Flooding
Alloted
EUREKA—Three of the five members in Humboldt County who sustained losses in the Christmas floods have deferred to other brothers and sisters, their share of more than $800 collected in San Jose and Humboldt
Divisions.
Leland Lancaster, Don Mangis and Bob Talmage, all of Willow Creek, asked that their share be given to those who suffered more serious damage, including Carol Lee Ackerman, who in January wrote Local 1245, as a routine change of add-

"As we were in the recent flood and lost everything we had in- cluding our home and land, would you please change my mailing to: 715 ‘N’ Street Eureka, Calif."
Eureka Unit’s Executive Committee, compiled with the Willow Creek members’ request and revised their proportional distribution of

(continued on page 8)

Address need correction?
If so, please fill out this form, clip and mail to:
Local 1245’s Mail Room
1918 Grove St., Oakland Calif. 94612

(Street Address)
(Town) (State) (Zip Code)

(continued on page 2)

President cites election law
By LELAND THOMAS JR.

A union election to a working person should be as important as any election in which he could ever participate. Because I believe this to be so, I am taking this opportunity to comment on the elections coming up in Local 1245 this year.

Next month they will have the opportunity to evaluate the activities and the back-grounds of these candidates through the medium of the "Utility Reporter" and the usual "word of mouth" discussions on and off the job. This important extension of the democratic process

Hours clarification background
By Ron Fields, Bill Fleming and L. L. Mitchell

The heart of any labor agreement is the provisions pertaining to the hours of work and the application of overtime. These bear on the employer’s right of assignment and the eventual cost of labor to the enterprise. Many costly and bitter disputes have resulted from failures of negotiating committees, in normal bargaining sessions, to produce mutually acceptable answers to these issues.

While provisions regulating hours of work and overtime have long been a part of an agreement between Local 1245 and the Pacific Gas & Electric Company, these have been the subject of an historic and long-term dispute—particularly in regard to their application in specific situations. This is readily under-standable when we review the development of the first agreements between the parties. The matter of the hours provisions was a hotly contested issue and certain of the problems were only resolved after prolonged hearings before a panel of the War Labor Board and the issuance of a decision by them in 1946.

As a result of these hearings, the parties did conclude an agreement although the language of the agreement was drafted in an atmosphere of antag-onism. Neither party was fully in accord with the decision rendered and both parties accepted in an air of frustration.

Since that time little has been done in redrafting language to answer the problems which existed or to provide for changes conditioned in a dynamic and growing public service industry. This was due pri-marily to numerous disputes which arose out of language which did not clearly spell out the extent of rights each party possessed under the agreement. Both parties used technical applications of language providing extremes of position, attempted to protect them-selves in case the issues should again become the subject for decision by an outside party. This attitude became a bar to development of mutually acceptable answers by the parties themselves.

Inter-union rivalries and divergent views within the membership of the separate unions led to addi-

(continued on page 3)
Pres. Thomas & Election Process
(continued from page 1)

within the membership take the time to study the candidates, make up their minds on whom they feel is best qualified and then cast their ballots for the candidates of their choice before the balloting closes on June 15, 1965. In any event, the rights of members and voters will be scrupulously and fully protected in accordance with our tradition and union law.

I am proud to say that our election procedure is a model for democracy. If properly followed, it provides the means of electing those who deserve to govern by consent of the governed. I can think of no better policy, be it corporate elections by stockholders, clubs or other associations, which can match the standards of the election process of Local 1245, I.B.E.W.

We have taken the time and effort to check and review all of our steps and methods with competent legal counsel, our International Office and the proper agencies of the Federal Government which regulate such procedures and none can find fault.

We have always conducted our elections as our pri-
(continued on page 6)

Imagination, an economic breakthrough

Proposals to dump more garbage into San Francisco Bay on both sides of the southerly Bayshore entrance to the City have given increased significance to a contract between the State and Aerojet-General to develop long-range plans for waste management. Aerojet will study the disposal of industrial and human wastes in the air, water and ground. Out of the study will come plans for developing an advanced, waste-processing system, for working out research and development projects, for specifying a coordinating agency to administer the effort, and for estimating the legislative and financial support necessary.

Governor Brown, who has asked the Army Corps of Engineers to withhold approval for the latest garbage fill of the Bay, announced the contract in this way:

"At stake here is a test of the idea that an industry which can orbit man in space and send a rocket to the moon can also suggest solutions for the enormous problems of twentieth century life in the age of automation and booming population growth."

