Dan McPeak leaves Local

Dan is leaving. Probably, by the time you read this, he will have gone. With him go his ability, integrity, sense of humor—and the best wishes of all who know him.

Behind, he leaves the position of Assistant Business Manager, the chairmanship of Union's Review Committee on both the PG&E and Sierra Pacific systems, membership on the Executive Committee of the Alameda Central Labor Council, and—unfortunately—the labor movement.

In taking Gloria and their five children to Southern California where he will become a NECA field representative, Dan McPeak will complete an odyssey started by his father many years ago. James Henry McPeak was a pile (continued on page seven)

Check check for four

Members in the PG&E Physical and Clerical bargaining units should see a 4 per cent increase in their paychecks for all days worked since July 1st, 1967. The deferred increase went into effect as a result of last year's negotiations.

Not directly seen on your paycheck, but accruing to your interest all the same, are the larger dollar amounts the Company must pay to match your percentage contributions to the pension and stock savings fund plans.

Two deaths, two burns in two months

Two fatalities and two serious burns hit the system during May and June.

• Lineman Ronald Daigle was killed in Fresno May 16th while working in an aerial bucket near an open air switch.

• Daigle was with one of three crews engaged in reconductoring, from No. 6 copper to No. 397 aluminum, a 12,000 volt circuit. The aluminum conductor had already been strung to one side of the air switch and was energized to that point. No boards had been placed in the air space between the hot and cold sides of the switch.

• Daigle completed the deadending of wires to two phases of the air switch and moved his bucket to the other side of the pole for the third phase. The hot and cold blades of the switch are only a little over a foot apart when open, and he had only 10% inches between the energized blade and the top of the cross-arm. No qualified observer was in position to watch him. The Heavy Foreman had just started walking down the line to check on other crew members' portions of the job.

• Lineman Daigle had his left hand on the cross-arm while he reached out with his right to grasp the cold tail, in doing so his left hand raised and contacted the switch blade carrying 12 kv.

E. F. Sullivan, Assistant Regional Director and Chief of Operations; R. G. Howard and Felix Dassen. Union's Committee included spokesmen Wallace Kaplan, William Peitz, Charles Phelps, Lester Pingree and Assistant Business Manager Mert Walters, who was assigned by Business Manager Weakley to serve in an advisory capacity during Business Representative Kaznowski’s absence.

The tentative settlement was ratified by U.S.B.R. Members at meetings held at Tracy, Friant Dam, Los Banos, Folsom Dam and Shasta Dam by Business Representatives Lucas, Robinson and Kaznowski.

The new wages and conditions went into effect July 2nd.

PG&E Clerical gain bidding procedure like Physical

PG&E Clerical employees will have rights to bid for promotion and transfer as a result of negotiations concluded in June. The new Clerical Bidding Procedure, similar to the new Physical procedure, will feature:

- Prebidding on future vacancies in your own Division, or any Division if you have been demoted;
- System-wide posting of vacancies not filled by prebidding;
- Postbidding on vacancies which have developed throughout the system and which have not been filled by prebids;
- Employment date as the criterion for selecting the successful bidder in a category;
- Division-wide posting of all job awards whether filled by prebids, postbids or Section 18.6—and notice to individuals of awards of jobs they have bid in other Divisions.

While Section 18.6 was not eliminated from the Agreement as Union's Committee suggested, its language was restricted to transfers “within the Line of Progression” as originally intended, and its use should be rationalized by the new requirement to post such moves.

With this exception, the Clerical (Continued on page six)
YOUR Business Manager’s COLUMN

The only constant is change

By RONALD T. WEAKLEY

Due to the fact that a number of personnel changes in Local Union leadership are in the mill this month, I shall offer some coincidental comment in this column.

Assistant Business Manager Dan J. McPeek has resigned, effective July 21st. Dan has accepted another position in the electrical industry and takes with him our best wishes for a happy and successful career in his new field of endeavor.

We shall miss him and we shall miss his contribution to the solution of daily problems which flow into my office and require experience and competence in order to handle them in a satisfactory and efficient manner.

