



The Electric Advisory Subcommittee prepares for a meeting with PG&E management: left to right, Assistant Business Manager Dan McPeak; Business Manager Ron Weakley; Gene Sheldon, San Francisco; Craig Harris, East Bay; Mark Burns, Jr., DeSabra; President Lee Thomas Jr., San Jose; Senior Assistant Business Manager L. L. Mitchell; Orman Gaspar, North Bay; Bill Fleming, Colgate; and Ken Fournier, Stockton Division.

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)

YOUR *Business Manager's* COLUMN

More than a Silver Anniversary

By RONALD T. WEAKLEY

This month marks the 25th year that Local Union 1245 has been a duly chartered Local within the I.B.E.W. During the period 1941-1951, rivalries were strong between contending leaders and there was bitter strife over goals, aims and union structure. The needs of the majority caused these obstacles to be overcome and our determination to make progress provided the foundation of the organization we have today.

Despite the fact that we can now celebrate our Silver Anniversary, I like to think that 1952 was the year that we really began the movement which provided substantial progress, made possible by a responsible and effective instrument on the properties of PG&E.

The refinements of our struc-

ture, the development of leadership and the present benefits we enjoy are the results of a system-wide union consolidated in 1952.

We discarded provincial views and we moved with the times. We made remarkable progress because we learned to recognize that labor-management relations are based on the equities of both parties; the needs of the membership, the health of the enterprise and the needs of our real bosses—the consumers we serve.

Strangely enough, our 25th Anniversary marks a turning point in the history of our Local Union and our relationship with PG&E.

Three years ago, we negotiated an agreement resulting in the highest benefits ever gained for any three-year period in our bargaining history. We take pride in this and offer no apologies for that settlement because it needs none.

Yet, due to circumstances beyond our control, the question of pure wage levels will require close scrutiny this year. As I predicted in my January column, pressures are growing for a substantial money increase along with other improvements which are overdue.

The sharpest February increase in the cost of living for 15 years; the highest rise in the annual index since 1958 and a record high for overall index figures, make the need for improved money wages both apparent and imperative.

The prime causes for price increases occurred in food, clothing

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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)

NID man back

By Mert Walters

Nevada City

The Nevada Irrigation District was wrong in laying off a Ditch Tender out of line of seniority and has been ordered to pay him \$3,000 in back pay.

Peter Bagdanoff, a member of Local 1245, was laid off when Ditch Tenders with less service were retained. Local 1245 grieved on NID's improper action and filed suit in Nevada County Superior Court when the grievance could not be settled.

The suit, filed by Local 1245's attorney Joe Grodin, contended NID's action violated its own standard practices and was motivated by Bagdanoff's alleged activity in behalf of his Union.

Upholding the Union's contention, the Court ordered Mr. Bagdanoff reinstated in his former job with full seniority rights and \$3,000 compensation for his lost wages.

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

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 member 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.

