Many problems discussed by 1245—PG&E Subcommittees

San Francisco

At press time, the Advisory Subcommittees are going into the final phases of problem-solving prior to General Negotiations on the PG&E—1245 Agreement starting around May 1st.

A complete schedule of subcommittee meetings has provided for discussion of many subjects, some of which are briefly outlined below.

**ELECTRIC SUBCOMMITTEE**

Division Operator, Distribution Operator and Load Dispatcher classifications; Job duties of Electricians, Technicians, First Operators, in switching centers; Job duties and lines of progression for proposed Electric T&D classifications; Supervisors' and employees' responsibility for safety; Electricians' job definition; Company's position on Substation and Hydro operating lines of progression and grouping stations in wage rate schedules; Section 208.11 of the Agreement; Referral of Company's proposal on Electric T&D job definitions and lines of progression to the General Negotiating Committee sessions.

**STEAM GENERATION SUBCOMMITTEE**

Steam Generation Department attitudes; Job duties and lines of progression for operating and maintenance classifications; New job classifications proposed by the Company; Improved training programs; and Traveling maintenance assignments;

- Meals for shift employees;
- Operators' tests;
- Proposed Control Technician classification.

(Continued on page 8)

Evidence that bargaining season is with us: Business Representative Jerry Watson, left, Elinor Hilton and Ken Wheeler—Local 1245's Negotiating Committee on the Citizens Utilities property—review their bargaining counter-proposals. (Ken Wheeler Photo)

Citizens Utilities Contract OK'd

REDDING—Citizens Utilities employees are slated to receive increased wages, vacations, overtime, differentials, expenses and other benefits as a result of bargaining just concluded by Local 1245's Negotiating Committee.

After 6 negotiating sessions tentative agreement was reached on the following application of improvements:

**WAGES**

Accounting, Billing, Traffic and Commercial personnel will receive wage increases ranging from 6 to 8 cents per hour, with an additional 5-cent inequity for Machine Operators I in the Redding Office.

Plant Department people will receive increases ranging from 7 to 14 cents per hour, with an additional 12-cent inequity for Central Office Equipment Installers.

**VACATIONS**

All regular employees with 12 years' service on this Northern California telephone property will receive 3 weeks' vacation. Previously the requirement was 15 years.

**OVERTIME**

Employees who have to work on a holiday will be paid at time and one-half in addition to their holiday pay, instead of the former (Continued on page 6)
YOUR Business Manager's COLUMN

More than a Silver Anniversary

By RONALD T. WEAKLEY

(continued from page one)

and interest rates, which hit the wage earner hardest of all. Future tax increases are in the mill, on top of those already applied at local, State and Federal levels which could mean reduction in spendable income for those we represent.

No one could have predicted three years ago when we ratified our current agreement that the Federal Reserve Board would increase prime interest rates or that we would have the degree of military escalation that we now have in Vietnam. 

Along with these items, recent utility bargaining settlements have pushed wage levels ahead of ours, months before our major contracts expire. As yardsticks for us, these settlements are fast becoming obsolete because of the many changes mentioned here. Further, changing conditions are creating family and worker needs in an area—our working area—as compared to the rest of the Nation where the cost of living is a lesser factor in the total picture. 

"National Index" figures no longer reflect (if they ever did) all the increases appropriate in our general community where costs and prices consistently exceed those outside of our market area. These are the fortunes of life and as they became realities, our people tightened their belts and lived with them in a period when but for their occurrence, we could have continued to enjoy the benefits of the longest period of price stability in our history.

We are now in a period when our contracts are wide open. The employer has not been faced with the same problems we have. Profits are at the highest level in history, new technologies have and will continue to reduce labor costs and our employers are enjoying the best financial health in our memory.

We are not calling for a change in this picture. We hope it can continue. However, we see no valid reason why those we represent should realize a diminishing return on investment of human labor when this is also a prime ingredient in making a successful, healthy and prosperous enterprise.