Business Representative John Wilder, who was most recently assigned to East Bay Division, is being promoted to the position of Assistant Business Manager to replace Dan McPeek.

John has a fine background of experience in the field and he has proved his competence in so many ways that his promotion will be well received by his fellow staff members and by the membership as a whole.

Wilder’s co-worker in East Bay Division, Business Representative Jim McMullan, will now share the big East Bay assignment with a newcomer, Peter R. Dutton, who leaves PG&E with almost ten years of Company service. Pete comes from Contra Costa Power Plant, where he was a Control Operator.

He has served as Steward, Unit Chairman, and member of Local 1245’s Steam Generation Sub-committee in PG&E contract negotiations.

We welcome Pete as a new Business Representative and we know that our East Bay members will continue to give him the same excellent cooperation given Brothers McMullan and Wilder over the past few years.

An addition to the Staff will be made on August 1st, when former Local Union President Leland Thomas Jr. will be appointed to the position of Business Representative and assigned to special duties under the direction of Senior Assistant Business Manager L. L. Mitchell.

Lee Thomas leaves San Jose Division, where he spent twenty years as a PG&E employee, rising from Laborer, up through Line-man, to Line Subforeman. Lee has served as Steward, Grievance Committee man, Unit Chairman, Advisory Councilman, Executive Board Member, and Local Union President. He has also served on numerous special committees and has participated in both Electric Department and general PG&E contract negotiations.

Lee’s special duties will include working on apprenticeship and training programs, construction and safety standards, educational programs, etc., which are subjects of growing concern to our members, particularly those in the younger age category.

Gaining up twenty years of seniority, and the current and future benefits which accrue thereto, requires real dedication to the principles which have built Local 1245 to its present size and stature.

Lee has been an excellent PG&E employee. He is highly skilled in his trade. He has been a good Union man and a fine leader. He has accompanied me to meetings of top labor and industry leaders and he has always conducted himself with distinction because he is proud of Local 1245 of the I.B.E.W. and the fine people who make up its membership on the job.

We welcome him aboard and we know that as he assumes his new duties, he will get the cooperation he has earned from years of Union service.

Another major change in Local 1245’s leadership also occurred this month when President Thomas resigned and Roland W. Fields took over the job as our new President.

President Fields is also a veteran Local 1245 leader, having served as Steward, Grievance Committee man, Review Committee man and Chairman of Local 1245’s General PG&E Negotiating Committee. He is a Line Subforeman in San Jose Division and was formerly a Lineman in San Francisco Division.

He is active in church and civic affairs in his community and is held in high respect for his integrity and honesty as both a skilled utility employee and a leader of Local 1245.

The Executive Board of Local 1245 unanimously appointed President Fields to the remaining term under the provisions of the I.B.E.W. Constitution and our Local Union Bylaws. I join with the Board in wishing President Fields well and I pledge, with the Board, my full cooperation with his administration.

The joint Local 1245-PG&E Review Committee, the highest body of formal internal labor-management law on the PG&E system, will have a new Union Member in the person of John Wilder, who will replace Dan McPeek as Union Chairman on the Review Committee.

President Fields will continue as one of the Union members, along with William Fleming, expert grievance man and long-time member of Local 1245’s General PG&E Negotiating Committee.

Changes occur for many reasons in our house and some of them result from personal decisions, as in Dan McPeek’s case.

Other changes result from decisions which are vested in the authority of the Business Manager, the Executive Board or the President of Local 1245, under I.B.E.W. law. These decisions are not lightly taken.

They are made only after many long hours of careful and objective consideration, partly because Local 1245 is the largest Utility Local Union in the I.B.E.W. and the largest Local Union in the I.B.E.W. west of Chicago. Its Officers and Representatives hold a charge of organizational and public responsibility which has considerable magnitude in our industrial society.

As senior officer present, in terms of total length of service and as Business Manager-Financial Secretary of Local 1245 since 1951, I am most cognizant of the fact that leadership training is a very important phase of our total activity because we can never stand still. We must have competent people coming up through our ranks from the job to the top positions of leadership.

