



# utility reporter

VOL. XIII No. 8 OAKLAND, CALIFORNIA DECEMBER, 1965  
Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, 1918 Grove St., Oakland, Calif. 94612

## Unionists understand civil rights

"Our entire history of the trade union movement is full of examples of workers of one group — one racial group, or one religious group — being played off against another racial group or another religious group," Ben Segal of the Office of Economic Opportunity declared at the joint session December 4th and 5th at the Leamington Hotel in Oakland.



San Jose line crews transfer this 12 kv "hot" line on Winchester Road. Seen on the pole at left is Subforeman Robert Richards, and on the other pole, Lineman Bud Gaffney. Not seen in this shot, but working above these men on the two poles are Lineman Norm Shirle and Jim Hassett.

The employers' best way "to prevent unionization, or the best way to keep unions weak and ineffective is to divide the workers and play off one group against the other," he said.

Segal, who is a liaison officer for the OEO, but who was speaking as a trade unionist — went on to point out some examples of this



Ben Segal

divide-and-conquer technique in the south.

"I think all of us as Americans, and as trade unionists, clearly see and understand why we should be, and must be, committed to the goal of full and equal opportunity. Certainly there is no argument that a democracy cannot survive for any length of time unless the rights of all people are guaranteed and respected.

"Certainly, too, we understand that unless we have a democracy — no free trade union could function. And certainly we agree that the basic philosophy of the trade union movement is brotherhood. Without it the union is meaningless," he concluded.

We have to recognize that we in America are now paying for our past neglects, for our past discrimination and segregation, and for the past economic and social exploitation of our minority groups, he said. We are paying for centuries of neglect.

"What can we expect when there  
(continued on page three)

## MITCH ON MEND

Senior Assistant Business Manager L. L. Mitchell is recovering nicely from his recent heart attack. A flood of cards, letters and best wishes have been received in the Local's office addressed to him. The letter reprinted on page 2 is representative of these. "Mitch" is spending Christmas at home. His address for receipt of cards is:

1918 Grove Street  
Oakland, Calif.

## YOUR Business Manager's COLUMN By Ronald T. Weakley

(The following report was made at the December 4th and 5th Joint Session of the Advisory Council and Executive Board. Also in attendance were Unit Officers, the General Negotiating Committee and its Subcommittees, and the Staff, some of whom are pictured on pages 4 and 5.)

As 1965 draws to a close, we find our membership rolls nearing the 11,000 mark, the highest in our history. Our financial condition is good and our service and support people in the field and in the office are covering their assignments in the most efficient manner yet devised, because our membership rolls and our dues income have provided sufficient operating personnel for the first time during my 14 year tenure as Business Manager of Local 1245.

Our office equipment and our rolling stock are in good shape but we are presently surveying both areas of operation with a view toward adopting new procedures which will provide ever-improved service at lower operating cost.

Housing is still a problem for our union but we are finally on the road to improvement. Our present location is inadequate but your Executive Board prudently rejected purchase or lease arrangements at this time in favor of development of a long-range financing program while better adapting our present operations to the space factors available at present headquarters.

So much for the operational and financial aspects of the Business Office.

Let me turn now to our production as it concerns the economic and security interests of our mem-  
(continued on page two)

## 14(b) — The Right to Vote

AFL-CIO President George Meany declared the issue on 14(b) is whether or not our representative system of government can be negated by denying our elected Senators the right to vote on the bill.

Speaking before some 200 labor editors at the ILPA Convention in San Francisco, President Meany pointed out a filibuster on 14(b) was used by the opposition because a majority of Senators wanted to repeal that section of the Taft-Hartley Act. "If we hadn't had the votes in the Senate, there would have been no need for a filibuster," he said.

The issue now is the right to vote, he concluded.

Turning to other areas of vital concern to the labor movement, he said the war on poverty started in this country when the first union was formed. In that war on poverty, the present minimum wage law — which was not improved by Congress last year — produces an income 30 per cent below the poverty level defined by the Federal government.

Many workers are not covered by the minimum wage law, simply because the industries employing them have lobbies strong enough to keep them excluded, he declared.

Please mail change of address to 1918 Grove St., Oakland, Calif. 94612

(Name) (Address) (City) (State) (Zip Code)



# YOUR *Business Manager's* COLUMN

By RONALD T. WEAKLEY

(continued from page one)

bers. Every member of our union received a wage increase this year and most received additional fringe benefit improvements to one degree or another.

**New groups have been organized** and more are in the process of coming under the banner of Local 1245. We find that the power and prestige of our union rises with the years and that selling our services becomes easier as we continue to develop a fine record of accomplishment on behalf of those we serve.

**Many improvements** have also come through working out interim solutions to serious problems over the bargaining tables between contract openings during long-term arrangements with private employers.

**Our people** who work for public agencies and must depend on annual wage reviews or annual collective bargaining, have also felt the benefits of representation by Local 1245 before boards of review or public agency negotiating teams.