We need and we must receive a good money "fix" if we are to keep pace with the industry and the general economy.

Working conditions and fringe benefits bear on total labor costs and they also bear heavily on the length of the term of any agreements. These items are being discussed this year and at this stage of the game, no one can predict with any accuracy what the final outcome of our negotiations will be.

One problem area must be materially reduced if our bargaining is to be a success. This is a dispute area which has caused some past serious differences and some current ones which are yet to be resolved. This problem area can loosely be termed "management rights" vs. "employee rights".

We are presently and jointly engaged in a process of objective examination of the problems stemming from this basic controversy. We are employing a number of direct participants through subcommittee operations, all of whom have first-hand knowledge of the job problems.

The informality of this approach has encouraged a broader exploration of difficulties which both sides agree need reasonable solution. Through a free exchange of views and desires and a sensible reconciliation of these differences, we could go a long way toward reducing many of our present difficulties.

To my knowledge, this is a new approach to bargaining in the utility industry. The key to this approach is a joint desire to seek equitable and lasting solutions to vexing problems without strike threats or bitterness from either side of the table.

So far, the picture has not been clouded by "rock bottom" positions. This procedure could be a milestone in our collective bargaining history if we can make it work and regardless of ultimate settlements, communication and understanding is being materially improved.

Accommodation to reality and compromise with honor form the heart of true negotiations and we have great hope that a fair and just settlement will result from these activities. We hope to prove again the worth of free collective bargaining while ushering in a new and rewarding procedure in our labor-management relationship.

It seems to me that achieving a successful result from this effort could be one means of celebrating our Silver Anniversary and that there is no better way to assure the continuance of the progress started so many years ago.

It also seems to me that this is the year for maximum participation by the membership if we are to make our effort reflect the maturity which 25 years of history should give to an organization.

This is bargaining season, as readers of this wayward press will be quick to note.

Collective bargaining—much maligned for being old before its time and not completely effective in curing all the world's ills—remains as one of the techniques by which the much-admired American standard of living has been attained.

Without the fanfare reserved in the commercial press for strikes, picket lines and other exceptional (though functional) aspects of the process—collective bargaining is quietly producing an improved way of life for the great and growing number of men and women who pride themselves on being free. Wherever freedom is enjoyed, a labor movement will be found as a prerequisite, and free collective bargaining as a technique.

Collective bargaining has operated to improve the buying power of the working man (though some say not enough); to limit the hours of his labor; to provide industrial justice in case of his arbitrary discharge or discipline. In all sorts of ways, including the support of a lobby in Washington and State Capitals which represents all the people—the American way of life has been underwritten for the vast majority, with further efforts being made for the remaining minority.

The migratory farm worker, who has never been able to organize under the protection of law, who has never been able to be represented by a collective bargaining agent, who has never had an agreement setting forth his wages and working conditions in the fields, who has never had representation when he was fired, who has never even had the protection of federal laws on minimum wages, maximum hours, or his child's labor—can tell any doubters what it is like to be without collective bargaining.

He also has no illusions about who is genuinely interested in his welfare, and who is not. No one has to teach him the socio-economic facts of life. He has no illusions about his power as an individual matched against that of the corporate-growers.

Therefore, as bargaining season progresses, all of us directly and indirectly benefited by it, should also remember the essentials of unity and membership which give us the bargaining strength necessary to do the job.
Look keenly and carry a sharp pencil
by Sidney Margolis

President Johnson’s recommendation to housewives to help fight the current inflation by being selective in buying is good advice. But it isn’t necessarily easy for moderate-income families to follow. They have been pretty selective right along through sheer necessity.

Nor is it simple to be selective this year. We’ve been studying the price lists, as the President recommended, and we find that prices have gone up right along the line. The real problem is the low supply of pork. But that has pushed up the price of beef, which is not in low supply. High prices of red meats in turn have pushed up the prices on poultry. If that weren’t enough, even fish costs more this year. So does produce. It’s hard to understand why the hog cycle should affect the price of frozen fish, canned applesauce and peas, except that all the hogs may not be in the stockyards.

