

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.

Positions in all Local Union officerships and the Advisory Council will be open and any eligible member of our Union who desires to do so may run for one of these positions.

of the duly designated L. U. Election Committee."

During this month the membership is engaged in the process of nominating candidates of their choice for leadership of their union for the next three years.

Next month they will have the opportunity to evaluate the activities and the backgrounds 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 regarding this listing of qualifications and activities within the I.B.E.W. by candidates for local union office in the Union's newspaper was not always open to them.

It was set forth in a proposed constitutional amendment drafted by Business Manager Ron Weakley, duly adopted by this Local Union and subsequently, under his leadership, presented to the I.B.E.W. in convention at Cleveland, Ohio in 1958. This constitutional amendment was subject to lengthy debate on the floor of the convention.

With the delegates from Local 1245 leading the floor discussion for its passage, it was adopted and became subsection 16(a) of Section 2, Article XXVII of our International Constitution. It is now part of our law and I quote:

"Notwithstanding the above, and in addition to the sample ballot, a L. U. may distribute an official publication which shall list all candidates for L. U. office, together with a factual record of activities within the L. U., committee assignments performed, offices held and experience gained for and in behalf of the L. U. This publication shall be prepared under the supervision

put their names and records before the people and let the chips fall where they may. Others, along with their supporters, will engage in a bit of further campaigning. By the first of June the contest will be virtually over except for the casting of secret mail ballots by the membership. It is my urgent plea that all
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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 Union 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 understandable 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 antagonism. 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 changing conditions in a dynamic and growing public service industry. This was due primarily 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 using technical applications of language providing extremes of position, attempted to protect themselves 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-

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George Tully, now an Electrical Foreman, culminates 18 years of service with Local 1245 by presenting a check for \$684 to Carol Lee Ackerman who lost her home and belongings during the December flood in Humboldt County.

YOUR Business Manager's COLUMN

By Ronald T. Weakley

Recent and current activities of my office include a number of important results of negotiations.

After a considerable period of proposals and counter-proposals, we have concluded our supplementary agreement on the Job Definitions and Lines of Progression for the PG&E Gas Transmission and Distribution Department.

Booklets covering this supplement are being printed and will soon be in the hands of our gas people for handy reference.

* * *

On pages 4-6 of this issue, the settlement of the "Hours" problems which have plagued both Local 1245 and the PG&E for a long time, appears in print, along with a statement of the background, beginning on page 1, written by the Union members of the Re-

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Flood aid Allotted

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 address:

"As we were in the recent flood and lost everything we had including our home and land, would you please change my mailing to: 715 "N" Street Eureka, Calif."

Eureka Unit's Executive Committee, complied 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

(Name)

(Street Address)

(Town)

(State)

(Zip Code)

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 nominators, candidates 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 cite no election procedure, 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-

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ticularly on the PG&E system.

The "new member" columns in this newspaper indicate that our key people are doing a whale of a job and I salute them for their diligence and accomplishments to date.

* * *

Numerous Shop Stewards' Conferences are being held in our jurisdiction and are being well attended. We should note that these members not only provide a valuable volunteer service to their fellow members on the job but give up Saturdays to learn how to provide better service through attending these Conferences.

I am reminded that next month marks the beginning of our thirteenth year of continuous publication of the UTILITY REPORTER.

We have endeavored to improve the appearance, quality and readability of our paper through the years since I put together the first issue in May of 1953. Those

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 1950 to 1963, 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 38,000 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.

who have helped me on this phase of my job in the past have made a lasting contribution to labor journalism and our present Editor is maintaining and improving that tradition.

Assistant Business Managers Mitchell, Walters and McPeak competently share the administrative work load of my office which at times tries the abilities and stamina of all of us. Our **Office Manager** and his **clerical staff** respond agreeably and efficiently to a wide variety of assignments which are found only in a Union such as Local 1245.