**The use** of formal arbitration has been materially reduced through more intensive and rewarding efforts on the part of those who are involved in our various labor-management relationships. The result has been to lessen the financial cost and to develop a more practical and satisfactory method of solving our disputes short of going outside of our day-to-day relationships and allowing some single individual, the arbitrator, to decide questions over issues which are best known to our union and our employers as experts in the field of our industrial relations.

**The next item** which I shall comment upon is the rising political influence of Local 1245 on Local, State and National levels.

**The cities and local power agen-**

cies with which we deal are becoming more and more receptive to our representation efforts because we have developed a reputation for competence, fairness and honesty.

**City and County** government officials understand that when we speak out on Local issues, we have done our homework and we know the score about the issues.

**On the State level**, our voice is heard and respected at the Governor level, in the State Legislatures, in the Commissions and in the rest of the departments or divisions of State government.

**On the Federal level**, we are also developing a more effective voice, year after year. We are known and respected at the Administration level of our Federal Government. We carry on a continuing communication effort with key Congressional people close to our operations and beyond.

**We are** even nominally involved in international relations through continuing contacts with key labor people in the gas and electric utility industries outside of our national borders in cooperation with our government and the AFL-CIO.

**In short**, our Local Union's public relations program is a developing one, supported by years of secondary effort and by the understanding of the elected officers who have supported my program in this respect because they understand that public service workers are an important part of the general public at the Local, State, National and even at the International level, when our country's total operation is considered in the light of individual citizen and group responsibility.

**All in all**, our Local Union is an example of activity which is both progressive and responsive to the needs of our times in terms of the representation of working people

## a letter to Mitch

Mr. Slate Keplinger  
P. O. Box 3534  
Eureka, California  
December 3, 1965

Local Union 1245, I.B.E.W.  
1918 Grove Street  
Oakland 12, California

Dear Ron:

We were all shocked and extremely sorry to hear of Mitch's recent illness.

Thousands of people in the Electric and Gas Industry are enjoying a better way of life because of his sincere and dedicated work in the interest of his fellowmen. Why do we wait so long to let these people know how much we appreciate and need them?

On behalf of every man and woman in Humboldt Division our sincerest prayers are for a speedy and complete recovery.

Sincerely,

S. E. Keplinger

as important elements in our industry and in our society.

**I am proud of Local 1245** and that pride drives me to working harder than ever to instill in every single member of our fine organization, the same sense of pride which I honestly feel as a result of being a part of such a mass human effort to do good for our members, their families, and our country as a whole.

**Now** to some more down-to-earth aspects of this operation called Local 1245.

**This organization** can never tread water. It must continue to fight for its rightful place through hard work and careful attention to the needs of its members. This takes dedication on the part of your leadership as well as yourselves. I pause here and give you an example of what I mean.

**Senior Assistant Business Manager L. L. Mitchell** typifies the kind of dedication found over the years in this union. He is presently paying the price for having worked too hard and rested not enough. Even now, he is champing at the bit to get back into action and continue a pace which I shall restrict as best I can when he comes back to work. He sends his sincere best wishes to all of you.

**Typically**, Mitch worries about me and my pace as well as how the "store" is running while he is lying flat on his back — a position not usual for him.

**I told him the other day** that things are going along OK and that we are simply trying to spread his work among us at the administrative level and that our membership was more interested in his complete recovery than any of the matters he had left undone as of November 18th.

**I'm not inclined to engage** in maudlin expressions regarding the hard work and personal and family sacrifices made by those who serve you as members of my Staff. How-

ever, it must sometime be recognized and respected because there is a reasonable limit to human effort on your behalf.

**In 1966 and beyond**, so long as I hold office, our people will take their vacations on schedule and we'll simply adjust production within the spread of numbers which you give to me as an operating team.

**I have a feeling of confidence** regarding the challenges our negotiating teams will face in 1966. The employers are in good financial shape, our union is in good financial shape and we are backed by the largest force of numbers in our history.

**As the elected officer** in charge of all of our 1966 negotiations, I pledge to you that the best possible job will be done for you and your fellow members.

**Our negotiating teams** are made up of seasoned experts and new people who will contribute new ideas and new approaches to old as well as new problems. Together, we shall give our utmost and hope that our efforts will be fully backed by those we are privileged to serve.

**Let us not forget** that the employers will also have some proposals to place on the bargaining tables. Those in our ranks whose labor education does not include this knowledge must complete their education because collective bargaining is a two-way street and our role as negotiators is a combination of offense and defense, just as a football team on the field.

**The attendance here today is encouraging and I pay real respect to all of you who have willingly given up a weekend to gather together and participate in this meeting. I hope that when you report back to your Units that you will carry the message of the necessity for unity which is the keystone of whatever we accomplish in 1966, the 25th Anniversary of Local 1245 of the IBEW.**



## the utility reporter



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BRUCE LOCKEY . . . . . Editor  
L. L. MITCHELL . . . . . Assistant Editor  
M. A. WALTERS . . . . . Assistant Editor  
D. J. McPEAK . . . . . Assistant Editor

**Executive Board:** Leland Thomas Jr., Marvin C. Brooks, William R. Miller, Andrew A. Clayton, Albert G. Callahan, Anthony J. Boker, James M. Lydon, James H. Fountain.