We tried to warn administration officials ten months ago about the coming food price inflation but were told that the food business is highly competitive. The facts seem to indicate that the main competition nowadays is that different supermarkets give different colored stamps.

Nor is there any relief in sight before next fall. Meat is likely to cost more even this summer than now, if the normal price pattern holds. What to eat is going to be a real problem.

But since the Administration can’t seem to find any other way to restrain the present cycle of high food prices, it’s urgent to be as selective as you can.

The President said he wasn’t recommending a buyer’s strike but was advising that housewives substitute cheaper foods where possible for those that have gone up most. With that in mind, here are whatever possibilities for substitutions that are available to you:

Meat, poultry: This is the big problem. Twelve meat and poultry items we checked in two cities have jumped an average of 11 cents a pound over a year ago. Among those up most are stew beef (now 85 cents); round steak ($1.12); pork loin (85 cents); smoked ham (78 cents); bacon (from 57 cents last year to 95 now); lamb shoulder chops (94 cents). Bacon, especially is a bad buy at this level, since it is classed nutritionally as a fat, not a protein food.

The relatively better buys are chuck roast; chopped beef; pork shoulder (picnics, butts, calves, etc.); beef liver; tongue.

While broilers, stewing chickens and turkeys also have gone up to 4 cents a pound, they still rate as one of the best buys if your family is willing to eat chicken a little longer. To avoid “chicken fatigue”, Trienah Meyers, Deputy Assistant Agriculture Secretary, reports that more housewives are serving chicken stewed, barbecued and baked, although trying still is most common.

Except for chicken backs and sometimes giblets, the whole chicken is a better buy than parts. Here are typical relative costs if you multiply the cost of broilers and parts by the amount needed to yield one pound of cooked edible meat:

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whole broiler</td>
<td>45c lb, 1.94 = $ .87</td>
</tr>
<tr>
<td>Quarters</td>
<td>49c lb, 1.94 = .95</td>
</tr>
<tr>
<td>Wings</td>
<td>45c lb, 2 = .90</td>
</tr>
<tr>
<td>Breast with ribs</td>
<td>75¢ lb, 1.6 = 1.20</td>
</tr>
<tr>
<td>Legs and thighs</td>
<td>69¢ lb, 1.9 = 1.31</td>
</tr>
<tr>
<td>Backs</td>
<td>15¢ lb, 2.4 = .36</td>
</tr>
</tbody>
</table>

Dairy Products: Butter is more expensive this year. Even the Army is switching to margarine. If you prefer butter as a matter of taste, even if it costs three times as much, that’s up to you. But don’t have any illusions that it is more nutritious. Margarine by law must always have 15,000 units of vitamin A per pound. In some months of the year, butter drops to less.

Eggs cost more this year than last; at this writing 69 cents on our list compared to 54, but they still are an outstanding buy. A dozen large eggs yields 1½ pounds of protein food without waste. Eggs not only are cheaper than meat, but even cheaper per pound than many dry cereals.

Cheese, especially cheddar is another outstanding food value.

Produce in general costs more this year, especially canned fruits such as peaches, pears and cocktail. Best buys in canned and frozen produce are apple sauce, creamed corn, peas, snap beans, frozen spinach.

Clothing and household textile prices are inching up. Also watch quality this year, when manufacturers are heavily occupied with military orders. Military procurement is not causing any real shortages. But the combination of this buying plus some “fear buying” by wholesalers and retailers is firming up prices. Take advantage of the spring clothing clearances and May White Sales to fill in your needs, as prices may be higher this fall.