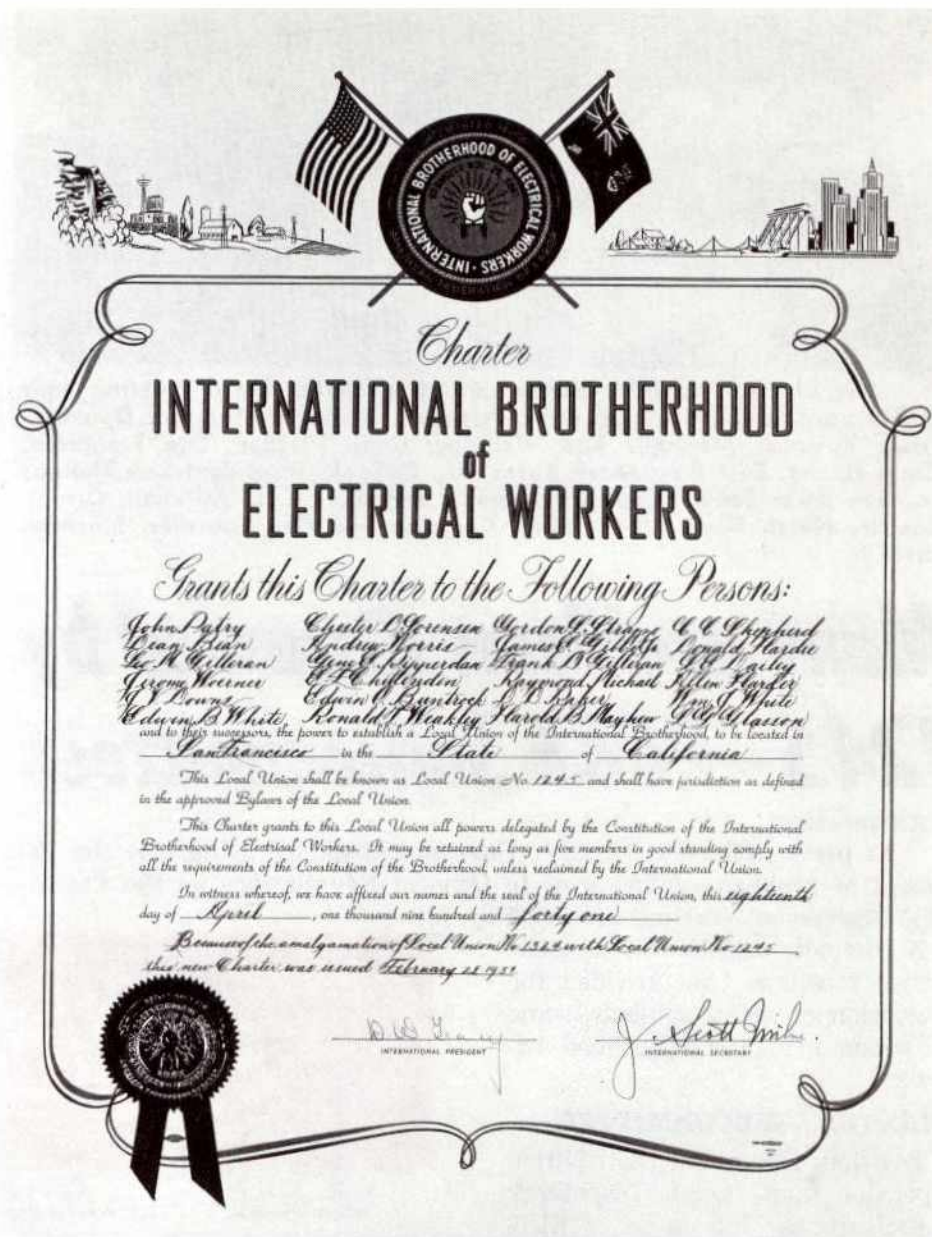
To my knowledge, this is a new approach to bargaining in the utility industry. The key to this approach is a joint desire to seek equitable and lasting solutions to vexing problems without strike threats or bitterness from either side of the table.

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.



'Tis the Season

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 Capitols 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 benefitted 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 Margolius

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 tags 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 even more 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, calis, etc.); beef liver; tongue.

While broilers, stewing chickens and turkeys also have gone up 2 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 frying 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:

Whole broiler	45c lb. x 1.94 = \$.87
Quarters	49c lb. x 1.94 = .95
Wings	45c lb. x 2 = .90
Breast with ribs	75c lb. x 1.6 = 1.20
Legs and thighs	69c lb. x 1.9 = 1.31
Backs	15c lb. x 2.4 = .36

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

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 rose 19 per cent.

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

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 hide prices and want the Government to reduce hide exports. However, hide 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-raisers. 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.

Fund for fire victim's family

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.



the utility reporter



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M. A. WALTERS Assistant Editor
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A look in the area—

at the Joint Session in Oakland



Fred Jagers, 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 Stronge, 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 Committeemen 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., DeSabra, 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 of 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.

