstable, even though it appears to be hard compact material.

2. Take Special Precautions Where Moisture Is Present. Provide extra sheeting where there is water or seepage. Keep the excavation pumped out at all times, and avoid any accumulation of water, day or night, until the work is done.

3. Guard Against Rock-like Material That Softens When Exposed to Air. Upon exposure to air and moisture, some rocks, like the greenish serpentines found in California, undergo a softening change called air-slacking. Walls of such rock are hard and solid at the time of excavation, but soften into a slippery, dangerous mass soon after exposure to air. To prevent this air-slacking, some contractors apply a protective coating of gunite to such walls, in addition to shoring and bracing. Other contractors provide extra sheeting to hold the weakened walls in place.

4. Guard Against Caving Hazard Created by Vibration

A PAGE FROM HISTORY



and Load from Highway Traffic. Trenches located near highways and streets are more likely to cave than similar trenches in locations not exposed to moving loads. Extra sheeting is necessary, and loose rocks and chunks of earth that could fall on men in the excavation should be removed.

5. Install Upper Trench Jacks First. When trench jacks are used to hold uprights in place against trench walls, the top jack should be installed first. The next lower one should be held in position with hooks from above before a man enters the trench at that point to place the lowest jack. Shoring does not serve its purpose if men expose themselves to hazard while installing it. Most of the installation work should be carried on from a

safe position outside of the trench.

6. Protect All Men in Trenches. If a man is needed at the bottom of the trench near the boom-end of a boom-type trenching machine, he should be protected by metal shields attached to the boom-end. These shields should be of adequate strength and design to serve as a substitute for shoring and bracing.

Why not cut out the three illustrations below to use in checking out jobs?

O'Connor Retires

By Art Barson
Advisory Councilman
San Jose Division

A retirement dinner was held in Santa Cruz on Friday, May 29, 1964 for former Advisory Councilman Addis O'Connor, Line Sub Foreman for P.G.&E.

In attendance and representing Local 1245 were Bus. Mgr. Ronald T. Weakley, Bus. Representative and Mrs. Mark Cook, and Business Representative Orville Owen. President Leland Thomas, who was accompanied by Mrs. Thomas, presented a certificate from the Union and thanked Addis for his good work in behalf of our organization.

Bro. O'Connor, a former employee of Coast Counties Gas & Electric Co., joined Local 1245 in October of 1954 when that company was merged with P.G.&E. Prior to that he had been instrumental in bringing about a union on the property of Coast Counties. He had also served as a president of that union and as a member of the school board in the district in which he lived.

At the dinner Addis presented a beautiful 35mm camera by his fellow employees.

Bro. O'Connor's life is another example of a person giving of himself unselfishly for the betterment of all of us.

We wish him well in his retirement years.

Retired Members

LESTER F. KRUMBHOLZ, retired on July 1, 1964, from Coast Valleys Division.

THOMAS P. MAHER, retired on July 1, 1964 from Stockton Division.

ADDIS O'CONNOR, retired on May 29, 1964, from San Jose Division.

MARION D. TREMAINE, retired on June 1, 1964, from Humboldt Division.

RUNNING MATERIAL

Sheet Piling or equivalent solid sheeting is required for trenches four feet or more deep.

Longitudinal-stringer dimensions depend upon the strut braces, the stringer spacing, and the depth of stringer below the ground surface.

Greater loads are encountered as the depth increases, so more or stronger stringers and struts are required near the trench bottom.

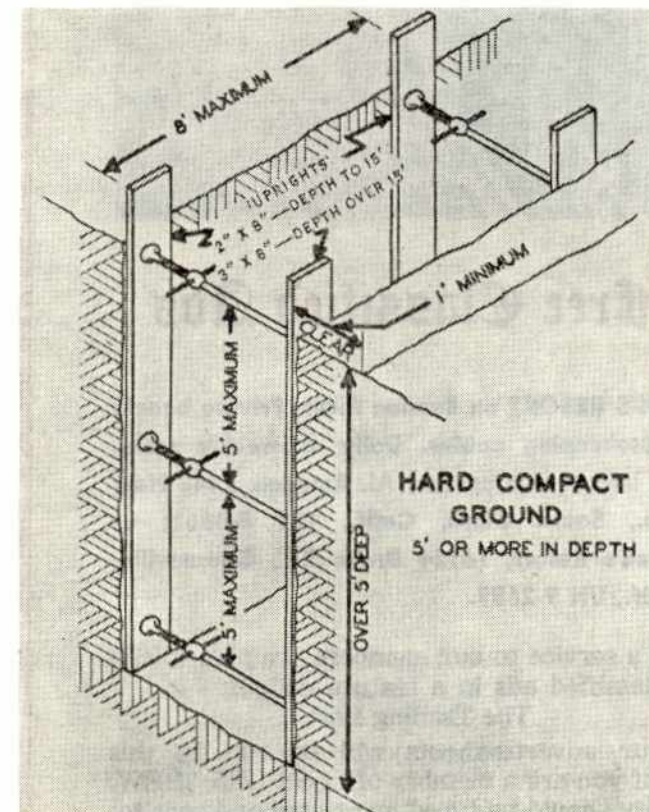
SATURATED, FILLED OR UNSTABLE GROUND

Sheeting must be provided, and must be sufficient to hold the material in place.