Shoes are the real problem. Manufacturers noticeably have taken advantage of present military and civilian demand to raise prices already this year and have scheduled another price increase for next fall. The shoe manufacturers blame the higher charges on higher hidden prices and want the Government to reduce hidden taxes. However, shoe prices have not gone up as much in actual cost as the shoe price increases. Moreover, the majority of shoes now produced have soles made of synthetic materials, not leather, and even 20 per cent of shoes manufactured have uppers made of other materials than leather.

Interest rates are one area where families can be selective and help beat the price-risers. Higher charges this year on car and other loans can be avoided at least in part by more selective shopping among sources for low-cost cash loans (credit unions and banks) and by restraining installment purchases as much as possible.

Cost of Living Jumps 2.5%

Led by higher food prices, increased hospital-medical costs, higher mortgage interest rates and property taxes—the “cost of living” jumped 2.5 per cent over a year ago February.

The increase in the U.S. City Average Consumer Price Index in February, 1966 is the largest for any February since 1951. Higher prices for fresh vegetables, meat and poultry were responsible for 75 per cent of the February increase. Meat prices alone were 3.5 per cent higher.

Other items with higher price tags included clothing, footwear, gasoline, tobacco products and auto insurance premiums.

As a result of the increase in the cost of living, the purchasing power of the dollar has shrunk from 91 cents in February of 1965 to 89 cents, February of this year.

Cost of living increases are significant in collective bargaining because they indicate what percentage wage increase must be obtained just to recoup the eroded purchasing power of the dollar.

Buyers’ Bailiwick

Sebastopol

A fund has been developed to help the family of Roy Schulken who died in the fire which destroyed his home in Sebastopol March 6th. Although his wife sustained serious burns, she and their six children managed to escape.

The Schulken’s had moved to this city from San Francisco only a year ago. He carried no group life insurance or hospital-medical coverage available through his employer, PG&E.

North Bay Division Members, his former San Francisco Underground Department friends, Local 1245’s Staff and Executive Board, and members at the April Unit Meetings are contributing to the Schulken family’s fund, a major means of support until Mrs. Schulken has recovered and the cannery she works in opens for the season.

Contributions can be sent to the Analy Funeral Chapel, 301 South Main Street, Sebastopol.
A look in the area— at the Joint Session in Oakland

Fred Joggers, North Bay Division; and Sylvester Cruz, Sr., San Francisco Division and General Office Department.

Business Representatives Hank Lucas, left, and Bob Crum are seen at the weekend session.

Dick Fleming, Clerical Advisory Councilman-at-large, stands to make his presentation, while Brendan Strong, San Francisco EDP Advisory Councilman reviews his report. In the center background can be seen two visitors to the joint session—Apprentice Linemen Errol Hall from San Jose and Gene Peyret from Auburn.

Shown here are some of the Advisory Councilmen, Executive Board Members, Business Representatives, and Safety Committee members during the February 26-27 joint session at which the Union's 1966 Bargaining Program was discussed. Sacramento Advisory Councilman David Reese stands to make his report as Mark Burns, Jr., DeSablo, at left; and Ralph Murphy, Alameda-Contra Costa Transit District and East Bay Municipalities look on.

Lester Liddicoat, Stockton Division and the City of Lodi (left), Roy Castiglioni, San Jose Division and the City of Santa Clara (standing); and James Bessey, Sierra Pacific Power Company Advisory Councilman.

Royce Herrier, Coast Valleys Division of PG&E, reports while Terry Scott, Shasta Division; and John McNally, San Joaquin Division consider his words.
Mr. and Mrs. Jerry Caudill, center, enjoy themselves at the 2nd Annual Santa Cruz Dinner-Dance.

at the San Jose Stewards Meeting

Gene Smith, left, and Lou Ferrario role-play an actual grievance at the San Jose Shop Stewards’ Conference in Palo Alto.

at the Southern San Joaquin Rep.