They bring with them new ideas, new experience, challenges to the status quo, and new blood in the executive and administrative sections of the top leadership level of Local 1245.

Those who have assumed new and challenging assignments can rest assured that I shall give them guidance and counsel when needed and that I shall welcome their constructive ideas and criticisms when offered.

Our Staff “team” is subject to lines of authority under our Union laws but it does not function merely as a mechanical operation. All of us are human beings and we serve human beings in a human institution so that our internal relations reflect these facts.

Whatever “inefficiencies” there is concept of leadership relations may produce, they are very minor when considered along with the major contributions toward membership progress and security made by people in Staff leadership, whose dignity and self-respect is valued by me as Business Manager, the same as I value the dignity and self-respect of my bosses—the general membership of Local 1245.

Thanks to union-won vacations, summer-time is increasingly outdoors time. Many government agencies have helpful literature to make that time safe and healthful.

Utility Reporter—July, 1967—Page Two

"Now You're Talking!"
Chancellor Daniel Aldrich explains

The value of The University of California

Like a youthful John F. Kennedy gone gray, he rose in defense of a University.

The booming baritone soon established his New England origin, and beyond any Kennedy claim — and ideas — to match her munitions.

"Pioneer California needed men — and ideas — to match her munitions," he said, this was indeed a compliment.

"A century later, California is populous and urban, industrial as well as agricultural, still rich and bountiful — facing a Space Age future as vividly exciting as her past."

And, Chancellor Aldrich continued, "Her University is woven into every part of the fabric of this future."

His audience was sympathetic; Labor has long championed public education — but did the members really mean "The value of The University?"

They know the quality of labor is crucial but do they know that California gets back from the federal government $2 billion more than Californians pay in federal taxes — and that the chief reason for this is research and development spending which the universities attract?

"Even Californians whose livelihoods are quite remote from University research and the high-technology industries are major beneficiaries of the exceptional productivity of our highly-trained people and the incomes they generate and spend. Banker and assembly-line worker, crane operator and corner druggist — all are dependent on the potency of this growth process."

The members probably ruefully know that, advantage a college-trained man has in earning ability — $143,000 more in a lifetime for the man who completed four years of college as opposed to high school graduation. But, unless they have children of that age, they probably don’t know how long it takes to catch up for the years at school when no wages are made, or the $1,800 a year that is paid out for room and board, books, and other living expenses. The so-called incidental fees are over $220 a year, and these go to student services, not the University of California. Non-resident students — over 4,000 undergraduates and some 2,500 graduate students — each pay almost $1,000 additional annually in tuition.

"The University offers a gateway to the future for the top students of California. However, of this group, too few students whose parents are poor presently come."

"The Board of Regents, the University administration and the faculty are pledged to maintain the University's share of the State budget."

"In the debate that is now under way, we are witness to a breakdown in communication and to a failure in understanding: there is no lack of economic resources to do the job for our children and our future. The University's share of State personal income for the State portion of its operations is 0.25 percent. This year the State appropriation of $240 million to the University amounted to 5 percent of the State budget."

And so it went — the same command over facts and figures as the other day. Aldrich he resembles in so many ways. There was the same kind of vision too:

"If it is to do its job, the University cannot always be comfortable and popular; it is certain that some of today's heresies will become tomorrow's wisdom — the only question for the scientists and the scholars at the frontier of knowledge is: which ones?"

And the same faith in the fairness of his fellow men:

"The Board of Regents, the University administration and the faculty are pledged to maintain the University's autonomy and freedom of inquiry. This freedom is necessary to bring about the California of tomorrow. For that matter, it is what we believe all thoughtful Californians will insist upon today."

His audience, intuitively at least, knew the value of the University when they got there. They didn't know they would meet someone they could get enthusiastic about as a successor to Clark Kerr when they left.
How you fit in to the new Physical and Clerical Bidding Procedure

The new Physical and Clerical Bidding Procedures are alike. You may find the following points helpful in getting the promotions or transfers you want:

1. File prebids if you are an "a" or "b" bidder.

Fill out a separate prebid for each job-and-headquarters combination you want—even those jobs you want in your present headquarters. General Office Clerical people should file a separate prebid for each job wanted in each Section of the Department in which they now work. 