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. Formerly, the Company paid the lodging of employees assigned to a temporary headquarters but paid only \$5.00 a day for board.

OTHER BENEFITS

- To provide more training, the ratio of apprentices to journeyman was improved from 3:1 to 1:1.

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

- The parties agreed to develop a major medical plan jointly, and provide for it through payroll deduction.

The 1-year agreement has been ratified 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. Bromagem. Local 1245's Committee was made up of Business Representative Gerald Watson, who was Union's spokesman; Accounting Clerk IV Elinor Hilton; and Installer Repairman Ken Wheeler, who is also a Shop Steward and Advisory Councilman for Citizens Utilities.

Merced ID bargains

Merced

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 spokesman **Bobby Robinson**, Business Representative; **Mert Walters**, Assistant Business Manager; **Albert Mancebo**, 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.

Cal-Pac pact open

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

Accompanying the Union's notice were 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, inclement weather practices, and wages.

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

The following new applications were received in this office January 24, through February 25, 1966.

SAN JOAQUIN

Robert L. Bryant
Travis Chetwood
Jim C. Crosswhite
Rosemary Jensen
Norman Pourroy
Earl E. Snyder

MERCED IRRIGATION DISTRICT

Thomas Bello
Frank C. Dias
Joe M. Garcia
William R. Lawler, Jr.
George Marks
Jimmie Lee Sneed

COAST VALLEYS

William T. Doyle
Theodore J. Ursino

SAN JOSE

Betty J. Benton
D. Allan Carter
John C. Chiment
Louis M. Gulermovich
Neil K. Koernig
Julius I. Levy
Manuel J. Lozano
Kent W. MacGregor
Geraldine Miller
Jaunita J. Noto
Ronald J. Pennel
Timothy R. Pitsenberger
Barney Reese
Harold J. Watson
Wilburn W. White, Jr.

CENTRAL STORES

Craig P. Feldhaus
William E. Newman
John Riccobuano

EAST BAY

John H. Bender
Hemlin B. Bensley
James W. Black
Kenneth D. Brewer
Winston E. Cummings
Anthony Dunleavy
Frank J. Eaton
Donald E. Elsing
Thomas R. Fogerty
Elsie M. Ford
Daniel M. Garcia
Henry A. McDonald
William L. Peoples, Jr.
Howard D. Rader
Raymond J. Sheldon
Robert F. Smith
Garland K. Sondersen
Craig M. Stephenson
Richard E. Walker

SAN FRANCISCO

Thomas R. Bailey
Richard A. Boedecker
Roger P. Cooney
Dennis J. Farrell
Eldon G. Gradney
Robert D. Irwin
Fred H. McCurdy
Edward E. Montgomery
Stanley Sorich
Larry M. Stanfield
Patrick D. Swope
GENERAL OFFICE
S. Jack Hernandez

STOCKTON

Henry E. Silva

PACIFIC GAS TRANS.

Gary D. Shaw

HUMBOLDT

Michael L. Rudick
SIERRA PACIFIC
Richard V. Anderson

Robert Cecchini
Werner Estes
Kathryn V. Gardner
Marion Goodwin

Richard E. Holmes
Gary A. Powell
Frank Santos
William H. Smith

DE SABLA

James M. Rogers

COLGATE

Karl O. Thornsberry

NORTH BAY

Edwin Anderton
John Borders
Gregory C. Ferrando

Brian E. Kerchenko
Lisa C. Melone
Harry M. Strudwick

SACRAMENTO

William J. Cooney
Jack H. Smith
Michael Y. Corbett

Lowell E. Edwards
Clarence E. Halbert
Ronald D. Qualls
Joseph B. Walters

CITIZENS UTILITIES

William J. Evers

GENERAL

CONSTRUCTION

John C. Bain
Edward J. Basgall
Darrell L. Coleman

GENERAL

CONSTRUCTION

John C. Bain
Edward J. Basgall
Darrell L. Coleman

GENERAL

CONSTRUCTION

John C. Bain
Edward J. Basgall
Darrell L. Coleman

GENERAL

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Edward J. Basgall
Darrell L. Coleman