Our Business Representatives continue to cover our vast jurisdiction with an efficiency factor which is extremely difficult to maintain as problems are resolved and new ones arise every day in the many companies and agencies in which we operate.

Altogether, we operate as a team whose privilege it is to serve the many needs of

over 10,000 working people. It is a source of pride and satisfaction to note that no matter how rough the going gets or how many frustrating problems may arise, I can depend upon all of those who work with me and for the membership to produce a maximum effort when called upon.

No union official can ask for or expect to get more from those he works with than that which he is willing and able to put into a team effort as an example of dedicated diligence. The cooperation I receive as I go about my work is the main key to what I may accomplish for my boss—the membership of Local 1245.

Those who work with me deserve recognition for the manner in which they apply themselves to the every-day tasks which confront them and I am sincerely grateful to all of them for the manner in which they have assisted me over the years.

(continued from page 1)
view Committee.

This clarification is a milestone in the history of relations between the parties. It proves that if enough patience is available and enough work is put into seeking a solution, the parties can do a better job than any arbitrator in the country.

* * *

Wage and contract negotiations at **Plumas - Sierra R.E.A.** resulted in a good settlement which was ratified unanimously by that group.

At press time, a settlement of wage and pension issues at **Sierra Pacific Power** has been negotiated and will be voted on by the membership at the end of this month.

Booklets are also being prepared for distribution to our PG&E membership which will contain the amended **Union Pension Contract** between Local 1245 and PG&E.

Matters currently under discussion between my office and the Pacific Gas & Electric Company include the problems relating to the use of **two-man overhead line units**, the work division of new types of construction and service installations between **Overhead and Underground** Departments, and the classification of **Division Operators**.

Talks in progress concerning the **Steam Generation** Departments include progressions at **Humboldt Bay** and manning provisions for new thermal and nuclear plants.

Our discussions with PG&E regarding clerical job

evaluation methods and applications have not as yet produced a desired result but we hope for some improvement in the current situation which is causing employee concern in the PG&E offices about promotional opportunities and job security.

We have been able to raise wage rates in a few **hydro and substations** where we could prove substantial changes in work load and responsibility since the plant rates were last set. These improvements become more difficult to achieve as automation progresses and/or when we get too far away from the negotiated general wage structure of the PG&E.

General Construction transmission crews are being reviewed for purposes of seeking a more equitable and productive use of classifications engaged in this work.

* * *

Negotiations will soon begin at **Sacramento Municipal Utility District** and **Region 2 of the U.S. Bureau of Reclamation** at Sacramento. Both situations will involve wage rates and conditions as bargaining subjects.

Next month, I shall cover the "3rd round" of improvements contained in our **PG&E Agreements** which are applicable to many thousands of paychecks this summer as an automatic feature of our 1963 negotiations.

I am truly gratified over the excellent response I have received from our **Stewards and Representatives** concerning my call for intensified organizing activity, par-



the utility reporter



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

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tional difficulties. Efforts to unify application of disputed provisions of the agreement to all areas of the Pacific Gas & Electric properties were virtually impossible.

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 in order to protect respective positions.

Many have been critical of the failure to provide a conclusion through arbitration of these grievances. This 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 many issues in the past; 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 separated problems.

The first step toward solution of the major problem came with an agreement on the lines 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 these employees. New classifications also provided for changing operations where fulltime 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.

These documents, after 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 notices 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 were desirous of filling temporary vacancies where such assignment 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 persisted 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 adopted 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 agreed-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.