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# Good Christmas gift buys —and some doubtful ones

By Sidney Margolius  
Consumer Expert for  
the utility reporter

As this department has warned before, toys that have a tieup with a well-known movie, TV or cartoon character usually cost more. The actors and promoters get a percentage of the price of articles using their name. This you must pay in addition to the normal cost.

Moreover, sometimes such toys depend more on the fame of the character or actor involved than on actual play value.

This year's example is the James Bond "007" toys. They include such "playthings" as an attache case with concealed trigger, and even a doll with spikes sticking out of her shoe.

Sean Connery, who plays James Bond in the movies, himself recently told a Hollywood reporter, Peter Hart, that he considers the outpouring of "James Bond" products "a lot of rubbish" of "appalling quality."

Novelty toys are just that. You may pay \$5 for a robot that fires a machine gun mounted in its chest. But your child may get tired of it in a few days.

Another problem for parents is dolls which require extensive wardrobes. You may buy "Barbie" or "Penny Brite" for \$4 or \$5, and then find yourself later buying a sailor suit for Penny for \$2.50, a raincoat for \$2, bedroom furniture for \$5, etc. You may wind up spending more on Penny's wardrobe than your own. As Penny gets dressed better, you'll get shabbier. Then you have to buy friends for the doll, like Ken or Ricky, and clothes for them.

Better find out how much clothing you get to start with, and the cost of additional costumes before you buy the doll. "Sylvie" costs only \$5 but a coat for her costs \$4, and a suit, \$5.

## DOLLS FOR BOYS?

Now manufacturers are seeking to use this same profitable technique of continuing or "open end" purchases on boys. Joan Cook, **New York Times** writer on child development, points out that the increasingly popular "G.I. Joe" is really a doll—a jointed, 11-inch doll. Once you buy it, the manufacturer offers 100 accessories, ranging from a combat field pack set for \$2, to diving equipment for \$8.

## JEWELRY, FUR DECEPTIONS

In shopping for adult gifts, beware of widespread deceptions reported by various marketing officials. In jewelry, colored quartz is being widely sold as topaz, reports Esther Hendler, a market

authority. Real topaz is very scarce. You also have to be careful in buying jewelry as lapiz lazuli. Sometimes it is merely jasper (another form of quartz.) Jade may be color-enhanced to appear to have better quality.

There also are many synthetic sapphires on the market. These can be manufactured into colors of every stone, and sometimes are sold as topaz, amethyst and aquamarine. There is nothing wrong with the use of man-made sapphires in jewelry if you pay only a modest price for it, not the price of genuine gemstones.

These deceptions are hard for anyone but experts to detect, Mrs. Hendler advises: (1) buy only in places that will return your money if you are not satisfied; (2) get a guarantee of the kind and quality of the stone in writing.

Another current deception is "leopard" coats, handbags and other accessories which sometimes are merely calfskin dyed and stenciled to look like real leopard.

Here are tips on some of the more-basic playthings and gifts:

**Manipulative Toys:** From infancy to age of eight is the time to help children develop manipulative and perception skills, advises Frank Caplan, noted nursery-toy designer. Among such "learning" toys are blocks, thumper drums, shape sorting boxes, transportation toys, peg toys, art materials, science and nature toys such as magnifiers and color paddles, housekeeping toys, jig saw puzzles and other materials children can fit together.

One of the recommended toys, which our readers have found successful, is called "The Toy." This is a set of plastic squares and triangles which form rigid panels which a child can fit into a tent, large airplane, and other shapes.

**Science Interest:** In addition to nearby science and natural history museums, another source of authentic materials and books is Science Clubs of America, 1719 N. St. N.W., Washington 6, D.C., which sponsors Science News Letter; \$5.50 a year or \$3.13 for two semesters. It also offers "Things of Science" an experimental kit each month, which comes with a one-year membership, for \$5; also specialized science magazines, books and experiment instructions.

For nature lovers, the National Wildlife Federation, 1214 Sixteenth St., N.W., Washington, D.C. 20036, offers bird dominoes (\$1.50); wildlife lotto (\$2); bird and animal jigsaw puzzles (\$1.50 box of 4); trip-it bird feeder (\$2.95); also records, stationery, greeting cards, etc.

# Buyers' Bailiwick

## How one buyer bought a car

Shortly before the 1966 models came onto the market, Mrs. R. B. of Sacramento read an auto dealer's ad offering new 1965 cars at "closeout" prices. The ad featured a 1965 compact model for \$1,739 and terms of \$45 down and \$45 per month on a 48-month contract.

A successful businesswoman as well as a prudent consumer, Mrs. B., who was vacationing 200 miles from home, took the precaution of phoning the dealer in Sacramento to check on the car's availability at the advertised terms. She didn't want to travel 200 miles, she explained to the dealer's sales manager, if the car would not be sold as advertised.

Come along, the sales manager told her, she could indeed buy the car at the advertised terms. (With \$45 down and 48 payments of \$45 each, as advertised, the total would come to \$2,205). Mrs. B. arrived at the dealer's showroom next morning, checkbook in hand.