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Darrell L. Coleman

GENERAL

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John C. Bain
Edward J. Basgall
Darrell L. Coleman

GENERAL

CONSTRUCTION

John C. Bain
Edward J. Basgall
Darrell L. Coleman



James Rorie
Larry C. Salisbury
Donald L. Salladay
Larry Say
Patrick A. Scanlan
Glenn L. Smith
Jack H. Smith
Roger Smith
Delmar E. Snyder
William T. Souza, Jr.
Linda C. Sterck
James D. Taylor
Edward E. Tibulski
Jim Truesdell
Ted A. Weaver
Jimmie G. Webb
Charles E. Wilkins
Dennis B. Woodmansee
Donald J. Zirkle
UTILITY TREE
Ronald L. Keplinger
PACIFIC TREE EXPERT
Bob English
Willie Startt
E. D. Williams
NEW "A" APPLICATIONS
Lauren W. Buchholz
Robert G. Doggett
Donald V. Eldred
Joseph G. Harpe, Jr.
Melvin G. Hawn
Charles L. Heyl
Jerry R. Newkirk
Jerry L. Red
Edward L. Sharp
Paul B. Sisneroz
Richard A. Smith
Gerald L. Tome
Bernard R. Zarasua
TRAVELING CARDS
ACCEPTED

OUTSIDE LINE
W. H. Davis from L.U. 340
R. E. Pogue from L.U. 77
R. D. Rothgeb from L.U. 77
F. Whittier from L.U. 1525

The following new applications were received in this office February 28, through March 25, 1966.

SAN JOAQUIN
Denn's L. Arter
Bud D. McKay

Leonard L. Skaggs
MERCED IRRIGATION DISTRICT
Herman Nelson
Edward Bello
COAST VALLEYS
Jesse L. Carrington, Jr.
Lynn E. McGee
Richard B. Spung
SAN JOSE
Joshua E. Carney
Terry J. Coman
Richard A. Crawford
Bobby J. Daugherty
Hal D. Daugherty
June Eckett
Frank C. Gatto
William E. Jolin
Roger W. Lutje
William Mondragon
Michael Moore
Glenn A. Penner
Joe K. Shumake
John W. Twelvetees, III
Toni Williamson
CENTRAL STORES
Ernest L. Larsen
James Pennington
BAY AREA
FEDERAL EMPLOYEES
Andrew A. McDonald
Robert L. Stevenson
EAST BAY
Marvin P. Courtney, Jr.
Richard R. Craig
Kenneth D. Esmeyer
Robert G. Firby
Wayne R. Greer
John I. Harger
Kenneth S. Hawley
James D. Heartfield
Karl W. Manthei
Robert J. Miller
David A. Montgomery
John K. Powers
James L. Rowley
Melvin C. Shell
William H. Spencer
Gary E. Sprinkle
Max L. Turpin
SAN FRANCISCO
Kenneth N. Austin
Joseph W. Cain
Richard J. Chaboya

James M. Fahey
William A. Gillick
Larry D. Kruise
Charles W. Slisher
Edward Voveris

GENERAL OFFICE

Virginia K. Brett
Jeannette Burton
Charles L. Eldred
Thomas V. Foran
Iris C. Hall
Michael J. Kerrigan
Aleira Marshall
Beulah A. Nash
Gloria D. Norwood
Linda Pistone
Patrick F. Price
Virginia Tally
Jean Underwood