Herb Dickenson, left, has resigned from the Business Manager’s Staff for personal reasons, and Chris Christofferson, second from the left, will replace him in southern San Joaquin and Pipe Line. Other Business Representatives seen are Gar Ogletree and Orville Owen.

at the San Rafael Unit Meeting

Business Representative Frank Quadros congratulates Ben De Carlo on his retirement from San Rafael Unit 3712 with 24 years of “A” membership in the I.B.E.W.

at the Santa Cruz Dinner-Dance

Dale Thomas listens to brother Lee, President of Local 1245, congratulate all those who worked to make the Santa Cruz Dinner Dance the success it was. Bud Gray is Chairman of both the Santa Cruz Unit and the 1513 Social Club; Gil Santos was Chairman of the Annual Santa Cruz Dinner-Dance Committee; Tony Campos wrote the effective letter of invitation to each member’s home; and, of course, Business Representative Orville Owen worked tirelessly behind the scenes.

at the Stockton Stewards Meeting

Business Manager Ron Weakley, Business Representative Hank Lucas and Assistant Business Manager Dan McPeak are seen at the head table at the Stockton Division Shop Stewards’ Meeting held Saturday, March 12th at the Eden Motor Lodge. Clockwise around the tables, we see Shop Stewards Tom Zimmerman, “Rosie” Rosenthal, Stan Williams, Jim Coe, Don Olmstead, Ben Sayre, Bob Goerlitz, Del Nicholson, and Sig Carlson.

Shop Stewards in attendance at the Stockton Meeting are seen, left to right: Ed Fairall, Joe Hendrix, Del Nicholson, Don Olmstead (a guest), Bob Clukey, Charlie Scroggins, Bob Goerlitz (foreground), Sig Carlson, Jim Coe (back to the camera), Business Representative Roy Murray, Jim Keel, Vic Cogorno, and Stan Williams.

Utility Reporter—April, 1966—Page Five
Citizens Utilities Settlement

(Continued from page 1)

straight time rate. Distribution of overtime work was also improved.

DIFFERENTIALS

Temporary and Working Foremen’s pay differentials were increased 5 cents to 15 cents per hour. Working Foremen when assigned to a temporary headquarters where there is no immediate supervision from a higher level, will receive a total of 20 cents in differentials.

EXPENSES

Full board and lodging will be provided at Company’s expense. Formally, the Company paid the lodging of employees assigned to temporary headquarters but paid only $5.00 a day for board.

OTHER BENEFITS

• To provide more training, the ratio of apprentices to journeymen was increased from 3.1 to 1.3.

• Upgrading provisions were improved for Working Foremen on line crews.

• The parties agreed to develop a major health and medical plan jointly, and modify it through payroll deduction.

The 1-year agreement has been ratified by 52 to 13 by Citizens Utilities employees. It is effective as of March 1st.

Management’s Committee was composed of Vice President and General Manager D. H. Steele, and Chief Accountant and Assistant Secretary-Treasurer C. R. Brauman. Local 1245’s Committee was made up of Business Representative Gerald Watson, who was Union’s spokesman; Accounting Clerk IV Elinor Hilton; and Inspector Repairman Ken Wheeler, who is also a Shop Steward and Advisory Councilman for Citizens Utilities.

Mered

Bargaining on the Merced Irrigation District properties has started with the first meeting held February 16th in Merced between Local 1245 and MID’s Labor Committee.

The second meeting took place March 30th. Local 1245’s Negotiating Committee is made up of spokesmen Bobby Robinson, Business Representative; Mert Walters, Assistant Business Manager; Albert Maneebo, Ditch Tender; and Thomas Carter, also a Ditch Tender.

M.I.D. serves Merced and Mariposa counties with irrigation water and will soon generate hydro-electric power for sale to PG&E.

The following new applications were received in this office January 4th through February 25th, 1966.