Also at stake is the conversion of California defense-oriented industries to the peaceful solution of problems facing the people of the State. Aerojet employees in Sacramento have suffered extensive layoffs in recent months. From late 1963 to 1964, according to figures released by Assemblyman Robert Crown, “six of every ten new jobs in the State were in aerospace and defense industries. But in 1964 such employment dropped by almost 36,000 jobs."

"California no longer can count on the aerospace industry and federal funds as the main ingredient for economic growth," Crown concludes.

So Governor Brown's contracts with private bidders to study the problems of waste disposal, care of the criminal and mentally ill, information collection and communication, and a transportation network for the state—are imaginative steps toward solving our problems of living together here on earth, and thereby strengthening the economy, which after all, is merely the sum of our individual activities.

...
Background of the hours problem
Related by Union's Review Committee

(continued from page 1)

In 1952 a final National Labor Relations Board election and certification gave bargaining rights to Local 1245 as exclusive bargaining agent for all physical employees on the PG&E system. Under that certification and after the development of a unified leadership within the union, efforts were made to reduce the conflict over principles among the membership over the hours provisions. This involved, among others, the questions of rotational assignments in group schedules, standardization of hours, elimination of short changes of shifts, distribution of overtime, selection rights on schedules, and the elimination of split weeks. Some of these questions still have not been universally answered and divergent views still exist within the membership.

These factors have all contributed to problems and added delay in finding answers to resolve the numerous grievances before the Review Committee. They have also contributed to the number of separate issues which have been filed as protective or strategic grievances by the parties within the membership.

The language of the present hours provisions provides this kind of situation. It is understandable for no one likes to live in an atmosphere of continuous conflict. Many labor disputes are clearly suitable for arbitration and we have resorted to this means of resolving them over the past years; yet, one of the potential hazards of using this process is the over-optimistic view that it is an all-purpose tool and a panacea for the resolving of any and all disputes which the parties fail to settle readily by themselves. All cases are not equally suited for arbitration. Neither are all decisions rendered by arbitrators the proper answer to a particular problem. We need only review our own arbitration file to show that even after certain decisions were rendered, the parties still had to sit down and work out a solution to the problem.

One further point must be clearly understood. Contrary to the views of many, grievance settlement is not always a simple matter of contract interpretation. The really difficult cases arise because the labor agreement reflects only a partial meeting of the minds and it doesn't give a reasonably clear answer to the problem. In these cases, grievance answering in a sense becomes agreement making. In other words, the grievance answer becomes more reliable than the actual contract provisions themselves.

The language of the present hours provisions provides this kind of situation. It has been subjected to many interpretations as evidenced by the variety of positions taken on various sections as stated in the many cases now in Review. It is apparent they cannot all be right, yet it is also obvious that an arbitrator could select one of the conclusions in making a decision. Any one of the several from which he might select can be as readily justified by the arbitrator as they can by the advocate of that point of view, whether this be a proper answer or not. Which point of view he chooses in rendering a decision on hours of work will also determine the application of the overtime provisions.

In a situation where a decision on one problem bears heavily on the answer to another, and that decision could in effect determine the application of an entire title, it behooves both parties to proceed cautiously in letting an outside party render a decision for them. This was the situation faced by the parties on the hours title of the agreement.

Knowing the risks involved in seeking the answer through an arbitration award, both parties have diligently worked to reduce the total problem by separating the issues involved. The record over the past several years will show that grievance settlements on issues apart from the main disputes were made and the major issues were worked out as separate problems.

The first step toward solution of the major problem came with an agreement on the line of progression in the Hydro and Substation Department. Through this document many of the dual rate classifications, which had created schedule problems, were eliminated. The agreement provided for use of emergency relief operators and the development of hours and schedules to provide for both operating and maintenance duties of the employees. New classifications were provided for changing operations where full-time operators were not required.

Further narrowing of the problem was accomplished with a clarification of Section 202.17 and the drafting of agreed schedules of hours to be used under the various needs created by maintenance of generating equipment and construction problems requiring continuous work hours until completed.

The third major step was taken when a clarification was negotiated on the use of emergency relief operators. The basis for regular scheduling and transfers from one schedule to another was developed with specific exchanges of days provided.

Many of these documents, of course, signing, provided the basis for future grievance settlements of these problems and provided a means of compromise on the cases which had been previously filed.