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
S M T W T F S S M T W T F S S M T W T F S S M T W T F S
O O X X X X X X O O X X X X X X X X O O X X X X X X O O
- 7 days on - 2 days off, 6 days on - 2 days off, and
7 days on - 4 days off
S M T W T F S S M T W T F S S M T W T F S S M T W T F S
O O X X X X X X X O O X X X X X X X X O O X X X X X X O O
- 7 days on - 2 days off, 7 days on - 2 days off, and
6 days on - 4 days off
S M T W T F S S M T W T F S S M T W T F S S M T W T F S
O O X X X X X X X X O O X X X X X X X X X X O O X X X X X X O O
- 10 days on - 4 days off
S M T W T F S S M T W T F S S M T W T F S S M T W T F S
O O X X X X X X X X X X X X O O O O X X X X X X X X X X X X O O
- 5 days on - 2 days off (Monday through Friday work days)
S M T W T F S S M T W T F S
O X X X X X O O X X X X X O

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:

	S	M	T	W	T	F	S
A	X	X	X	X	X	O	O
B	O	X	X	X	X	X	O
C	O	O	X	X	X	X	X

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 (1/2) 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 (1/2) 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.

(6) 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 (1/2) hour, an afternoon work period which starts at 3:00 p.m., and a night schedule which starts at 11:00 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 208.19A) 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.

	Example 1	Example 2
	S M T W T F S	S M T W T F S
Regular shift starts	3 3 3 3 3 X X	3 3 3 3 3 X X
Schedule of employee to be relieved	7 7 7 X X 11 11	7 7 7 X X 11 11
Change Schedule on	Tuesday	Wednesday
Starting time of new schedule	7 a.m. Tuesday	12:01 a.m. Wed.
Advance notice must be given by	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 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 other of these three remaining work days, compensation for any sick leave to which he may be entitled for any such day shall be at the straight rate of pay.
 - (iii) A holiday which falls on any one of the "next four work days" of any situation is not included as one of the work days in such period.
- (d) When an employee is returned to his former schedule at the completion of his temporary assignment, 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.

D. Compensation at the overtime rate of pay as provided for in Section II of this clarification, but which is not defined as overtime in Section 208.1, shall not be considered as overtime under the definition contained in Section 208.1. This means that the hours worked, regardless of the rate of compensation, are considered as though they were regular hours of work, and that they are a part of the regular 40 hours usually scheduled in a workweek. Thus, if Section 202.3 applied, these days would be considered the same as work days at the straight rate of pay. Also, in the application of Title 104 "Meals" the new scheduled hours would be the same as regular hours. The provisions of Title 208 "Overtime" apply to work performed outside the regular work hours or on non-work days of the new schedule and to work performed after 8 hours in a work day or 40 hours in a workweek.

1245's election procedure reviewed by President Thomas

(continued from page 2)

vate business and have never resorted to use of outsiders who conduct elections for a fee as do some other unions. Our Local Union elections have always been final and binding once the vote was cast, tallied and certified by a committee of members off the job who believe in and carry out the spirit and letter of the law. (See names of the Election Committee.*)

We choose to believe that our own members are perfectly competent to handle their own election. We know they accept the selecting of

their officers as a matter of serious responsibility with the full assumption of rights and duties which go with membership in a free and competent organization of workers.

We further believe that all of the safeguards have been provided under our union law to guarantee honest members of an honest union an election free of any wrong. For these reasons we reject any suggestion to the contrary.

Under this procedure, over the years, we have conducted our elections with dignity and responsibility.

They have never been the subject of headline criticism or question and for this we can be justly proud.

However, nothing developed by a group of human beings is ever absolutely perfect and there are always some who believe they can beat the rules. Should attempts be made to subvert our procedure or deny the rights of any member of Local 1245, they will be dealt with swiftly and severely in order to assure that what has been developed as a proper procedure over the years will be protected from any and all who would destroy it.

The rights of all who par-

ticipate, either as candidates or voters, will be fully safeguarded by the election committee and your officers. Should there 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 protect 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: John F. Jaster, Donald R. Nelson, Kenneth C. Waters, Harvey F. Dearstyne, Francis P. Brady, Robert A. Goerlitz, Charles M. DeLaune, Rodney R. Trowbridge, Craig F. Harris, Robert J. Azevedo, Anthony A. Campos, Eugene R. Sheldon, Richard Hollister, Hazel Cadwalader, Allen George.