2. Send your prebids to the main Personnel Office in your Division, even if you have been demoted from another Division. Use the U.S. Mail only. “Certified Mail, return receipt requested” will give you a record your prebids were not lost in the mails.

3. On the lower portion of the prebid form, Company will acknowledge receipt of your valid prebid. Company will indicate any tests required for the job and will notify you of any known reason you might be disqualified for it.

Title 18—Job Bidding, Promotion and Transfer

Entire Title amended as of July 1, 1967
Effective September 24, 1967

(Note: Because the Additions, Amendments and Changes in Title 18 are so extensive—they are not printed in italics.)

18.1(a) The provisions of this Title shall be interpreted and applied in a manner consistent with the purpose and intent in establishing the job bidding and promotion procedure contained herein, namely that when an employee is qualified by knowledge, skill, and efficiency and is physically able to perform the duties of a job, the employee with the earliest employment date shall receive preference in accordance with the sequence of qualification outlined in Section 19.8 for an assignment to fill a vacancy, and that the Company shall expedite the filling of job vacancies.

(a) As used in this Title, "employment date" means the latest date on which an employee began a period of employment with Company which has been uninterrupted by leave for more than one year, or by termination of employment for any reason.

(c) Under this Title a regular employee will be considered for promotion or transfer on the basis of his Employment Date, and qualifications. It is the intent of the parties that the establishment of lines of progression shall not operate to impede an employee's advancement unnecessarily. The parties recognize that experience and training in the duties of a job which is vacant are important elements to be considered in determining an employee's qualifications therefor. In filling a vacancy in a clerical or office classification, the duty of the Company is to determine which employee shall fill on a regular basis, preferential consideration in the following sequence as provided in Section 18.8 are each qualified for appointment.

18.2(a) A probationary employee shall not be entitled to promotion or transfer on the basis of his Employment Date, and qualifications. It is the intent of the parties that the establishment of lines of progression shall not operate to impede an employee's advancement unnecessarily. The parties recognize that experience and training in the duties of a job which is vacant are important elements to be considered in determining an employee's qualifications therefor. In filling a vacancy in a clerical or office classification, the duty of the Company is to determine which employee shall fill on a regular basis, preferential consideration in the following sequence as provided in Section 18.8 are each qualified for appointment.

18.3(a) Whenever a vacancy occurs in any job classification, Company shall give preferential consideration to employees at the headquarters in which the job classification is located. It is the purpose and intent of Subsection 18.1(a) and (b) to assist in determining an employee's qualifications. An employee's failure to pass such tests in accordance with the provisions of Section 18.8 shall be considered a disqualification.

(b) As used in this Title, "a Line of Progression" shall refer to the classification to which an employee is assigned is within the Line of Progression and the Division in which the job vacancy exists regard.

(c) Attached hereto, made a part hereof, and marked Exhibit A, is a listing of the Clerical Lines of Progression for the Divisions and Departments, set forth in Title 18. The Companies may change the Lining of Progression as they shall deem advisable.

(d) Additional Lines of Progression may be established and the existing Lines of Progression may be modified or eliminated by agreement between Company and Union.

18.4 Only a regular full-time employee of Company who is entitled to preferential consideration under Subsections 18.3(a) and (b) may submit by United States mail as a prebid form provided by Company a bid in anticipation of a job vacancy occurring in any existing classification and headquarters for which he desires consideration. Company need not consider any prebid which was postmarked less than eight (8) calendar days prior to the date of posting an offer to fill a job vacancy in the classification and headquarters on which the bid was made. Company, without rejecting the bid, will notify in writing an employee who submits a prebid, hereunder, of any known reason which might preclude his filling the classification on which he has prebid, including information regarding testing programs which must be completed. Company shall not be obligated to acknowledge or consider a prebid that does not meet the requirements of this section.