The record of accomplishment set by these measures in providing solutions to grievances on a local level, set the stage for a renewed effort on the issues still remaining to be answered. An analysis of cases remaining in Review indicated there were two principal issues involved: the scope of agreement required to establish new or to change existing schedules in the shift or service classifications and the notice and method of payment required in transferring employees from one work schedule to another.

Examination of practice throughout the system showed that transfers from one classification of work to another did occur. In fact, the Union, under the application of Section 205.3, had insisted that, within a normal line of progression, the senior employee should fill the temporary vacancies regardless of the need to change employee schedules. In other situations, employees desiring to change classifications were more likely to gain an adjustment provided additional compensation. The difficulty arose over the Company's insistence that transfers could be required regardless of the application of overtime.

The contract was silent on a procedure except for transfer of shift and service employees, and day employees when transferred to a shift operation in the event of an emergency. It was Union's position that this precluded transfers of other classifications. However, sections such as 202.3 infer that workweeks and work days of any classification can be changed. Further, there are no provisions which absolutely state that employees accepting upgrades to a classification do not in fact become subject to the conditions of the classification to which they are being upgraded. These and other factors indicated a need for clarification of these points.

Section 202.8 which calls for an agreement regarding schedules, is not clear and the disagreement over what is required in the way of approval by the Union involved basic differences. The Company insisted that only the length of the cycle was involved. The Union insisted in its view that any change in a schedule or any new schedule required an agreement on the hours and days to be worked as well as the cycle arrangement. Here, too, it required clarification.

In order to effect an agreement on the application of disputed contract sections and to clarify the intent of the parties regarding the scope and limits of each other's rights, the Union and Company jointly and separately spent hours of time in exploring possible solutions to the problem before them. This involved detailed study of previous arguments and the decision in the War Labor Board case, prior grievance settlements, past practices throughout the system, existing schedules, previous bargaining proposals, and the grievance file of the Review Committee.

Using information obtained, drafts of proposed clarifications were exchanged by the parties. These were discussed and revised several times before reaching a final draft. The basis of these clarifications was found in principles previously accepted by the parties and stated in the agreement or on principles which had been adapted in the previously agreed and accepted documents mentioned earlier in this explanation.

After months of intensive work a mutually acceptable document was finally arrived at which will provide answers to most of the problems involved in the hours sections of the agreement.

It is, however imperfect it may be, the mutual settlement of a long-standing dispute between the parties and provides a better solution to the problems faced than any decision which could have been rendered by an arbitrator under the circumstances.

The text of that agreement is being printed in the UTILITY REPORTER so that everyone will be given due notice of its provisions. This agreement-to-clarification, as all instruments of its kind, has been developed as a result of mutual desire to avoid the risks involved in arbitrating such a basic issue. It represents compromise by both parties and is the culmination of a major effort to provide our own answers to our problems.

Utility Reporter—April, 1965—Page Three
Complete text of the Hours Clarification

March 11, 1965

Local Union No. 1245, International Brotherhood of Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Attached is the completed draft of the clarification of "Title 202. Hours" of the Agreement dated September 1, 1952. This clarification will be used as the basis for settling those grievances on hours which have been filed since the completion of negotiations in 1963, i.e., since September 1, 1963, and have been referred to Review, and such future grievances as may occur.

It is proposed that the clarification be effective April 1, 1965, and that it continue in effect until amended by mutual agreement, or until either party has given to the other 30 days' written notice of its termination.

In our discussions we agreed that it was not intended to disturb schedules currently in effect and that the static and rotational scheduling systems now in effect would not be changed without consultation between Company and Union on a local basis. We further agreed that the provisions of paragraph IB4 shall apply to the establishment of schedules for service employees under the following circumstances:

1. The requirements of the provisions of sub-paragraphs (a), (b) and (c) shall become operative when a new set of hours is added to a department schedule, a new basic workweek is added to such schedule, or the cycle of rotation is reduced.
2. The requirements of sub-paragraph (a) shall become applicable when a department schedule is modified to eliminate a work period in the schedule, to eliminate a basic workweek from such schedule, or to extend the cycle of rotation. (The requirements of sub-paragraphs (b) and (c) are not affected in these situations.)
3. The requirements of sub-paragraphs (a), (b) and (c) are not applicable where the complement of a department is increased and the additional employee or employees can be fitted into the department schedule.