This Is A Continuation Of
The List Of New Members
Who Joined In December,
1964.

**NEW -BA- APPLICA-
TIONS**

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

GENERAL OFFICE

Nancy Dee Bueno
Barbara A. Bumm
Mary Frances Hyatt
George Kirsch
Phyllis J. Morrell
William M. O'Donnell
Lillian F. Palmer
George J. Sellars, Jr.
Clifford M. Stefano
John Dewey Sumner

STOCKTON

Micheal Kay Gordon

HUMBOLDT

Gary W. Gibbens

SHASTA

Rhea Brown
Helen M. Conklin
Gary E. Thompson

SIERRA PACIFIC

Clarence Eugene Asher
Melvin Samuel Barker
Malcolm C. Binyon
June McCoy Edgar
Henry Carl Franks
Henry Martin McGough,
Jr.

John Ellis Thomason
Charles Carson White

PETROLANE GAS

Keith Oddieo

DE SABLA

Alta J. Chambers

DRUM

Jess Galvan
Thomas Edward Sands
Raymond L. Stevenson

NEVADA IRRIGATION

Raymond A. Huber
William G. Prowse

COLGATE

William B. Geniella, Jr.
LaVonne R. McGowan
Ronald Owen Nelson

NORTH BAY

Frank H. Durrenberg
Lynn M. Ritner
George W. Shirley

SACRAMENTO

Larry K. Stultz

U.S.B.R.

Ernest Louis
Ernest H. Morgan
Russell E. Thomas
Fred Yochum

CITIZENS UTILITIES

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

**GENERAL CONSTRU-
TION**

Robert R. Amundsen
Jesus Armas
Francisco T. Ayala



Fred Corn
Joseph V. Furtado
Richard W. Hornbeck
Douglas Edward Kewell
Richard O. Kirby
Richard R. LaBrecque
Bob G. Loughlin
Clarence K. Lua
Darrell Gene Matson
Ronald G. Morrow
John L. Prehn
Norman J. Rogers
William M. Schultz
Ronald C. Simonsen
Clifford Stevens
Admiral Stillions
John J. Waldron

DAVEY TREE SURGERY
Melchior Ettlin
James R. Howell
Jesse J. Reynolds
SOHNER TREE SERVICE
Silvie Edward Gomes

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

**NEW -BA- APPLICA-
TIONS**

EAST BAY

William C. Nicholson
Robert G. Young

SAN FRANCISCO

Bobby Ballard
Bruce Allen Brower
Alen P. Cuneo
Vaughn M. Greene
Richard R. Landrum
Gilbert Lund
Frank X. Scicluna
Kenneth B. Sullivan
Charles J. Taggart
Gerald Venaitti

GENERAL OFFICE

Adiadne 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. Hergoth
Kenneth Bruce Jenkins
Gerald D. Miller
Jerome W. Thomason

SIERRA PACIFIC

Robert David Begbie
Raymond Crawford, Jr.
Harry B. Haff
Kenneth Rightmier

DE SABLA

Virgil E. Hood, Jr.

DRUM

Richard G. Ward
Louie Terrell Wren

NEVADA IRRIGATION

William Bogdanoff

COLGATE

Joey N. Boone

NORTH BAY

Paul Felkins
Kenneth Lee Rawles

SACRAMENTO

David G. Edgington
Robert Hogan
Manuel Martinez

S.M.U.D.

James M. Cross
Marvin J. Schreiber
Rodney W. Wyman

CITIZENS UTILITIES

Janet Mickelson
Frank Louis Mowery
Myrtle C. Nelsen

**GENERAL CONSTRU-
TION**

William P. Butrica
George C. Dawson, Jr.