STOCKTON

Forrest L. Anderson
Gary Merkel
Robert F. Minton

CITY OF OAKLAND

William H. Barnes
Gordon C. DeFord
Arthur Hays
Ted Kendrick

SHASTA

Vicki L. Metherd
CITY OF REDDING
William E. Andersen
Dohn E. Bogue
Charles B. Chickering

Monty L. Church
Alva W. Courtney
Lloyd Farley
Norval L. Foss, Jr.
George L. Gilliam
Ray Gullixson

Montie O. Huff
Douglas W. Jones
James Lamanna
Donald Melhase
George E. Moore
Philip S. Norton
Charles E. O'Brien, Jr.
Charles F. Patterson
Joseph T. Scalise
Marino J. Simo
Lyle W. Witt

SIERRA PACIFIC POWER
Robert T. Strong

NEVADA IRRIGATION DISTRICT
Kenneth B. Goodnough
William A. Workman

COLGATE
Julian J. Kline

NORTH BAY
James M. Beardsley
Lawrence P. Biancalana
David J. Blabon
Maureen L. Peters
Dennis R. Roussan
Henry Thorn
Dennis H. Williams

SACRAMENTO
Jere B. Enzler
Robert L. Shearn
U.S.B.R.

John W. Buckles
Charles M. Coalson

CITIZENS UTILITIES
Jack Hill
Joyce A. Walton

GENERAL

CONSTRUCTION

Joseph B. Alexander
Ernest L. Basurto
John O. Berglund
Kenneth H. Cyr

Daniel G. Echavarria
Manuel J. Dutra
William J. Eisentrager
Anthony J. Garrido
Michael P. Gosnell
Ernst J. Haack
John Hardin

Tom J. Hensley
James A. Hughes
Jimmy R. Jefferson
Leland Johnson, Jr.
Milton T. Kite
Thomas L. Lee

LaVerne D. Morrison
Robert E. Osborne
Stephen D. Rivers
Harry P. Sattler, Jr.
George W. Scott
John L. Short

L. H. Shriver, Jr.
Mike Smith
Mark Toney
Kenneth P. Wolf
Bobby D. Youngblood

PACIFIC TREE EXPERT
Don P. Rymel

NEW "A" APPLICATIONS
GENERAL
CONSTRUCTION
Billy Case
Hubert Cantwell, Jr.
Darrell L. Coleman

OUTSIDE LINE
Luther A. Cornell
SAN JOAQUIN
Frank J. Deck

GENERAL
CONSTRUCTION
Joseph A. Espinoza
Jim P. Haderman
William J. Irving
Robert A. Joiner
Wayne Livingston
Glen O. Ratel

Harley J. Smithhart
Warren D. Surret
Dwane M. Wright
Oliver F. Yaws

CITY OF OAKLAND
Ceil Jackson

COAST VALLEYS
Michael L. Scardina

OUTSIDE LINE
Jack M. Short
Hugh F. Short

SIERRA PACIFIC POWER
Wayne T. Stewart

OUTSIDE LINE
Thomas R. Vallatton

TRAVELING CARDS
ACCEPTED
W. B. McCaleb, City of Redding from Local Union 47

P. T. Nesbit, Outside Line from Local Union 340
Carl E. Walters, City of Redding from Local Union 442

Local 1245's Annual Report

MEREDITH & RUBIN
 Certified Public Accountants
 2525 Van Ness Avenue
 San Francisco, California 94109

SCHEDULE 1

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1965
GENERAL FUND

February 8, 1966

TO THE OFFICERS AND MEMBERS OF THE
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 1918 GROVE STREET
 OAKLAND, CALIFORNIA

We have examined the Statements of Recorded Cash Receipts and Disbursements of your Local Union for the year ended December 31, 1965 and the related Statement of Assets, Liabilities and Equity at December 31, 1965. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

Cash Balances December 31, 1964	\$119,957.83
Receipts	\$881,040.40*
Disbursements	860,842.11*
Increase	20,198.29
Cash Balances December 31, 1965	\$140,156.12
Other Assets Net of Liabilities—Exhibit C	10,628.50
Equity	\$150,784.62

*Exclusive of transfers between funds.