If you are in accord with the foregoing and the attachment, and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company. It is understood that in the event that a grievance relating to the provisions covered by the clarification is referred to arbitration, the specific language of the Agreement of September 1, 1952, shall govern.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY
By s/ V. J. Thompson
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto, and to the attachment as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By s/ Ronald T. Weakley
Business Manager

s/ March 11, 1965

LABOR AGREEMENT CLARIFICATION

SUBJECT: TITLE 202. HOURS - Physical Agreement

This clarification is issued to resolve problems which occur with respect to the application of the provisions of Title 202 "Hours." It clarifies, but does not supersede, the provisions of Title 202. It does not apply to emergency relief classifications or to work scheduled under Section 202.17, for which separate clarifications are in effect. The groups of employees generally affected by these provisions and this clarification are shift employees, service employees, and day employees, such as Lineman, Fitter, etc.

I. ESTABLISHMENT OF WORK SCHEDULES

A. General provisions applicable to all work schedules:

1. Each employee has a regular schedule, that is, an employee in a classification has regularly scheduled hours of work and a regularly scheduled basic workweek within a regularly scheduled workweek. The type of scheduling arrangement applicable to an employee is determined by the group in which his regular classification is assigned. All schedules, once established, are intended to be fixed, but are subject to change under conditions specified in Titles 202 and 208 of the Agreement and in this clarification. A plant or department schedule shall be planned to cover a six months' period and shall be subject to change only once in such period, except where the complement of the plant or department is changed. (This limitation does not apply to the transfer of an employee from one schedule to another. See II below.)

2. A plant or department schedule is a predesignated plan of work for all employees within a classification in a department at a headquarters. It may also include the schedules of employees in more than one classification within a normal line of progression.

3. Except for special conditions as specified in Sections 202.5, 202.11 and 202.15 of the Agreement, in the Job Definitions and Lines of Progression contained in Title 600 of the Agreement, or as specified in Paragraph IB below, all regular schedules shall provide for hours of work as provided for in Section 202.4 of the Agreement and a basic workweek as provided for in Section 202.2 of the Agreement. Schedules which do not meet such criteria may be established, but must be agreed upon by Company and Union before being placed in effect (Section 202.16).

4. Company and Union will cooperate to develop schedules which provide for adequate public utility service and still meet the needs of employees engaged in rendering such service. Section 202.8 states that the workweek of shift and service employees may start on any day of the week and at any hour of the day and that the work days and non-work days in the workweek may be arranged in cycles which shall first be agreed upon by Company and Union. Where such agreement is required, Company and Union will diligently endeavor to work out mutually satisfactory schedules.

5. Schedules shall be posted and advance notice of at least 24 hours before a new or revised schedule becomes effective must be given to the employees involved. Posting of the schedule on bulletin boards shall constitute notice to absent employees. Wherever reasonable, such changes will be made at the break of a workweek.

B. Provisions applicable to schedules which may be adopted or revised by the Company without prior agreement:

Such schedules shall:

1. Provide for consecutive days off (except where there is a Tuesday through Saturday basic workweek followed by a Monday through Friday basic workweek).

2. Be either static or provide for rotation of assignments. Where rotation is provided the plant or department schedules shall be arranged to equalize the assignments of employees who rotate to each part of such schedule (except regularly designated relief employees).
3. Shift employees:
Types of schedules which meet the foregoing criteria and examples based on a calendar workweek are:

- 6 days on - 2 days off, 7 days on - 2 days off, and
- 7 days on - 4 days off
  
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- 7 days on - 2 days off, 6 days on - 2 days off, and
- 7 days on - 4 days off
  
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- 7 days on - 2 days off, 7 days on - 2 days off, and
- 6 days on - 4 days off
  
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5 days on - 2 days off (Monday through Friday work days)
  
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In the schedules which provide for 4 consecutive days off, 2 of such 4 days off must be Saturday and Sunday. All regular shift schedules must provide 16 hours off between work periods (Section 208.17).

Hours of work for rotating schedules shall, in general, start at 8:00 a.m., 4:00 p.m. and 12:00 midnight for power plants and 7:00 a.m., 3:00 p.m. and 11:00 p.m. for sub-stations and hydro groups.