Jim R. Dodge
Edward V. Fabela

Patrick Gonzales

James E. Hill

Donovan H. Holybee

Obed Michael Hoodman

Thomas E. Johnson

Peter K. Mandon

Tom Martinez

William J. McKinley

Randy B. Nightingale

Victor D. Phillips

Danny R. Puryear

Jerry C. Pine

Roger E. Sharp

Harold H. Smothers

Thomas Stillman

David M. Sweeney, Jr.

William Wallen

Mario Zuffada

DAVEY TREE

Lloyd A. Egemo

The following new appli-
cations were received in this
office February 1, through
February 26, 1965:

NEW -A- APPLICATIONS

SAN JOAQUIN

C. D. Morris
SIERRA PACIFIC
Jerry Van DeVeere

NEW -A- MEMBERS

**OROVILLE-WYANDOTTE
IRRIGATION DISTRICT**

Kenneth E. Naylor
William Paul

U. S. BUREAU

Donald J. Winkle

GEN'L CONSTRUCTION

John R. Allen
O. J. Baughman
K. M. Bontadelli
Jim Bourbon
D. A. Chrisman
D. L. Christopher
R. A. Fischer
G. C. Grafft
Jack C. Hamilton
Leroy J. Johnson
J. D. Kennemer
J. C. Mitchell
Roy D. Murray, Jr.
Harry W. Randle
Santos Rangel
Ronald W. Rector
G. W. Reynold
G. E. Roberts
Jerry V. Watson
Wilbur Willis
F. L. Wright

NEW -BA- APPLICATIONS

SAN JOAQUIN

Wayne D. Cook
Dee W. Fisher
William Hughes
Winfred P. Pierce
Fred Siebert
Richard E. Taylor

COAST VALLEYS

Earl L. Bresette
Henry Burnett
Roy Thomas Hutchison
William T. 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. Lafferty
Theodore Z. Turner

CENTRAL STORES

Michael L. Nicholls

EAST BAY

George A. Anderson
James H. Dolan
Patrick V. Daly
Richard A. Fording
James S. Kelly
Margaret J. Kitson
Richard H. McKinney
Edward Palacio
George A. Palmer, Jr.
Phillip W. Sefers
Larry W. Shoop
George F. Wilkerson, III
Richard Zimmer

SAN FRANCISCO

Herman V. Hughes
Donald P. Katona
Harry T. Otto, Jr.

STOCKTON

Clifford S. Beach
George V. Pelch

HUMBOLDT

Jerry Stephenson

SHASTA

Dennis Robertson
SIERRA PACIFIC
Donald L. Brackett
Enrico A. Francesconi
Douglas E. Lima

DRUM

Clarence D. Felkins
Lonzo Darrel McDaniel

NEVADA IRRIGATION

Edward A. Meserve

O. W. I. D.

Dean A. Bennett
Vernon C. Gnass
Henry L. Hansen
C. D. Houghton
Rawland C. Jennings
David G. Knauth
John A. Landerman
Earnest L. Pyle
Jack D. Rowe
Victor J. Sasek
Thomas D. Semans
Walter D. Stiles
Thomas R. Towle

NORTH BAY

Stan Fonsen

SACRAMENTO

Larry H. Houston

U. S. BUREAU

John L. Beatty
Stuart L. Arwood

CITIZENS UTILITIES

George M. Young
Victor A. Zimblis

GEN'L CONSTRUCTION

Ira C. Akins
Richard E. Bacigalupi
William G. Barnes
Larry W. Becht
Gabriel W. Bonacci
Richard A. Bourbon
George W. Brakey
Thomas Chambers
Thomas L. Clauson
Arthur L. Davison
Jerry A. Declippel
Clifford E. Detwiler
David R. Dillabo
Raymond D. Dillard
Robert Edens

Al E. Gonzales
James W. Goodman
Dennis M. Grimm
George A. Gunland
Walter P. Gunter
Charles M. Hickok
Donald D. Hofeldt
Richard A. Hooper
Robert M. Hope
Alfred E. Irmer
John C. Jemison
George LaRue
George Lema
William H. Lovins
Daniel J. Luczak
Everett G. Martan
Michael J. Mewborn
Harold W. Meyer
Bill J. Parker
Lonnie L. Partridge
Charles Riemer
Richard Saft
Christopher R. Sgambati
James W. Snodgrass

DAVEY TREE

Dennis H. Spriggs
Carl G. Walker

The following new appli-
cations were received in this
office March 1 through
March 26, 1965.