SAN JOAQUIN

Robert L. Bryant
Travis Chetwood
Jim T. Crosuito
Rosemary Jensen
Norton Pearsay
Eari E. Snyder

MERCED IRRIGATION DISTRICT

Thomas Bella
Frank C. Dias
Joe M. Garcia
William L. Rayler, Jr.
George Morris
Jimmie Lee Seced

COAST VALLEYS

William T. Doyle
Theodore J. Dina

SAN JOSE

Betty J. Benton
Don Allan Carter
John C. Chiumento
Louis M. Guillemurch
Neil R. Koening
Julius L. Levy
Manuel J. Lozano
Krest W. MacGregor
Geraldine Miller
Jocimeta J. Neto
Ronald J. Ponnell
Timothy R. Platenbarger
Barney Rose
Harold J. Wurzel

WILLIAMS W. White, Jr.

CENTRAL STORIES

Craig P. Federico
William E. Newman
John Riccioseano

EAST BAY

John H. Bender
Hendin B. Bensley
James W. Black
Kenneth D. Brewer
Winston E. Cummins
Anthony Dunwoody
Frank J. Eaton
Donald E. Fernet
Thomas R. Pagert
Elise M. Ford
Daniel M. Garcia
Henry A. McDonald
William L. People, Jr.
Howard D. Rader
Raymond J. Sheldon
Robert F. Smith
Garboll K. Sonderson
Craig M. Stephenson
Richard E. Walter
SALL S. FACULTY

Thomnus B. Bailey
Richard A. Hoekstra
Roger F. Conney
Dennis J. Hilt
Eldon G. Grady
Norval L. Foss, Jr.
L. A. Heron,
Fred H. Huckleberry
Edward E. Montgomery
Stanley Norder
Larry M. Stanfield
Jack R. Swov

GENERAL OFFICE

S. Jack Hernandez

STOCKTON

Henry E. Silva
PACIFIC GAS TRANS.
Gary E. Hayes
HUMBERT
Michael L. Radle
SIERRA PACIFIC
Richard V. Anderson
Robert Coccia
Werner Rest
Kathy V. Garden
Marlon Goodwin
Richard E. Holmes
Gary A. Rovinition
Frank Santon
William L. Smith

DE SABLA

James Rogers
COLGATE
Kari O. Thorbook

NORTH BAY

Edward Anderson
John Boulter
Gregory C. Ferrando
Brian E. Kerehenko
Lisa C. Melone
Harry M. Strubridge
SACRAMENTO
William J. Cooney
Michael W. Cutright
Lowell E. Edwards
Clarence E. Halbert
Rudolph D. Quals
Joseph B. Wallers
CITIZENS UTILITIES
William J. Evers

GENERAL

John C. Bain
Edward J. Ragsall
Darrell L. Coleman
Michael G. Conner
John A. Craig
Dwight C. Curtis
Loran J. R. Deloilio
Kenneth DeBgew
James Kennedy
Robert E. Donnon
Carl Engel
Craig L. Forrester
Robert J. Harnen
Darrell T. Hayel
Floyd A. Hohbitt
Lowey Hilly
James A. Brooks
Bob Hunt
Everett E. Johnson
Richard J. Kettler
Gary Kogel
Rory R. King
Frederick T. Krajewski, Jr.
Beverly P. LaMora
Rudolph C. Lee
John M. McKerrow
Michael S. Lewis
Terry M. Lander
Marton A. Mihal
Tim Martin
George A. Muck
James E. Miller
Joseph F. Mucum
George F. O’Connor
Roy V. Pagnini
Richard A. Poulton
Luther Quinenda

Los Angeles

James Roth
Gary C. Sadowsky
Donald L. Salladay
Larry Say
Richard A. Schukn
Glenn L. Smith
Jack H. Smith
Robert Smith
Delmar E. Snyder

CITY OF SAN FRANCISCO

Jose L. Carrington, Jr.
Lynn M. Egee
Richard B. Spang

CALIFORNIA

Joshua E. Carney
Tony J. Caruso
Richard A. Crawford
Bobbi A. Dounge
Hal D. Doughty
June Eckett
Frank G. Gott
William E. John
Robert W.
William B. Morden
Michael Moore
Glenn A. Penner
Joe J. Stahna

CITY OF SACRAMENTO

John W. Johnstone
John W. Johnstone, Jr.