4. Service employees:

(a) Workweeks shall begin on Sunday and basic workweeks shall begin on Monday, except where an assignment is within a department schedule involving rotation of Saturday and/or Sunday work. Individual schedules used in integrating a plant or department schedule shall be composed of a combination of the basic workweeks of Sunday through Thursday, Monday through Friday, Tuesday through Saturday. Each basic workweek in such a schedule is an integral part of the entire schedule. Such parts are as noted below:

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These parts are to be arranged as follows:
- A and C or B and C may be combined to provide a schedule in which the cycle is completed within two weeks.
- For a cycle of three weeks or more:
  - A must be followed by C
  - B must be repeated or followed by C
  - C must be followed by either A or B
- In an individual schedule, the starting time of each work day falling between any two non-work days shall be the same.

(b) Eight-hour work periods on work days shall be designated as:

- (1) Primary day, starting at 8:00 a.m. with a lunch period of either one-half (½) hour or one (1) hour commencing at 12:00 noon.
- (2) Secondary day, starting at any time between 7:00 a.m. and 11:00 a.m. with a scheduled lunch period of one-half (½) hour.
- (3) Afternoon, starting at any time between 12:00 noon and 5:00 p.m., inclusive.
- (4) Night, starting at midnight and to be used only if around-the-clock coverage is required. When used, one of the afternoon work periods must begin at 4:00 p.m.
- (5) Where a department schedule includes a primary work period and secondary, afternoon or night work periods, the lunch period of the primary work period shall be one-half hour. The hours of work for an afternoon or night work period shall be consecutive and the employee shall be allowed to eat at near the midpoint of the work period. Individual schedules which have the same starting time within a department schedule shall have the same lunch time.

(b) In lieu of the 4:00 p.m. and midnight schedule for around-the-clock coverage, a schedule may be established for Troublemens which contains a primary day work period from 7:00 a.m. to 3:30 p.m. with a scheduled lunch period of one-half (½) hour, an afternoon work period which starts at 3:00 p.m., and a night schedule which starts at 11:50 p.m. Where such alternative is adopted, a work period beginning at 8:00 a.m. is considered as a secondary day work period.

(c) Within a department schedule work periods, established in addition to a primary day, shall be limited to no more than four secondary day and/or afternoon work periods in a work group at a headquarters. No more than three of such work periods shall be afternoon work periods. The starting times of such work periods shall be at least one hour apart. More than one employee may be assigned to any of the work periods, but the number of employees assigned to secondary, afternoon or night work periods, as well as Saturday or Sunday work periods, shall be kept to a minimum consistent with the rendition of adequate public utility service.

5. At Union’s request, Company will state the reasons for adopting any of the foregoing shift or service schedules. Individual, plant or department schedules for shift or service employees which do not meet the criteria listed in Paragraphs 1 through 4 above may be established under the provisions of Paragraph IA4 of this clarification, but must be agreed upon between Company and Union before being placed in effect.

II. PROCEDURE AND APPLICABLE RATES OF PAY WHEN EMPLOYEES ARE TRANSFERRED FROM ONE SCHEDULE TO ANOTHER

A. General:

1. Transfers from one regularly established schedule to another shall be made in such manner as to require the least practicable number of changes. Where employees classified as emergency relief are available, relief work will be assigned to them in accordance with Section 208.20 and the applicable Labor Agreement Clarification.

2. A change in an employee’s assignment for one day or less is not considered as a transfer (Section 208.15A) and the applicable provisions of Title 208 “Overtime” shall apply.

B. Shift and service employees:

1. Transfers from one regularly established shift or service schedule of work days or work hours to a different shift or service schedule of work days or work hours shall be made in accordance with the provisions of the Agreement (Sections 208.18 and 208.19[A]) and the notice provisions contained in Paragraph 2 below.

2. For purposes of timely notice of transfer, the starting time of the employee’s new shift or work period is the time which the provisions of the new work schedule become applicable to the transferred employee. On a work day, this means the time the employee starts work on the new schedule. On a non-work day, this means the beginning of the calendar day. If advance notice of at least 24 hours is not given, the transferred employee shall be paid at the overtime rate for the first eight hours of work performed on the first work day of the new schedule.

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Change Schedule
Starting time of new schedule
Advance notice must be given by

Tuesday 7 a.m. 12:01 a.m. Wed.
Wednesday 7 a.m. Monday 12:01 a.m. Tue.