Although the Replacement Fund was not established until the latter part of 1965, we have treated all transfers to savings accounts, auto purchases, interest income, etc. as though the Fund were established December 31, 1964.

In our opinion, the accompanying financial statements present fairly the recorded cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1965 and the financial position of Local 1245 at December 31, 1965 in accordance with the accounting principles stated in the note to the Statement of Assets, Liabilities and Equity.

Respectfully submitted
 Meredith & Rubin
 Certified Public Accountants

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EXHIBIT A

INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1965
GENERAL FUND

Cash Balance December 31, 1964	\$105,299.33
Receipts:	
Local Union portion of receipts:	
"A" members dues	\$ 64,905.98
"BA" members dues	545,216.75
Initiation fees	4,965.95
Reinstatement fees	17.00
Difference in dues	225.40
Difference in initiation fees	220.60
Working dues—Outside Line	2,185.11
Total	\$617,736.79
Reimbursements to General Fund:	
Receipts held for members' credit or to be refunded ..\$	4,317.60
Members' credits applied to dues, etc.	(3,457.50)
Refunds	12,217.11
Total	\$ 13,077.21
International portion of receipts:	
"A" members per capita	\$ 73,885.20
"BA" members per capita	168,730.50
Initiation fees	4,966.45
D.B.A.F. fees	462.00
Reinstatement fees	17.00
Difference in per capita	15.40
Difference in initiation fees	220.60
Total	\$248,297.15
Total Receipts	879,111.15
Total of Receipts and Balance	\$984,410.48
Disbursements—Schedule 1	858,673.37
Cash Balance December 31, 1965	\$125,737.11
Details of Balance—General Fund:	
Bank of America, commercial account:	
Bank statement less outstanding checks	\$ 54,859.19
Deposits after close of bank statement (see Note below)	69,124.62
Change fund	100.00
Contingency fund	1,500.00
Petty cash fund	100.00
Returned checks for collection	53.30
Total as Above	\$125,737.11

Note: Deposits after close 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.

Affiliation Fees:		
International Brotherhood of Electric Workers	\$246,553.40	
California Labor Federation, AFL-CIO	5,400.00	
California Labor COPE	360.36	
Central Labor Council of Alameda County, AFL-CIO	1,320.00	
Joint Executive Conference of No. California Electrical Workers	100.00	
Marysville Central Labor Council	60.00	
Nevada State AFL-CIO	975.00	
Nevada State Electrical Association	165.00	
Sacramento Labor Council, AFL-CIO	156.00	
San Francisco Labor Council, AFL-CIO	468.00	
Central Labor Council of Contra Costa County	504.84	
California State Assn. of Electrical Workers	288.00	
Federal Employees Council of No. California	5.00	
Redding-Five County Central Labor Council	20.10	\$256,375.70
Staff Expenses:		
Salaries	\$235,653.94	
Severance pay trusts	7,939.88	
Hote's	9,360.28	
Meals	13,906.10	
Credit card fees	378.00	
Other transportation	2,818.41	
Safety hats	63.18	
Moving expenses	1,552.35	
Automobile expenses:		
Parking and tolls	2,088.82	
Gasoline and oil	12,560.61	
Parts and accessories	3,139.87	
Repairs and maintenance	5,886.61	
Mileage @ 9¢ per mile	524.54	
Insurance	5,374.00	
Transfer to Replacement Fund	20,316.34	
Registration fees	1,848.50	323,411.43