CITY OF FRESNO

William H. Barnes

CITY OFStockton

Gary M. Barlow
Robert F. Minton
William R. Morden
Michael Moore
George W. Scott

 Sailors,

San Francisco from Local Union

Cal-Pac pact open

Serving on Union’s negotiating committee will be Jack E. Daniels, Business Representative Chris Christofferson, and Assistant Business Manager A. M. Watters.

San Francisco from Local Union

Cal-Pac pact open

Local 1245 has served notice on the California Pacific Utilities Company—Neeles Division, of its desire to amend the current agreement between the parties, which runs through April 30, 1966.

Accompanying the Union’s notice is the Union’s proposals which included, among others, requests for improvements in Union security, hours of work and overtime, contracting out provisions, holidays, vacations, sick leave, incentives, work practices, and wages.

Serving on the Union’s negotiating committee will be Jack E. Daniels, Business Representative Chris Christofferson, and Assistant Business Manager A. M. Watters.
## Statement of Recorded Cash Receipts and Disbursements

**Local No. 1245**

**FOR THE YEAR ENDED DECEMBER 31, 1965**

**GENERAL FUND**

### Cash Balance December 31, 1964

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Disbursements</th>
<th>Cash Balance December 31, 1964</th>
</tr>
</thead>
<tbody>
<tr>
<td>$351,040.40</td>
<td>$860,842.11</td>
<td>$11,357,833.00</td>
</tr>
</tbody>
</table>

**SCHEDULE 1**

### Statement of Recorded Cash Disbursements

- **Receipts**
  - Local Union portion of receipts:
    - "A" members dues: $6,400.98
    - "B" members dues: $45,305.74
    - Initiation fees: 3,030.00
    - Reimbursement fees: 17.00
    - Difference in dues: 250.00
    - Working dues—Outside Line: 2,185.11
    - **Total**: $617,736.79
  - Reimbursements to General Fund:
    - Receipts held for members' credit or to be refunded: 3,171.60
    - Members' credits applied to dues, etc.: 3,027.00
    - **Total**: $6,270.21

### Expenses

- **Total**: $20,316.34

**Total as Above**: $125,737.11

### Details of Balance—General Fund:

- **Bank of America, commercial account**
  - Bank statement less outstanding checks: $4,899.19
  - **Total**:

- **Continuing accounts**
  - **Total**:

- **Contributions to Funds**
  - **Total**:

- **Balance as of December 31, 1965**:
  - **Total**:

**Note:** Refunds after closing of bank statements included $66,728.75 in payroll deductions which were withheld from members' wages during December but not remitted to the Local until January.
Many problems discussed by 1245-PG&E Subcommittees

(Continued from page 1)

**GENERAL SERVICES SUBCOMMITTEE**
- Wage rates for Garage employees;
- Rating trucks by size and type;
- Company's proposal on reclassifying Truck Drivers to Warehousemen;
- Equipment Mechanics traveling;
- Carpenters' duties;
- Lines of progression at De-Coto Pipe Yard;
- Warehouse job assignments and training;
- Company's proposal to combine the warehouse classifications of Warehouseman and Helper.

**CLERICAL SUBCOMMITTEE**
- Promotion and transfer methods;
- Temporary Upgrades;
- Progressive wage rate schedules vs. wage ranges;
- Grade Index Plan and job definitions;
- Automatic Call Distributor System;
- The effects of automation on Meter Readers;
- Proposed Customer Service Clerk's job definition, wage rate, entrance requirement and training-testing program;
- Relationship of Clerical duties and wage rates;
- The use of Section 18.6 and the application of Section 19.12.