(continued on page 6)
Complete Hours Clarification reprinted

(continued from page 5)

C. Day employees:

1. Temporary transfers from one regularly established schedule of work days or work hours to a different schedule of work days or work hours which involve an upgrade within the normal line of progression:

(a) An employee may be assigned to a new schedule of work days or work hours at the straight rate of pay and shall be considered to be transferred at the beginning of the workweek in which the change is to occur provided that he is given advance notice of the transfer not less than 24 hours in advance of the start of such workweek and such notice is given no later than the end of his last regular work period preceding the beginning of the workweek in which the change is to occur.

(b) An employee who is not transferred at the start of the workweek as provided for in (a) above may nevertheless be assigned to a new schedule of work days and work hours. Following notification of such change, he shall report for work at the starting time of the next work day of the new schedule or the next work day of his old schedule, whichever work day occurs first. On the next succeeding work day and for the remainder of the workweek he shall work the hours of the new schedule and shall be paid at the overtime rate of pay for all hours outside the hours of the old schedule and for time worked on non-work days of the old schedule. Thereafter, for the duration of the assignment, he shall be considered to have been transferred and he shall be paid at the straight rate of pay for work performed during the regular work hours and work days of the new schedule.

(c) (i) A transferred employee shall be subject to the conditions of the classification to which he has been upgraded.

(ii) When an employee is returned to the schedule for his regular classification such transfer shall be made in accordance with the provisions of Section 208.18, if applicable, but in any case only after he has been given notice before the end of his last regular work period on the work day preceding his return and Section 202.3 of the Agreement shall apply.

2. Temporary transfers which do not involve an upgrade in the normal line of progression:

(a) An employee may be assigned to a new schedule of work hours and/or work days at the beginning of a workweek provided that he is given advance notice of the transfer not less than 24 hours in advance of the start of such workweek and such notice is given no later than the end of his last regular work period preceding the beginning of the workweek in which the change is to occur. In such case, he shall be paid at the overtime rate for all work performed outside of his regular hours for the next four work days of such assignment. Thereafter, for the duration of the assignment he shall be paid at the straight rate of pay for work performed during the regular hours of work on the regular work days established by the new schedule.

(b) An employee who is not transferred at the start of the workweek as provided for in (a) above may nevertheless be assigned to a new schedule of work days and work hours. Following notification of such change, he shall report for work at the starting time of the next work day on the new schedule or the next work day of his old schedule, whichever work day occurs first. On the next succeeding work day of the new schedule, he shall work the hours of the new schedule and he shall be paid at the overtime rate for all work performed outside of the regular hours of his old schedule for the next four work days. A non-work day of his old work schedule shall be excluded from the computation of the "next four work days." Thereafter, for the duration of the assignment he shall be paid at the straight rate of pay for work performed during the regular hours of work on the regular work days established by the new schedule.

(c) The period which comprises an employee's "next four work days" commences on the first work day he works only the hours or days under the new schedule.

(i) If he is absent from work, except on a holiday, on any of the remaining three work days which follow the first work day, these work days shall nevertheless be included in the "next four work day" period of the situation.

(ii) If an employee is absent by reason of disability or illness on any one of the four work days included in the "next four work days" period, he shall receive payment for work performed outside of the regular hours of his old schedule for the next four work days. A non-work day of his old work schedule shall be excluded from the computation of the "next four work days." Thereafter, for the duration of the assignment he shall be paid at the straight rate of pay for work performed during the regular hours of work on the regular work days established by the new schedule.

(ii) If an employee is absent by reason of disability or illness on any one of the four work days included in the "next four work days" period, he shall receive payment for work performed outside of the regular hours of his old schedule for the next four work days. A non-work day of his old work schedule shall be excluded from the computation of the "next four work days." Thereafter, for the duration of the assignment he shall be paid at the straight rate of pay for work performed during the regular hours of work on the regular work days established by the new schedule.

The rights of all who participate, either as candidates or voters, will be fully safeguarded by the election committee and our officers. There should be a breakdown in the procedure for selecting our leadership it will only come about by interference from outside sources or because of the failure of the democratic process created by an inactive and disinterested membership. We as a union can protect against the former but only you as individuals can guard against the latter.

Once again, I urge all to participate and as a final statement, I make this pledge to all of you. Having been an "evangelist" regarding the sanctity and honesty of our elections for many years, I can say to all concerned that the elections of 1965, as in past years, will be above any reasonable reproach. I say this as a present officer and as an off-the-job working member of our union who knows the score and will see to it that it is properly kept.

*Election Committee names:


Utility Reporter—April, 1965—Page Six
This Is A Continuation Of The List Of New Members Who Joined In December, 1964.