Longitudinal-stringer dimensions depend upon the strut and stringer spacing and upon the degree of instability encountered.

HARD COMPACT GROUND

Trenches 5 feet or more deep and over 8 feet long must be braced at intervals of 8 feet or less.



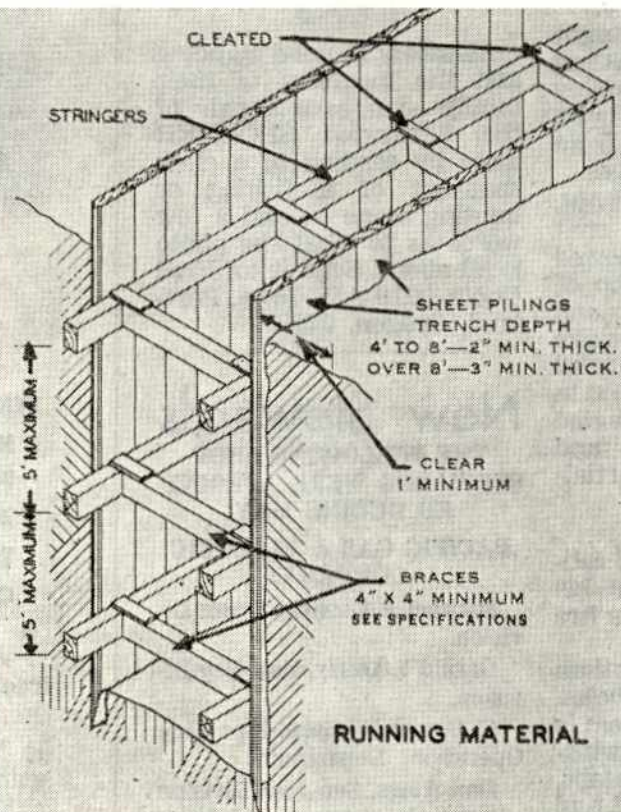
Ladders

In trenches five feet or more deep, ladders must be high enough so that they extend at least two feet above the top, unless a safer means of getting in and out of the trench is provided.

There must be a ladder within a hundred feet of any worker in a trench.

Horizontal Strut Braces

A strut brace is required for each 4-foot zone into which the trench depth can be divided.



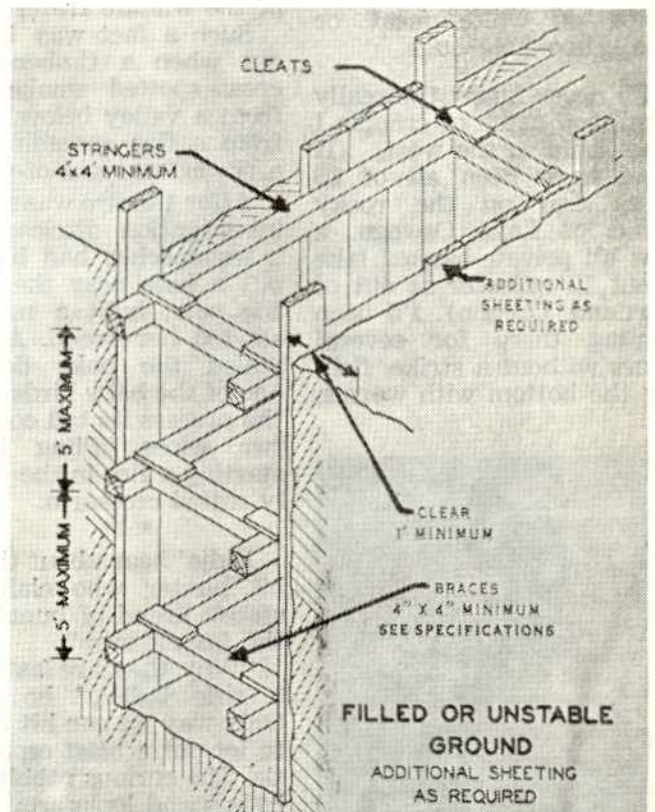
Screw Jack Types may be used.