No deal, said the sales staff. It was ridiculous to expect the car to be sold at the price and terms in the ad.

Mrs. B. insisted. The dealer re-

fused. In two days of negotiations, she says many reasons were given why she couldn't buy the car at those terms: The bank wouldn't finance such a contract; No other customer had bought that model on those terms; Her credit would have to be approved; the newspaper printed the ad wrong. At one point, she was told the car was hers at the advertised terms if she would sign a document promising to appear on TV as an endorsement. She refused to go on TV.

On the third day, Mrs. B. took a friend with her to the dealer's showroom. Again she tried to buy the car as advertised and again was refused. Mrs. B.'s friend, using a phone in the showroom, called the Consumer Counsel office to ask if the situation involved any violation of laws on false and misleading advertising; she was advised to consult the District Attorney.

At this point, Mr. B. says, the stalemate was broken. A contract was prepared at the advertised terms; the bank okayed the contract; and Mrs. B. is now happily driving the car which she praises as a dandy. —Helen Nelson

## Unionists understand civil rights

(continued from page one)

are no jobs and no homes, when there are poor neighborhoods even for the hard-working? What can we expect when a man's daily diet, so to speak, is a combination of humiliation, insult and embarrassment?"

Because of this, he continued, we must focus on the problem of equal employment opportunity and job training.

"We as trade unionists have an obligation to assist in these training efforts. If we don't solve the problems of minority groups—the gains we have made, the advances we have made—will not be secure."

"We in the trade union movement have a responsibility to do a better job than management and other organizations in the community are doing in this area of equal employment opportunity. And I think we in the trade union movement have a right to be proud of the role the AFL-CIO has played, and continues to play, in the area of working for legislation for civil rights.

"The AFL-CIO is now setting up an increasingly effective Civil Rights Department in order to get

more vigorous enforcement of law, and also to get more of the local unions to live up to the spirit of the law.

"You know, he continued, "we in the trade union movement should be the first to understand what the civil rights movement is about, because if you read labor history, you find direct parallels with what's happening today in the civil rights movement and what happened with the American trade union movement. Back in those days, we were the exploited, we were the underdogs, we were the ones who constantly had to demonstrate — even to get free schools we had to demonstrate! Even to get the right to vote we had to demonstrate! And, of course, we always had to demonstrate to strike, to walk out, and to sit down — everything in order to dramatize and focus the attention of the American people on the injustices we were experiencing."

**It's now the minority groups who are the exploited, who are now demonstrating for these rights. So we ought to understand this, because they are doing what we used to do, he concluded.**



Executive Board

# Season's Greeting



Leland Thomas Jr.



Ronald Weakley



Marvin Brooks



Andrew Clayton



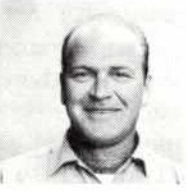
Bill Miller



Anthony Boker



Jim Fountain



Jim Lydon



Albert Callahan



Sam Casalina  
Safety Consultant

The members of Local 1245 wish to convey the true spirit of the Season. We cannot picture here the nearly 11,000 members of this human organization, but the people on this page — Unit Officers, Advisory Councilmen, Negotiating Committeemen, Office staff, Executive Board Members and Business Manager's Staff — are fair representatives of those who wish you a Merry Christmas and a Happy and Prosperous New Year.



Myron Power, a Pacific Gas Transmission Advisory Councilman, gives his report before the assembled Unit Officers, Advisory Councilmen, Negotiating Committeemen Executive Board, and Staff.

Office Staff

(No picture)  
Delores Olander



Alice Skinner



Martha Kerr



Jean King



Deahl Sammis



Charlene Herd



Patricia Byrd



Aurora Holway



Charline Charles



Virginia Wimple



Gail Landsmith



Business Representative Al Kaznowski, right, and Gar Ogletree, check into the conference sessions.



Review and Negotiating Committeeman Bill Fleming, left; Northern Area Executive Board Member Jim Fountain; Review and Negotiating Committeeman Ron Fields (who gave the Negotiating Committee's report in the absence of L. L. Mitchell); G. C. Executive Board Member Tony Boker; and Negotiating and Grievance Committeeman Wayne Weaver relax after the Saturday luncheon.



Business Representatives Hank Lucas, right, and Bob Crum registered delegates to the joint meeting. They are smiling because they only had to register from "A" to "I", leaving the rest of the alphabet to John Wilder and Scott Wadsworth.



# g from Local 1245

## Business Manager's Staff



Vern Mitchell

Dan McPeak



Mert Walters

John Wilder



Scott Wadsworth

Gerald Watson



Bobby Robinson

Ron Reynolds



Frank Quadros

Orville Owen



Gar Ogletree

Roy Murray



Jim McMullan

Hank Lucas



Al Kaznowski

Bruce Lockey



Herb Dickenson

Larry Foss



Howard Sevey

Chris Christofferson

Mark Cook

Bob Crum



Ninth District Vice President W. Lloyd Vinson welcomed the participants. With him at the head table are, left to right, Vice President Marvin Brooks, Federal Mediator Vern Hughes, Business Manager Ron Weakley (partially hidden by the podium), Vinson, Recording Secretary Andy Clayton, Southern Area Board Member Albert Callahan, Central Area Board Member Jimmy Lydon, G.C. Board Member Tony Boker, Northern Area Board Member Jim Fountain, and Treasurer Bill Miller.