18.5 (a) In making an appointment to fill a vacancy in a beginning classification or in a regularly scheduled part-time job, Company shall give preferential consideration in the following order to employees who have been employed in the Line of Progression listed in Exhibit F, including those outside the bargaining unit and those classifications listed in Exhibit F which the Company has, in its discretion, determined are not their classifications.

(b) By written agreement between Company and Union, any employee may be appointed to fill a vacancy in the same, next higher, or next lower classification as defined in Exhibit G, and in the Line of Progression in which the job vacancy exists regard.

18.6 When a vacancy occurs in a clerical or office classification, Company may fill in its discretion by assignment, provided that the employee who is assigned is within the Line of Progression and the Division in which the job vacancy occurs, and is in the same, next higher, or next lower classification as defined in Exhibit G, and in the Line of Progression in which the job vacancy exists regard.

(c) By written agreement between Company and Union, any employee may be appointed to fill a vacancy in the same, next higher, or next lower classification as defined in Exhibit G, and in the Line of Progression in which the job vacancy exists regard.

18.7 (a) On the first day of each month, Company shall post throughout its system a list of all job vacancies which are in the Division in which the job vacancy exists regard, not filled through the prebid process, including new vacancies created by such assignment.

(b) If a vacancy occurs in a job classification listed in Exhibit G, the Company in its discretion, determined are not their classifications listed in Exhibit F which the Company has, in its discretion, shall be considered for appointment.

18.8 Whenever an employee is to be appointed to fill a job vacancy in a classification, Company shall consider the employee who possesses the qualifications set forth in the job classification in Exhibit G, including those outside the bargaining unit and those classifications listed in Exhibit F which the Company has, in its discretion, determined are not their classifications.

Title 19—Demotions

19.1 Notwithstanding anything contained in this Title, Company may fill any job vacancy by an employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made. Company may give tests to assist in determining an employee's qualifications. By written agreement, Company and Union may adopt testing programs for determining employees' qualifications for promotion. An employee's failure to pass such tests in accordance with a Company and Union approved program shall result in the rejection of his bid without further consideration.

19.2 If Company does not within the time provided in Section 19.7 receive any bids on a job which has been posted, or does not receive a bid from an employee who possesses the qualifications set forth in the job classification, this Title in its discretion shall be expanded to fill such job vacancy in any employee who requests for reasons of urgent necessity.
Clerical-Physical Bidding Procedure

next lower classifications will be the criterion for awarding Clerical jobs under "b". Employment date will be the criterion for awarding Clerical jobs under "b" as well as all the other categories.

7. If you are a successful prebidder, Company will contact you. Watch the bulletin board for the posting of job awards made through prebids and postbids (and, in the case of Clerical, Section 18.6, also). Job awards made through prebids from within the Division will be posted frequently—perhaps weekly—certainly monthly. They will list the classification and headquarters vacant, the name of the employee awarded the job, the seniority date shall recognize, or bered a subsection id or in which union granted is eligible classification id in this employee efficiency, the job give tests locations, may employees' desire to stay and rejection lowing which from a forth in a final job va- mestic if classification must be considered, but nevertheless it is not to be met with Section decision in this may require another.

lines of progression effective Sept. 24th

DIVISION CLERICAL DEPARTMENTS

The tables shown below are for use in filling vacancies in the Division clerical departments. These should be used in connection with Section 18.8 of the Clerical Agreement dated July 1, 1975, as amended.

To use these tables, find the vacant classification. Below the vacant classification in the left-hand column are listed the next lower classifications. Below the vacant classification in the right-hand column are listed classifications which are the same as, or higher than, the vacant classification. The classifications listed as next lower, the same as, or higher than, the vacant classification are followed by a hyphen and a label which describes the general function of the clerical classifications which are so considered.

Combination classifications (e.g., Clerk-Stenographer) are dual classifications (e.g., Clerk A or B - Customer Services). Vacancies in such classifications will be filled in the basis of the primary classification (the first classification in the title), taking into account the qualifications required for the secondary classification. Consideration for promotion of employees who hold such classifications will be based upon the primary classification.

Example 1: If a vacancy exists in a Clerk B classification in the Sales Department, consideration under Subsection 18.8(b) of the Agreement in order of employment date shall be given to employees classified as Clerk C, the equivalent, or higher (including combination Clerk C) jobs in the Customer Services line of progression.