NEW -BA- APPLICATIONS

SAN FRANCISCO
Samuel K. Kala Edward Landman Charles R. Morgan Phillip A. Pia Thomas A. Reggiardo John Ruggles Tessa C. Simmons

GENERAL OFFICE

STOCKTON
Micheal Kay Gordon

HUMBOLDT
Gary W. Gibbens

COLORADO
Rhea Brown Helen M. Conklin Gary E. Thompson

SIERRA PACIFIC

PETROLANE GAS
Keith Oddie

DE SABLA
Alta J. Chambers

DRUM
Jess Galvan Thomas Edward Sands Raymond L. Stevenson

NEVADA IRRIGATION
Raymond A. Huber William G. Prosew

COLGATE
William B. Geniela, Jr. LaVonne R. McGowan Ronald Owen Nelson

NORTHLAY
Frank H. Durrenberg Lynn M. Riter George W. Shirley

SACRAMENTO
Larry K. Stultz U.S.B.R.

Ernest Louis Ernest H. Morgan Russell E. Thomas Paul V. Yost

CITIZENS UTILITIES
Raymond D. Anderson Dorsey D. Davis Carol M. Smith Frances L. Waddell

GENERAL CONSTRUCTION
Robert R. Amundsen Jesus Armas Francisco T. Ayala

DE SABLA

DAVEY TREE SURGERY
Melchior Ettolin James R. Howell Jesse J. Reynolds

SODERN TREE SERVICE
Silvio Edward Gomes

This Is A Continuation Of The List Of New Members Who Joined In January, 1965

NEW -BA- APPLICATIONS

EAST BAY
William C. Nicholson Robert G. Young

SAN FRANCISCO

GENERAL OFFICE
Adriane O. Alexander Darlene Andrews Rose M. Bell Patricia Carol Harris Mildred A. Mendel Lorraine Porter

STOCKTON
Patrick S. Nickeson

HUMBOLDT
Jack R. Scroggins

SHASTA
Don J. Hendrix Peter J. Herghot Kenneth Bruce Jenkins Gerald D. Miller Jerome W. Thomasen

SIERRA PACIFIC
Robert R. Dabbie Raymond Crawford, Jr. Henry B. Haff Kenneth Rightmier

GEN'L CONSTRUCTION

NEW -BA APPLICATIONS

SAN JOAQUIN
Wayne D. Cook Dee W. Fisher Richard H. Hcinkey Winfred F. Pierce Fred Siebert Richard C. Taylor

COAST VALLEYS
Earl B. Bressey John Boyer Roy Thomas Hutchison William F. Maker, Jr. Raymond M. Mattos

PIPE LINE
Harold E. Stout

SAN JOSE
Kenneth L. Araldi Wayne Capps Laurence W. Hope Clifford E. Snow Joseph W. Laflaffery Theodore Z. Turner

CENTRAL STORES
Janet M. Decker Frank Louis Mowery Myrtle C. Nelson

GENERAL CONSTRUCTION

DAVEY TREE
Lloyd A. Egemo

The following new applications were received in this office February 1, through February 28, 1965:

NEW -A- APPLICATIONS

SAN JOAQUIN
C. D. Morris SIERRA PACIFIC
Jerry Van Devere NEW -A MEMBERS

OROVILLE-WYANDOTTE IRRIGATION DISTRICT
Kenneth E. Naylor William Paul U.S. BUREAU

SACRAMENTO
Larry H. Houston U.S. BUREAU

John L. Osborn Stuart L. Arwood

CITIZENS UTILITIES
George M. Young Victor A. Zimbalis

GEN'L CONSTRUCTION

DAVEY TREE
Dennis H. Spriggs Carl G. Walker

The following new applications were received in this office March 1 through March 26, 1965.

NEW -A APPLICATIONS

COAST VALLEYS
W. D. Hairgrove

SAN JOSE
Duance Mayberry

SIERRA PACIFIC
Robert MacGregor

GENERAL CONSTRUCTION

OUTSIDE CONSTRUCTION
Robert G. Macdonald Lucas S. Shrum

(continued on page 8)
At press time tentative arrangements had been made for representatives of L.U. 1245 to meet with representatives of the Oroville-Wyandotte Irrigation District during the first week of May. At that time, the parties will discuss the Local Union’s proposals regarding wages, hours and other conditions of employment which were previously submitted to the District.