Timber type braces must be well cleated and rigidly wedged in place to prevent shifting.

In no case shall a 4 x 4 brace be longer than 3 feet.
In no case shall a 4 x 6 brace be longer than 6 feet.
In no case shall a 6 x 6 brace be longer than 8 feet.

Shoring Timber and Equipment

Wood used must be in good condition and free from any imperfections that would reduce its strength. Screw jacks must be in good working order.



Sloping of Trenches

Sloping of trench walls may be substituted for shoring and bracing, provided equivalent protection is afforded.

If sloping is substituted for shoring, the slope must not be steeper than 3/4 horizontal to 1 vertical, except when the angle of repose of the material is less steep, in which case the slope must conform to this angle.

The Outdoor Scene

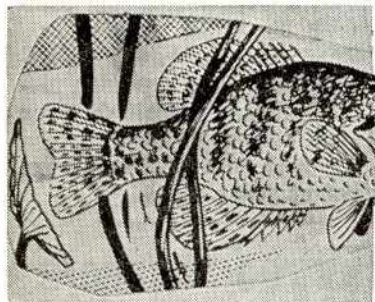
By FRED GOETZ

One of the most cherished members of the finny clan is the crappie of which there are two species in the land—the "black" and the "white."

This pan-worthy finster, a member of the sunfish family and native to certain sections of North America is an introduced-species to the west coast, having been cargoed here over the uncertain rails of early America from Illinois—just before the turn of the century.

Many youngsters, and oldsters too, can credit the crappie with their "first fishing thrill." It could have been a wiggling, spiny-rayed critter, anywhere from a six to a 12 incher, perhaps a little more, a little less, give or take a few inches on either end.

I've seen business men, never before having been exposed to the benefits of angling, who, under pressure from the home front, take their youngsters on a fish-



ing trip. Paradoxically, they may become anglers overnight as they watch the boundless joy that "crappie fishing" brings to the youngsters and subtly, to themselves. It has been said that everyone is a boy again "out, crappie fishing."

Crappie live mostly on insects, crustaceans, and small fishes. Proven lures include maribou flies (white, red, or yellow); tiny jigs, anywhere from 1/32 to 1/4 ounce in the aforementioned color patterns; pippins, trix orenos, baby reekers, kokanee kings or, like minnow-simulating lures, time-honored baits such as worms, narrow strips of white meat or small, hookable bugs.

I'll never forget the really first good catch of crappie I made here in the west. (It must have been all of 15 years ago on the rocky banks of Lake Oswego, a now all private-banked lake about 10 miles or so out of Portland, Oregon). I'd been angling there for several hours without a strike, fishing the bottom with worms,



Bill Bacon racked up this plate-sized crappie, a 3-pounder from Owyhee Reservoir in eastern Oregon near the Idaho border.



when a man by the name of Frank Hart (I've since lost track of that benevolent and great fisherman) sidled down the rocks below me and started working out some sort of white artificial with his fly rod and single action reel. He would let his lure sink below the surface and after a spell start retrieving it, all the while imparting a gently wobbling motion to his rod tip. He hooked a nice crappie on the first cast in an area that I considered to have covered very thoroughly but failed to provoke a strike. In the next hour or so he creeled around 20 nice-sized crappie — released a like amount.

I couldn't raise a ripple. Shortly after arriving on the scene Frank noticed it. He not only offered me several of his optic-headed lures (maribou flies), which he hand-tied, but showed me how to use them. Eventually, after developing the proper tip action, I managed to hook crappie and went home with a dozen or so pan-worthy specimens.

To Frank Hart, wherever you are, old friend, "thanks a million."

Forest fires are usually man made, but occasionally one is started by a member of the wildlife fraternity.

Such a fact was brought out when a timber-cutting crew spotted smoke rising from a valley below. It was from a fire spreading from a powerline right-of-way.

After the fire was put out, investigation disclosed that a woodpecker had hollowed out a hole near the top of the pole; built a nest and started her brood. A snake scaled the pole, devoured one of the baby birds, and in the process its tail contacted two wires killing it and starting a fire in the partially rotted crossarm.

Didja' hear about the rabbit hunter who claims his state's brand of bunnies are the fastest ever?

"Why they are faster than a rifle bullet," he avows. Only way we can hit them is to let out a blast on a whistle. The curious rabbit stops, listens and looks around, and the bullet catches up with him and knocks 'em dead."

This rabbit tale hasn't a grain of truth in it, we admit. Matter of fact the guy who told the whopper won the title as the "World's Champion Liar" for the year.