NEW -A- APPLICATIONS

COAST VALLEYS

W. D. Hairgrove

SAN JOSE

Duane Mayberry

SIERRA PACIFIC

Robert MacGregor

GENERAL

CONSTRUCTION

William S. Armstrong
Jimmy N. Barmore
Norman N. Brown
Harold W. Carter
James B. Flick
Doyle L. Gillispie
Douglas E. Jolley
James T. Kosher
Alvin B. Letowt
Dean Morrow
Robert G. Nicolaides
Delmer H. Parde
Warren Peuerill
Benjamin F. Schneider
Jerry W. Steidley
Kent W. Tyler
Robin G. Williams

OUTSIDE

CONSTRUCTION

Robert G. MacDonald
Lucas S. Shrum

(continued on page 8)

(continued from page 7)

**NEW
-BA- APPLICATIONS**

SAN JOAQUIN
Wesley L. Friesen
Joseph L. Liggett
Barbara Nichols
Ronald Neiderbrach
David H. Storey
Kenneth Trammell

COAST VALLEYS
Gary W. Donat
Richard A. Enyart
Joseph Lerma
Paul V. MacDonald
James Rodgers

PIPE LINE
E. D. Blundell
Chester A. Crider, Jr.

SAN JOSE
John Alaga
Richard H. Barrow
Allan F. Becker
Dan Bertuccelli
David L. Cheney
James Coleman
Carl A. Duff, Jr.
Edward A. Fortier
Martin Foutz
Gary G. French
Timothy G. Gathers
John Gillio, Jr.
Thomas L. Hudson
Alvin F. Johnson
Linda Lee Krueger
Larry W. Lampert
Leonard C. Lund
John J. Maloney
Raymond G. Marcus
Fred L. Massey
Henry A. Mendez
Rudy Mendez
Dean Moresco
Jerry Morgan
Curtis M. Phillips
Mathew S. Routon
William R. Schroeder
Francis E. Stuart
Jessie Thomas, Jr.
Dallas M. Urwin
R. J. Whytosh

EAST BAY
James L. Benson
Robert Burchfield
John M. Caruso
Robert Lynn Dean
Warren L. Deckelman
John Deschaine
Ronald W. Ellis
John P. Engels
Spencer F. Ferguson
Wayne R. Fippin
John W. Johnson
Brian McGuire
Roger J. McKay
Robert J. McKell
Marvin L. McVicker, Jr.
Ray Pemola
James Simmons
Reed L. Vowles, Jr.

SAN FRANCISCO
James Ralph Alnutt, Jr.
John G. Badgis
Joseph T. Cosgrave
Lawrence S. Crawford
Anthony V. DiGiovanni
Paul Domeniconi
Ross Ellsworth
Donald James Gilmour
James Griffin
Gene Hofacre

Nicholas J. Mahoney
Mike Manley
Leland L. Pfeiderer, Jr.
Albert Pitetti
Scott Sanderson
Lessie Tellison Specht
Cyril H. Turner

GENERAL OFFICE
Christina Nalley

STOCKTON
Charles K. Huffman

PACIFIC GAS TRANSMISSION
C. Allen Felts

SHASTA
Raymond C. Cantrell
Roger E. Miller
Phillip Wagner, Jr.
Gerald M. Whortan

SIERRA PACIFIC
Norman L. Carter
Wesley W. Griffin
Rae A. Kaltenbach
Franklin Wayne Lucchesi
Dave Mason
Hazel E. Outwater
Claire M. Porter
Pedro Salcedo
Lonnie Vernal Tolano