Seen during the noon break on Saturday were, left to right, Business Representative Jim McMullan, Steam Department Subcommittee Don Hardie, Business Representative Larry Foss, Central Area Executive Board Member Jim Lydon, and Southern Area Executive Board Member Albert Callahan, "the wild Irishman of Wasco."



Some of the Unit Chairmen, Unit Recorders, Advisory Councilmen and Negotiating Committeemen in attendance at the joint session are shown in this shot.



Electric Subcommitteeman Craig Harris, left, and Oakland Unit Chairman Gerry Duffy discuss the latest situation in East Bay Division.



Paradise Unit Chairman Chet Stegner, right, presents to Business Representative Roy Murray a token of appreciation for his service to DeSabra members. President Leland Thomas Jr. looks on approvingly.



## Chico Unit pictured



Three General Construction Members at the Chico Unit Meeting are, left to right, Roy Murray, Jr.; Donald Kerkhoff; and Dave Ford.



Members at a recent Chico Unit Meeting pose for their picture by Don Kerkhoff. Unit Chairman John Jaster and Business Representative Ron Reynolds are identified sitting in the front row, while Dave Ford, extreme left, and Roy Murray, Jr., extreme right, are identified in the back row.

The following new applications were received in this office November 1 through November 30, 1965.

### NEW -A- APPLICATIONS

#### GENERAL

##### CONSTRUCTION

Robert J. Barnes  
Mearl Brown  
Thomas E. Dotter  
Jesse Evans  
Billy R. Green  
Nicholas R. Rivera  
N. E. Pietruszka  
Jim L. Stocke

### NEW -BA- APPLICATIONS

#### SAN JOAQUIN

Aubry O. Burgess  
Charles F. Humbert  
Marjorie E. O'Brien  
Robert E. Paxton  
Leslie C. Tatum  
Lorene Tripple

#### COAST VALLEYS

Joseph M. Minafo

#### SAN JOSE

Carol G. Arens  
H. Ronald Batey  
Lonnie E. Campbell  
John D. Coker  
Allen R. Ehlman



## Members

Darwin A. Ernst  
Sharlet Fields  
Randy W. Garcia  
Renee E. Haake  
Homer S. Hall  
Eileen M. Helble  
Joe R. Holt  
Wesley R. Jones  
Kenneth O. Lohre  
Donald R. Lomax  
Betty MacAulay  
Robert W. Martin  
Henry J. Matthews  
Robert V. Morrow  
R. C. Nooner

Wilmer D. Ogren  
Alice S. Phillips  
Vincent John Piazza  
Carl Ramsey  
Terry Robinson  
EAST BAY  
Bobby J. Bickham  
Floyd Kenneth Brown  
Ernest W. Collins  
Evan E. Evanson  
Robert J. Everett  
Jack C. Guerra  
Lavern Hildenbrand  
Richard K. Rhodes  
Frank L. Silva  
John W. Slusser  
SAN FRANCISCO  
Peter A. Bonardi  
Roy W. Corner  
John E. Harris  
Larry Heimeyer  
Edward P. Henshaw, Jr.  
Fred W. Manley  
Leonard J. McConahey  
Mike Novosel  
Floyd K. Watts  
Albert T. Yoxall  
GENERAL OFFICE  
Sylvia Cuevas  
STOCKTON  
James Mitchell  
Philip C. Wignall  
SHASTA  
Robert A. Boding  
Wesley D. Parker  
SIERRA PACIFIC  
POWER  
Samuel P. Bronneke  
Michael Gwathney  
Wilbur W. Nevin  
James C. Roberson  
Jerry W. Sowell  
Frederick C. Stouky

#### DE SABLA

Robert F. Tracey  
William Ward

#### NEVADA IRRIGATION DISTRICT

Fred A. Benedict  
Edwin D. McLachlan

#### COLGATE

Robert C. Phelan

#### NORTH BAY

Almar W. McKinley  
Mauri J. Torri

#### SACRAMENTO

Charles K. Bonnet  
Joseph C. Romel, Jr.  
Donald G. Varnado  
Alfred L. York

#### S.M.U.D.

Steven Keller  
Albert F. Littlefield

#### U.S.B.R.

Meral A. Elliott

#### CITIZENS UTILITIES

Guy Anderson  
Gayle T. Heard  
John L. Martell

#### GENERAL

##### CONSTRUCTION

Norman D. Anderson  
Lawrence G. Aspinall  
John A. Azevedo, Jr.  
William D. L. Ayers  
Marvin D. Ball  
Warren L. Barber, Jr.  
Glen E. Barnes  
Eddie A. Best  
John Thomas Blackwood  
James W. Blevins  
Dave J. Bourdlaies  
William J. Brinkley  
Jerry R. Brown  
William E. Bruning  
Terry L. Burke  
Billy C. Burkhead  
Joe Carter  
Leo P. Crampton  
Arnold J. Davis  
Marvin E. DelBono  
Edwin Decker  
Jessie M. Dicochea  
James C. Emert  
Robert G. Evans  
Lincoln B. Fletcher  
Henry Garcia  
Larry D. Garner  
David Gentry  
Edward Gonzales  
James W. Green  
Leonard G. Hanks