Temporary Assignments: Temporary upgrades may take place within the department and headquarters in which the temporary vacancy exists provided there is a next lower classification to the vacant classification in such department and headquarters. Temporary upgrades into classifications where there is no next lower classification to the vacancy within the department and headquarters shall be made in accordance with the lines of progression.

Example 2: If a temporary vacancy exists in a Clerk B classification in the Sales Department, consideration in order of employment date shall be given to employees classified as Clerk C or equivalent in the Sales Department.

Customer Services Line of Progression:

This line of progression includes such general functions as telephone switchboard operators, mail distribution and collection, Division files, reproduction, accounting, office services, new business, meter reading, meter tag posting, sales, rate analysis, telephone and counter service, credit, cashiering and collection in Division, District and Local offices.

Supervising Clerk B

Next Lower Classifications

Clerk A - Customer Services

Supervising Clerk B - Customer Services

HEAD METER READER

Next Lower Classifications

Head Meter Reader (lower rate)

Same or Higher Classifications

Head Meter Reader (same or higher rate)

COLLECTOR

Next Lower Classifications

Clerk C - Customer Services

Same or Higher Classifications

Supervising Clerk B - Customer Services

CUSTOMER SERVICE CLERK

Next Lower Classifications

Clerk C - Customer Services

Same or Higher Classifications

Supervising Clerk B - Customer Services

STENOGRAPHER A

Next Lower Classifications

Clerk C - Customer Services

Same or Higher Classifications

Supervising Clerk B - Customer Services

PHB OPERATOR A

TYPST A

Beginner's Classifications

* Successful completion of entrance examination required.

The names of progression effective Sept. 24th

Revised September 24, 1967
North Bay Stewards meet in Santa Rosa

For Clerical

Prebid forms available Sept. 1

(Continued from page one)

bidding procedure is virtually identical to the new Physical Procedure.

That means the prebidding in-

(continued from page four)

such as impairment of his health or that of a member of his family, or the lack of adequate educational facilities for his children in the locality in which he has been employed. However, that an appointment shall not be made hereunder to a classification which has a wage rate higher than the classification of the employee who requests the transfer. For consideration under this Section, an employee shall submit to the Company, by United States mail, a letter outlining his reasons for such request. When a vacancy occurs at a location that could alleviate the employee's problem, Company and Union may agree in writing to the appointment of the employee to fill such vacancy.

18.18 Company, by written agreement with Union, may consent to an exchange of headquarters between employees in the same classification or classifications having identical, scheduled wage rates and Line of Progression with own headquarters for the provisions of this Title.

18.18(a) At least once each month, and within an interval of not more than thirty (30) days, each Division of Company shall post on bulletin boards within the Division a list of all job awards made through prebids, postbids, or the application of the provisions of Section 18.6, since the last list was posted. Such list will include the job vacancy classification and headquarters, the appointed employee's name and employment date, and the Agreement Section elected upon for the award.

(b) Company shall forward to each employee who has submitted a bid to fill a vacancy in a Division other than the one in which he has his headquarters the list of job awards which contains the award to fill the job vacancy on which he bid.

18.19 New classifications and wage rate additions to those which appear in Exhibit F attached hereto may be established by agreement between Company and Union and Lines of Progression may also be established or modified by such an agreement. Company may establish new classifications and wage rates thereon on a temporary basis pending agreement thereon with Union.

formation found in the May issue now applies to Clerical as well. As soon as the Clerical prebidding forms are available around Sept. 1, they should be filed for every headquarters and classification you desire in your Division if you have "a" or "b" rights.

A demoted employee has "a" rights to return to his former classification and can submit a prebid in his present Division for anticipated vacancies in other Divisions as well as his own. Employees within the Division and Line Progression have "b" rights to a vacancy if they are in the same classification, as defined in the Line of Progression, as that in which the vacancy exists; in a higher classification; or if they are in the same classification but have "b" rights to a vacancy if they are in the next lower classification at the top rate.