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1965
GENERAL FUND

Research and Education:		
Utility Reporter	\$ 16,814.22	
Public Relations:		
Salaries	34.00	
Expenses	2,034.21	
Subscriptions and publications	1,508.07	
Film and recorder expenses	127.03	
Local 1245 safety consultant fee	6,000.00	
Stewards newsletter	151.84	
Benefit program consultant fee	600.00	
Legislative and educational:		
Salaries	34.64	
Expenses	1,441.37	
Shop stewards' conferences:		
Expenses	5,100.38	
Materials	314.15	
Industrial atomic energy uses, hazards and controls school—expenses	24.38	
Industrial atomic energy uses, hazards and controls correspondence course—expenses	21.60	
ILPA journalistic awards contest	25.00	
Dues for membership to:		
Association of California Consumers	30.00	
California Labor Press Association	10.00	
S.F. Chapter—Industrial Relations Research Association	3.00	
Commonwealth Club	175.00	
Institute for Cybercultural Research	30.00	
ILPA—AFL-CIO	50.00	
National Safety Council	45.00	
National Council of Senior Citizens, Inc.	3.00	34,576.89

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1965
GENERAL FUND

Office Expenses:		
Clerical salaries	\$ 69,861.02	
Rent	4,250.00	
Telephone and telegraph	19,852.07	
Postage and meter expense	8,734.16	
Supplies and printing	9,367.73	
Armored car service	572.04	
Equipment maintenance	1,043.23	
Equipment rental	159.60	
Furniture and equipment	2,202.29	
International supplies	252.85	
Post office box rental	48.00	
Scrolls and IBEW pins	2,026.93	
Local 1245 dues buttons and decals	189.93	
Ballot storage	88.90	
Job definition booklets	890.24	
Staff and Executive Board expense files	461.44	
Office Staff Christmas luncheons	225.29	
Office alterations	236.56	
Safe deposit box rental	7.70	
Local 1245 ByLaw amendment inserts	290.16	
PG&E Union pension contracts	874.64	
Agreements:		
Citizens Utilities Company of California	161.20	
Davey Tree Surgery Company, Ltd.	151.84	
Election supplies	611.17	122,558.99

(Continued next month)

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,

Redding employees Represented

Redding

Representatives of the employees of the City of Redding and its officials have been meeting to develop a resolution on employer-employee relations which, if adopted by the Redding City Council, would pave the way for negotiated improvements in the employees' lot.

City Manager R. W. Cowden; City Councilmen Robert Chatfield and Dr. Lee Fulton; and City Attorney Earl D. Murphy — representing the City of Redding—and Jerry Watson (Local 1245, IBEW); Maurice Finn (Local 22, Building Services Employees); Frank Woods and Pete Ochs (Local 137, Western Conference of Teamsters); and Dell Graham (Redding Employees' Association) — representing the employees of the City of Redding—have been meeting on the proposed resolution. Another meeting was scheduled for April 13th.

Meanwhile, Business Representative Watson reports that Local 1245's bargaining proposals in be-

a Roving Foreman classification has been added, tools will now be supplied by Pacific Tree, and the inclement weather provision has been improved under the new contract.

The new pact provides for a formal grievance procedure plus provisions for rights in promotion, demotion, leaves of absence; a health and welfare insurance plan, O.T. meals, and expense provisions. Term of the agreement is until December 31, 1966.

The tentative agreement was ratified by Pacific Tree Members at meetings held in Redding, Yuba City and Sacramento.

half of City of Redding electrical workers were submitted March 7, 1966. Better provisions are sought covering wages, working hours and work days, meals on overtime, industrial injury, overtime pay and grievances. Already a large number of Redding electric employees are members of Local 1245, International Brotherhood of Electrical Workers. Payroll deduction has been arranged by Business Representative Watson with City Manager Cowden.

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 14th in San Fran-

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 of 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 Leamington 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.



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.

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 procedure, Title 302;

Clarification of Hours Section 302.7;

- Field Clerks' duties;
- Application of Title 303 inclement 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 Apprentice Meter Inspectors (PLO and Gas T&D) to Gas Measurement classifications in a new Gas Transmission and Regulation line of progression;

- Job duties of Clerk Drivers;
- 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.