Fishy, fishy in the brook
Daddy caught him with a hook
He also shot his buck and grouse
In the woods, beside the house
Today we find it's not the same
As we go far in quest of game
The bucks are few and far between
And fish are wiser, so 'twould seem
Some trips we grieve about our luck
The fish we missed, and the bucks (\$) we've shot
We now reminisce on thrills we've had
And seldom leave the launching pad.



Members in good standing and the members of their family—can earn a pair of the illustrated SPOONER lures by sending in a clear snapshot of a fishing or hunting scene — and a few words as to what the photo is all about. Send it to: Fred Goetz, 0216 S.W. Iowa, Portland, Oregon, 97201.

New Stewards

THE FOLLOWING SHOP STEWARDS WERE APPOINTED DURING MAY.

PACIFIC GAS & ELECTRIC COMPANY:

Michael J. Castillo, Drum Division.

Gerald F. Duffy, East Bay Division.

C. Darrel Whitten, Pipe Line Operations Department

Dan Ames, San Jose Division

James P. Johnson, San Jose Division.

UNITED STATES BUREAU OF RECLAMATION:

Carl H. Fowler
Wilbur I. Stubberud

UTILITY TREE SERVICE:
Larry Huber

Municipal Run-down

Alameda Bureau of Electricity

The Union's Negotiating Committee met with the Bureau Management on June 9, 1964 for the purpose of going over the Union's proposals with respect to wages, working conditions and benefits. In addition to a few specific classification adjustments and a general wage increase, Union is seeking improvements in vacation allowances, overtime payments, meals in connection with working overtime, and hospital and medical insurance for retirees. It has also proposed the establishment of a group life insurance program and provision for payroll deduction of union dues.

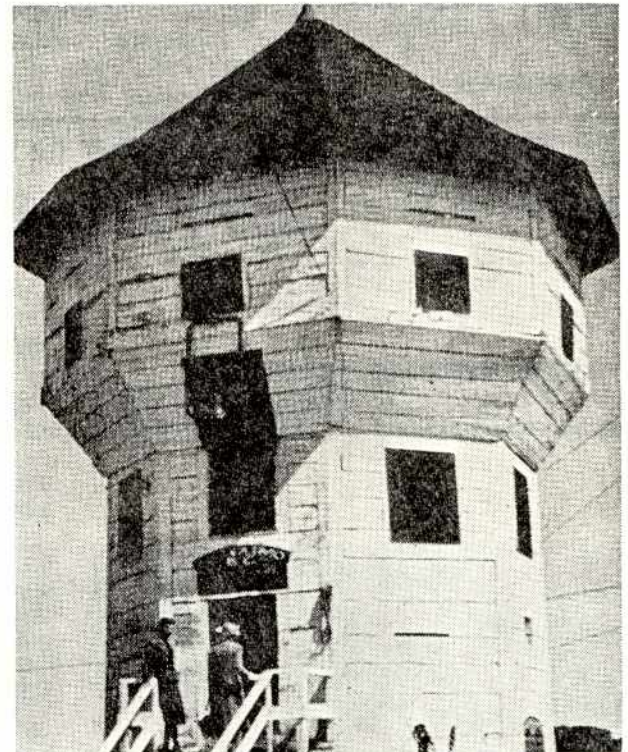
The Union's Committee, consisting of Robert Cole, Ralph Murphy, Howard Tooley and Assistant Business Manager M. A. Walters, will next meet with the Board of Utilities on Thursday, July 9, 1964.

City of Berkeley

On May 19th, and again on June 11th, Assistant Business Manager M. A. Walters appeared before the Berkeley City Council on behalf of Local 1245 members employed in the City's Electric Department. The purpose of these appearances was to comment on the Personnel Board's recommendations to the City Council. In his appearance, Walters urged adoption of the Personnel Board's recommendations for improvements in health insurance and overtime provisions. However, objections were raised as to the Board's salary recommendations. The Personnel Board has recommended a 2½% general increase to be effective in July 1964 with an additional 2½% to be effective in January 1965. In its stead, the City Council was urged to adopt the more realistic proposals submitted by Local 1245 to the Personnel Board in April which would grant an additional 2½% in July 1964 with a special 2½% adjustment for Working Foremen.

These matters are now before the City Council for action scheduled to take place on either June 23rd or June 30th.

The Trading Post



Free Classified Ads

TYKEN'S RESORT on Russian River. Private beach. Housekeeping cabins. Daily or weekly rates. For information contact Al. Amodeo, 2448 Hart Ave., Santa Clara, Calif., CH 8-4861; or Tyken's Resort, 16124 Drake Rd., Guerneville, Calif., UN 9-2689.

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