The person with the earliest employment date in this "b" category would then be awarded the job.

Detailed language of Titles 18, 19 and the revised Lines of Progression should be available for reissuance soon. It is expected the first prebid awards will be made on September 24, so your prebids should be postmarked at least 8 days prior.

The members of the Clerical Bidding Committee were Joey Boone, Joan Bynum, Sam Clement, Dick Fleming, Gloria Gonzalez, Bruce Lockey, Pat McCormick, L. L. Mitchell, Sonja Romera, Shirley Storey, Ronald T. Weakley and Harry Welton.


Board policy in Remembrance

WHEREAS: The Local Union has previously provided for remembrances of its deceased members through memorial bibles, floral offerings, or contributions to charities of the family's selection, and

WHEREAS: Timely notice has not been made in all cases which provided the ability to provide a floral offering, and

WHEREAS: Where floral offerings have been provided, the surviving members of the family have later indicated a preference for a memorial bible, and

WHEREAS: This situation has created some confusion and ill will in the past and it is our belief that some adjustment should be made to rectify the problem as it exists,

THEREFORE BE IT RESOLVED: It shall be the policy to provide a memorial bible to the surviving spouse of deceased member and a floral offering not to exceed $15.00 at the time of interment. Further, should timely notice not be provided or if the survivors so desire, a donation equal to the amount of the floral offering shall be made to a charity of the survivors' choice in the name of the deceased member in lieu of the floral offering.

Local Government employees gain

Negotiations in behalf of members employed by various public agencies have had the following results, Assistant Business Manager Mert Walters reports.

Alameda-Contra Costa Transit District

Wage increases totaling 70 cents an hour over three years; improved Holidays, Sick Leave and Severance Pay; and increased group insurance premium payments by the District highlight a new settlement which includes employees represented by Local 1245. Paid jury duty and funeral leaves are also provided. A semi-annual cost of living adjustment will be made at the rate of 1 cent an hour for every half point increase in the Consumer Price Index, starting in 1969 with the January, 1968 CPI as the base.

City of Berkeley

A five per cent general increase went into effect July 16th for Electric Department employees represented by Local 1245. The City of Berkeley will pick up the increased cost of the group hospitalization premium for the employee coverage. The Kaiser cost increase picked up by Berkeley from April 1st amounted to 15 per cent while the Blue Cross increase picked up from July 1st was 5 per cent of the premium.

Alameda Bureau of Electricity

Special adjustments ranging from 5 to 21 cents an hour preceded a 3 per cent general wage increase July 2nd. Alameda Bureau employees will now enjoy 3 weeks' vacation after 7 years' service, and 4 weeks after 20. Previously there was no provision for a fourth week of vacation.

City of Oakland

On July 1st, a 5 per cent increase for semi-skilled Laborers and Foremen, a 10 per cent increase for Cable Splicers, and 7% per cent for all other classifications went into effect. Oakland will now pay an additional $3.00 to the group hospitalization plans, bringing the total to $84.00 per month. Vacations will also be improved.

City of Redding

The Redding City Council has voted to delay action on salaries until sometime in July with any increases retroactive to the first. The City Manager has recommended no wage increases be paid. The City of Redding is also considering adoption of a "merit civil service system". Local 1245 has submitted its comments and reasons for objecting to these actions and recommendations on which public hearings will be held in July.
Ron Fields becomes President as Thomas joins Staff

Ron Fields has been appointed President of Local 1245 to succeed Lee Thomas who resigned to accept an appointment to the Staff, Business Manager Weakley announced in behalf of the Executive Board.

President Fields is a Line Subforeman now headquartered in Half Moon Bay. He was chairman of the 1966 System Negotiating Committee and will continue for the present as one of Union's members of the PG&E Review Committee.

John Wilder appointed to Assistant Business Manager

Business Representative John Wilder has been appointed to the Assistant Business Manager's position left vacant by the resignation of Dan McPeak, Business Manager Weakley announced at the July 10th Staff Meeting.

John has been the senior Representative in East Bay Division for the last seven years, and before that was assigned to San Jose Division.