#### Michael R. Harris

Robert L. Haskin  
Edward S. Hedrick  
Ernest L. Hogan  
George H. Huggins  
Verdon Jackson  
Harvey T. Janz  
Robert M. James  
Marion L. Jones  
Richard J. Jones  
Garry K. Keller  
Leonard R. Knecht  
John A. Lawrence  
Anthony Leonardo  
Manuel V. Luna  
Robert R. Luna  
Jerrel McCarty  
James L. McDaniel  
Richard K. McIntire  
James A. McQueen  
Paul G. Meyer  
Luther B. Moore, Jr.  
Donald D. Noble  
Kenneth Parker  
Grover Patton  
Laurence F. Pigott  
Willard A. Robinson  
Clarence A. Rodrigues  
William E. Roton  
Lawrence Sabedra  
William Schaub  
Richard N. Selberg, II  
Walter A. Shields  
Chester E. Smith  
J. R. Smith  
Carl W. Snook  
Robert L. Standley  
Robert D. Staples  
George W. Struble  
Steven Stuckert  
Dennis T. Sutton  
Craig Tangen  
Bobby Tate  
John Tenbrink  
Keith Thomas  
Drew C. Tracy  
William C. Trumbull, Jr.  
John Willis Tucker  
Don E. Varner  
Leonard A. Villa  
Duffy R. Walker  
Jerald L. Wallace  
Tommy G. Whitmire  
Charles R. Wough  
Billy W. Wright  
Ronald Yarbrough  
Edwin H. Zimmerman  
DAVEY TREE  
Dale Davis  
Frank S. Henson

## Lucky!



Bruce Ingels, a Helper in the Gas Department in Salinas, won this Pontiac 88 hard-top — proving how lucky gas workers are.



## San Joaquin Valley Clerical Members in recent special meetings



**STOCKTON CLERICAL** — Seen during a light moment are, left to right, Gordon McKinnon, John Broin, Eleanor Azzarello, Ben Sayre, George Wageman, Walter Lloyd, and Del Nickelson.



**BAKERSFIELD CLERICAL** — Some of the mainstays of the new Bakersfield Clerical Unit Meeting are seen at a recent special session. Right to left are: Donna Goff, Johnnie Werts, San Clement, Louise Tinsley, Bill Causey and Ethel McCoy. Business Representative Bobby Robinson is seated in the center.

## A space age trajectory To the Great Society

by Senator Gaylord Nelson

It is estimated that the Watts riots resulted in at least \$50 million in indirect costs. Had we understood the meaning of this study beforehand, we might have been able to apply the principle of 'an ounce of prevention.'

As this example indicates, one feature of the computer, systems-analysis approach, is a scientific attempt to pinpoint the dimensions of a problem with high accuracy.

In Watts there were five menacing indicators that pointed out the troubles: Low Family Income; Negro population concentrations of more than 75 percent—with little integration; living conditions with more than 10,000 people per square mile; extremely high school drop-out rates; and a high arrest rate (100 or more per 1,000 in the age group 10-17; 25 or more ar-

rests per 1,000 total population).

Using the proper criteria to identify the problem is only the first step. The second step is to find the answer—or more important—to find the right combination of answers, at the lowest cost.

One way to fight crime is to put a criminal in jail for life. This will keep him from committing a further crime, but it is extremely costly. It costs a great deal of money to keep a man in jail for a year.

Another way to prevent crime is to take each first offender, and instead of putting him in jail at his first offense, spend substantial amounts of money for counseling, job training, psychiatric care, to try to help him onto the right track for a productive, non-criminal life. This may cost more at first, but if it means society won't

## Sacto. Transit wins 7th Award



Members working for the Sacramento Transit Authority have won their seventh Maintenance Award in a row. Gene Mangin receives the Fleet Owner award for efficiency from STA Chairman Roy Higgins as Business Manager Ron Weakley looks on.

## The latest thing in G.C. organizing



Business Representative Gar Ogletree, third from the right, stands with a group of G.C. men in front of the newest thing in organizing — a Clark Cortez camper-bus. Representatives Ogletree and Christofferson used the camper-bus to go into a G.C. camp at Goggin's Mines, 55 miles east of Auburn. Shown on their holiday are, left to right, Dick Krouse, Darrell Moellendorf, Ogletree, William Schultz and Ron Miller.

have to pay to keep the man in jail for the rest of his life, the initial cost may be cheap in the long run.

Our first response to juvenile crime is often to call the police; it is not obvious that we might perhaps be better advised to call the employment and counseling service.