**GENERAL CONSTRUCTION SUBCOMMITTEE**
- Title 301 per diem expense provision;
- Application of demotion procedures, Title 302;
- Clarification of Hours Section 302.7;
- Field Clerks' duties;
- Application of Title 303 increment weather provisions;
- Use of lines of progression in the application of the demotion procedure;
- Promotions and job guarantees;
- Adequate headquarters and the scope of "projects";
- Training and progress of G. C. Linemen assigned solely to transmission;
- Section 302.7;
- Company's review of practice of charging camp expenses on the days an employee is ill and unable to work;
- Establishing assembly points in unincorporated areas;
- Section 301.3(a) and new hires;
- Lines of progression practice.

**APPRENTICESHIP SUBCOMMITTEE**
- Separate expense provisions for employees attending Company training courses;
- Problems relating to automatic progression;
- Training General Construction employees.

**GAS SUBCOMMITTEE**
- Proposed reclassification of Meter Inspectors and Apprentices;
- Meter Inspectors and Apprentices;
- Proposed changes in Gas Meter Shop job classifications;
- Other problem areas within Gas Department operations.

**JOB BIDDING & PROMOTION SUBCOMMITTEE**
- Methods to improve and accelerate the present job bidding procedure, including the type of seniority to be used for job bidding.

**HOURS SUBCOMMITTEE**
- Stabilization of schedules including Holiday schedules, Saturday and Sunday schedules and premiums;
- Change in schedules;
- Using and filling vacancies in relief classifications;
- Clerical schedules.

Pacific Tree wrapped up

By Frank Quadros
The first agreement between Local 1245 and Pacific Tree Expert Company has been ratified by members working for the California affiliate of the parent Asplundh Company.

Wages have been standardized,

Shirley McPherson on Staff Leave

Shirley McPherson, at present on leave from P.G.&E., is working on the Staff of Local 1245 as a Clerical Activities Coordinator.

Shirley emigrated from England in 1956 and subsequently was employed by the Company on Sutter Street. She then moved to the 345 Mission Building and worked in the E.D.P. Conversion Department until June 1958 when she transferred to San Mateo.

Shirley has been an active member of Local 1245 since 1959. Until the time she took a leave of absence for her present position she was a Steward in San Jose Division, also the Clerical member on the San Jose Joint Grievance Committee.

During the 1963 pre-negotiations meetings held at the Lamington Hotel in Oakland, Shirley substituted for Vera LaBelle as the San Jose Clerical Delegate-At-Large. During these meetings, Shirley reminded the membership that Maternity Leaves were of prime importance to the female complement of P.G.&E., and as a result of negotiations the Clerical Agreement was extended to include Maternity Leaves.

**NLRB Hearing for Farrens**

Local 1245 has petitioned the National Labor Relations Board for certification on the Farrens Tree Company property, Business Representative Frank Quadros reports.

An NLRB hearing was scheduled for April 10th in San Francisco. Purpose of the hearing is to determine the scope of the collective bargaining unit.

**Business Representatives Frank Quadros and Orville Owen, together with Joe Grodin from the law firm, appeared in behalf of Local 1245.**

Shirley McPherson

She has served on various committees pertaining to the working conditions of the "office-worker" on P.G.&E. property. Among these were the meetings held with the Company on their proposed "Cross-Hatch" system of evaluating jobs. She is at present a member of the Clerical Subcommittee meeting with the Company for our 1966 negotiations.

"Don't ever get Shirley started on the subject of organizing," is the word around the San Mateo office. She believes the only way all P.G.&E. clerical employees can continue to enjoy premium salaries, benefits and job conditions is by standing united. By the simple process of becoming a member of Local 1245 you have a voice in your future salaries. It is a good feeling to know that you are not only improving your own conditions but all those who follow after you.

She says that in the ten years she has been employed by P.G.&E., her weekly check shows the improvements that have been made, both in salary and benefits.