He worked for PG&E in the San Francisco Steam Generation Department and was a Shop Steward and Departmental Negotiating Committee member at the time of his appointment to the Staff in 1958.

The new Assistant Business Manager's family home is in Los Altos with his wife, Elaine, and Patricia—the only one of the children still at home; Paul and Judith are both married, and Richard is attending the University of Nevada.

Known affectionately to his colleagues (and perhaps a few of his counterparts) as "Big Bad John" (continued from page one)

Dan McPeak leaves Local

(Continued from page one)

Two deaths, two burns in two months

(continued from page one) into the high voltage line.

His subforeman, Tom Peters, immediately climbed up the boom to the stricken man where he removed the burning clothes and administered resuscitation.

Wheeler was first rushed to the San Leandro Memorial Hospital and subsequently Franklin Hospital. He died there a few days later.

- A General Construction Lineman will probably lose his arm as a result of a serious burn accident in Davis.

Frank Boyle was using hot cutters to install a switch in an energized 12,000 volt line. He was bent over a pole with an Apprentice Lineman. The pole carried an alley arm with metal brace and a telephone cable with a snake covering. His arm was resting on the metal brace at the same time the metal portion of the cutters touched the energized switch. The charge came down through his arm and exited from his hip adjacent to the telephone cable which was no longer protected by the snake covering.

He was taken to Woodland Memorial Hospital and later transferred to Franklin in San Francisco.

- The fourth serious industrial injury involved a Troublieman in Tracy who was working on a transformer. Investigation into the details of this accident is continuing.

The Company rule book, State law and common sense indicate: If you can't do it safely—don't do it!

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Chinook (King) salmon are found on both coasts of the north Pacific, from northern China and Japan; off the Russian coast to the Bering Strait; (then swinging over) down the coast of North America—from Alaska and British Columbia, as far south as Monterey Bay, California.

After two or three years at sea, when the spawning urge asserts itself, they forsake their ocean home to arrive, unerringly, after many weeks of finning, at the headwaters of the crystal-clear stream—or, perhaps, small tributary—where they were born as a pea-sized egg: a journey, from feeding ground to spawning ground, of often 1,000 miles or more.

The drive to the spawning waters, especially the last leg of the junket—from fresh water to redd—is relentless and persistent. Up and over seemingly unscalable falls they ascend; through the swiftest of rapids, surge; through tepid waters, so shallow their backs and dorsal fins are exposed, they slither in a drive to perpetuate the species.

Once they enter freshwater, they do not feed but call upon stores of fat and oil with which a provident Mother Nature has endowed them stores adequate to sustain them in reaching their far-distant natal rivulet. When they finally arrive at their destination, they are bruised and scarred, colorless and splotched of skin, a far cry from the chrome-bright specimen of the deep ocean.

Here, where they were born, they will die. The life cycle is repeated as the eggs are dropped; hatch; develop from tiny fry to fingerlings; spend months, perhaps a year or more in freshwater; enter the vast saltchuck; reach maturity, and so on "ad infinitum."

Unlike the Atlantic salmon or west coast steelhead (sea-run rainbow), the Pacific salmon, dies after spawning. The belief held by some that it can recover from the spawning ordeal if it could but reach the ocean is scoffed at by fishery biologists.

The eggs hatch out in about 60 days. Some of the young may head for the ocean as soon as they absorb their egg sac, while others may remain a year in freshwater before entering the ocean. Once they take up residence in the ocean in earnest, their growth is rapid, a growth promoted by the bountiful larder of Neptune: Herring; anchovies, other small fish, squid, shrimp and crustaceans.

According to records of Field and Stream magazine, the largest sport-caught salmon must be credited to Heinz Wichmann. Fourteen years old at the time, he eased a 92 pound Chinook from the Skeena River of British Columbia on July 19, 1959. It measured 1½ inches less than five feet from nose to tail and measured three feet around the middle. Largest commercially caught Chinook on record is a specimen taken from a fish trap at St. Petersburg, Alaska, a 125 pounder.

"through the swiftest of rapids, the salmon drives upstream to headwater spawning grounds . . ."