The first California studies indicate that it might even be wise to look to other parts of the social system if we really want the cheapest, most efficient way to reduce crime. It may well be that a new welfare system, and new poverty programs, dollar for dollar, could do more to reduce crime than could bigger and better prisons.

We want to see if three ounces of new probation counseling will prevent five pounds of crime.

In fact, we want to know precisely how many ounces of each possible approach to prevention will produce the most pounds of cure.

And we want to know the cost: We want to know — throughout the whole system — what is the most economical and effective way to deal with this problem, and what is the cheapest 'mix' of solutions we should adopt.

The studies do not attempt to offer a pat solution to crime. We have none. What is suggested is that we must look at a great variety of problems, seemingly distantly related, to see if pulling on one strand of the tangle here may untie a knot elsewhere.

This is one way to describe systems analysis. What we are really trying to do is figure out in great detail what that 'ounce of prevention' idea is really about.

We want to find out if an ounce of counseling, psychiatric care, and job training, at the outset of a juvenile delinquent's crime career will, in fact, prevent 'a pound' of robbery and theft later on.



By Fred Goetz

Rated high on the hunter's calendar is the black bear, found in every state in the Union except Rhode Island, New Jersey, Delaware and Kansas. It's a worthy game animal but predatory instincts must be noted. Occasionally black bear kill domestic livestock and the flesh-craving marauders must be destroyed or stock-owners suffer great loss.

The black bear is not a true hibernator. In the south it may sleep for a few days or a week at a time. In the north it may den up in November and stay dened until April. It may be awakened readily and leave the den when aroused.

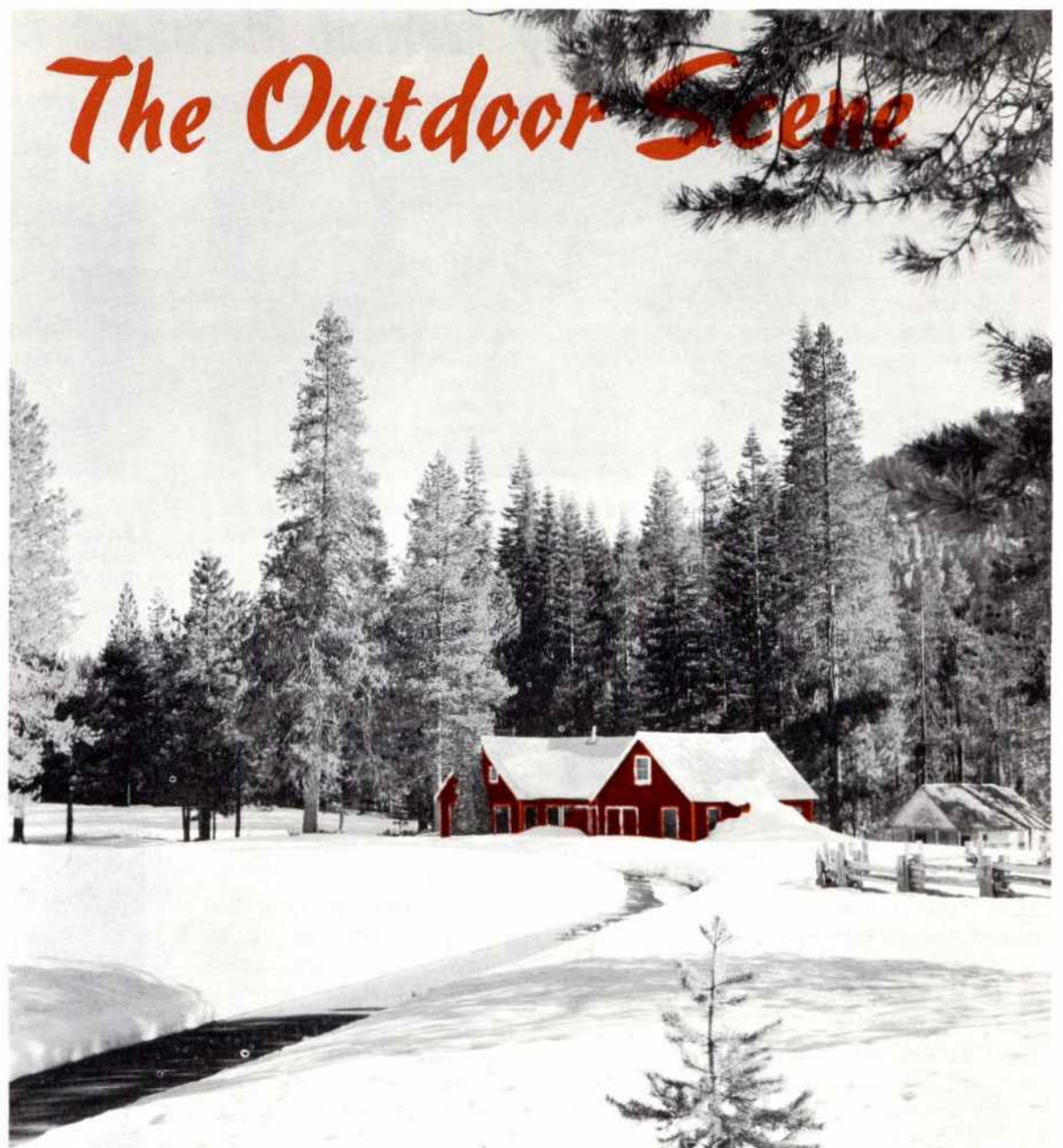
A 300-pounder may give birth to a twelve-ounce offspring. Litters range from one to three. When cubs emerge in spring they weigh from four to six pounds. They can toddle and weigh anywhere from 45 to 80 pounds when they den with mama again in the winter.