DRUM
Charles Richard Reese
Leonard J. Swedensky

John R. Biggs
William E. Bishop
Bernard Bonser
Joe W. Buford
Celestino R. Cerda
Eugene Chaffin
Roy K. Charlton
Joseph A. Ciocho
William H. Coleman, Jr.
Robert L. Confer
Stephen E. Cook
Loran E. Domenighini
Greg Erickson
Thomas W. Erickson
William B. Estes, Jr.
John W. Ferrara
Claude Gould
Kenneth R. Grierson
Gary W. Griffith
Ralph L. Grupe
Jim Guiney
Ron Hearne
Richard G. Henderson
George Horn
Arlo G. Irmer
John K. Janc
Joe B. Karnes
Tom Kattnig
Michael S. Korner
Paul W. Landreth
Kenneth L. Langlois
Max Laughlin
Frank S. Lazard

Jack F. Ledbetter
Richard A. Lewis
Jesse A. Lomoljo
William A. McCabe
John C. McCullough
Martin B. McMaster
Ronald K. McMaster
Marcos O. Mendez
Arturo Mercado
Luis Mercado
Milburn L. Midkiff
Dean Montero
Bobby L. Moore
Gerald D. Morrow
Leonard F. Myers
Harry L. Perozzi
Kenneth L. Pitts
Jimmie R. Popeney
James R. Poyner
Arthur H. Puffenbarger
Candelario Ramos
Ronald Elmer Reeder
Kenneth O. Reinke
John Ripley
Victor Rodin
Miguel Rodriguez
Edward O. Ronngren
David P. Rothrock
Allen Edward Rottschett
Monte C. M. Satran
Donavon L. Severson
Truman E. Shaw, Jr.
Louis D. Sibert
David J. Singleton
Perry L. Sisk
Charles R. Skaggs
Ernest C. Stout
James H. Swaim
John L. Sweeten
Ross Tate
James L. Thorup
Joseph P. Toschak
William David Turk
Robert Edward Turner
Francisco Vega
Tony C. Vriethoff
Richard C. Williams
Frank J. Yellum
Thomas Richard Yeomans

DAVEY TREE
Donnie Lee Johnson
Mike J. O'Harra
Michael S. Webb

SOHNER TREE
John A. Butler



Oroville-Wyandotte Members of Local 1245 are sworn in at the Oroville Unit Meeting.

OWID starts talking

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.

COLGATE
Johnny Lawrence
Donald L. Mason

NORTH BAY
Fred L. Hubbard

SACRAMENTO
Richard Garcia
Cleo Thompson
Vernon W. Weathers

CITIZENS UTILITIES
Raymond E. Beezley
Joe R. Capps
Ruth N. Holloway
Frank D. Mulvaney
Juanita Northrup
Larry J. Overby
Irene Royall
Eunice James Seminario
William B. Smith

GENERAL CONSTRUCTION
Tobias Acosta
Richard Allen Arnold
Lewis Bancroft
Lawrence A. Bargsten
Valentine Barron
Gerald E. Beebe

Flood Aid Allotted by Eureka Unit

(continued from page 1)

the money to allot \$684 to the Ackerman's of Bridgeville and \$120 to Ray Grundhofer of Ferndale.

The bulk of the \$804 was collected in San Jose Division as a result of the initiative of Bob Rausch and Leland Thomas, Jr. and the

generosity of hundreds of members in the Cupertino and San Jose headquarters and the Redwood City and San Mateo offices.

Humboldt members Carol Lee, Ray, Bob, Don, and Leland thank all those who helped in their hour of need.

San Francisco and General Office Members, their wives or husbands, friends and dependent parents are invited to a talk on:

"You, your family and industrial injury"

by Dick Heath of the law firm of Neyhart and Grodin

On Thursday, May 27th in the Golden Gate Room of the Del Webb Townhouse, 8th and Market, S.F. at 8:00 p.m.