Mother bear is an affectionate but stern parent. There's a record of a lost male cub chased up a tree by another female. Eventually the mother found it by detecting its scent at the base of its temporary refuge. She knew her baby was aloft and grunted loudly for him. The cub eventually sidled to the ground where the mother talked to him in low grunts and squeaks; affectionately nuzzled him, then assumed a reclining position while he and sister drew from nourishing breasts.

They are good swimmers, can swim for five miles at a clip. Their range is usually to within a five to ten mile radius. An injured adult or a lost cub may cry—a high pitched bawling—for hours.

It is when the cubs are small that the mother is most dangerous. She will protect her young from man and beast. At the first sign of danger she chases her cubs up a tree and stands



Ken Wheeler Photo

Winter near Chester, Lassen National Forest

sentinel below, keeping them treed until the danger is over.

Although a heavy, cumbersome-looking animal, it's a creditable runner, capable of doing 25 miles an hour if the need is urgent. It is agile, sometimes displaying trapeze-artist ability. A two-hundred-pound female can

relax completely when sprawled lengthwise, legs dangling, on a tree limb only four inches in diameter.

The black bear's diet is varied. They'll eat almost anything — ants, insects, honey, fruit, berries, roots, lichens, leaves, nuts, mice, fish and carrion. In camp areas it is not a rare sight

to see old bruin saunter up to a well filled garbage can and attack it as Fido would a bowl of Friskies. Frowned upon, and long since discouraged, is the practice of feeding bears in public forests. Prior to this they were particularly responsive to sweets—candy, cake and coke.

**ERVEL H. COLEMAN**, a retired member from Colgate Division, died on October 9, 1965. Brother Coleman had been a member of the I.B.E.W. since his initiation on March 1, 1952.

**GEORGE PAUL KABLE**, a retired member from Shasta Division, died on June 21, 1965. Brother Kable had been a member of the I.B.E.W. since his initiation on July 1, 1942.

**ROBERT R. MACKIN**, from San Francisco Division, died on September 8, 1965. Brother Mackin had been a member of the I.B.E.W. since his initiation on April 1, 1951.

**THADDEUS W. NICHOLSON**, from Sacramento Division, died on August 17, 1965. Brother Nicholson had been a member of the I.B.E.W. since his initiation on September 1, 1948.

**B. L. REYNOLDS**, from Gen-

## IN MEMORIAM

eral Construction, died in September, 1965. Brother Reynolds had been a member of the I.B.E.W. since his initiation on November 1, 1946.

**H. G. RYLAN**, from East Bay Division, died on September 16, 1965. Brother Rylan had been a member of the I.B.E.W. since his initiation on December 1, 1953.

**EDWARD SNOW**, from East Bay Division, died on September 18, 1965. Brother Snow had been a member of the I.B.E.W. since his initiation on October 1, 1935.

**M. O. STRAIN**, from U.S.B.R., died on September 9, 1965. Brother Strain had been a member of the I.B.E.W. since his initiation on August 15, 1935.

**JERRY THORTON**, a retired member from East Bay Division,

died in September, 1965. Brother Thornton had been a member of the I.B.E.W. since his initiation on June 1, 1952.

**CARL WHITING**, from General Construction, died on August 30, 1965. Brother Whiting had been a member of the I.B.E.W. since his initiation on September 1, 1952.

**IVAN L. WILSON**, from Coast Valleys Division, died on September 7, 1965. Brother Wilson had been a member of the I.B.E.W. since his initiation on February 1, 1943.

**RAYMOND L. CARTER** from General Construction Division, died on October 29, 1965. Brother Carter had been a member of the I.B.E.W. since his initiation on September 1, 1965.

**LOUIS H. DECKER**, from Stockton Division, died on November 4,

1965. Brother Decker had been a member of the I.B.E.W. since his initiation on November 1, 1952.

**LEONARD P. GIBSON**, from General Construction Division, died in November, 1965. Brother Gibson had been a member of the I.B.E.W. since his initiation on June 1, 1965.

**JAMES P. HART**, from Coast Valleys Division, died on October 20, 1965. Brother Hart had been a member of the I.B.E.W. since his initiation on May 1, 1956.

**OPHIA E. HICKS**, from Outside Construction, died on October 29, 1965. Brother Hicks had been a member of the I.B.E.W. since his initiation on August 1, 1957.

**F. ARLIN MORSE**, from Shasta Division, died on November 14, 1965. Brother Morse had been a member of the I.B.E.W. since his initiation on July 1, 1963.