Sierra Pacific

Ballots sent

Beno

Sierra Pacific members are currently voting on a tentative settlement which includes the following provisions:

- A 5 per cent general wage increase for all classifications.
- Wage inequity adjustments to a number of classifications.
- Shift premiums increased from 10 to 12 cents an hour on shifts beginning between noon and 8:00 p.m., and from 15 to 18 cents on shifts beginning between 8:00 p.m. and 4:00 a.m.
- 3 weeks' vacation due one year earlier, and 4 weeks' one year earlier than before.
- Unlimited accumulation of sick leave at the rate of one day for each month worked prior to 5-1-68.
- Tool replacement in all departments.
- Wage negotiations in each year of a three year term.
- Revised lines of progression and job classifications.
- Increase in the basic hospital room allowances from $20 to $35 per day under the major medical plan, from $300 to $600 for special services.
- Company payment of increased hospital-medical premiums: $1.83 in behalf of each employee immediately, payment of an additional $1.35 per month in behalf of each employee effective 5-1-69, and an additional $1.34 paid by Company effective 5-1-70.

Please send any corrections of name, address or zip code to 1918 Grove Street, Oakland, Calif. 94612

 Vote in your Union's Election

Ballots in this year's Local Union Election of Officers will be mailed to the membership on May 29, 1968. Background material regarding candidates starts on page three.

Your ballot will soon arrive under separate cover. Be sure to vote. In voting, carefully read and follow instructions printed on your ballot.

Ballots must be returned prior to 10:00 A.M. on June 17, 1968 in order to be counted. Remember—your vote will indicate your choice of leadership for Local Union 1245 for the next three years.

James Lorenz, right, of the California Rural Legal Assistance League warns of the politics of dissensus during a panel discussion at the California Labor Press Association's annual convention held in San Francisco May 17-19. Other panelists seen in this photo are Bill Gaines of Operating Engineers Local 3, center, and Paul Katz of the Office of Economic Opportunity. Don Sanburn of the Teamsters Opportunity Program and John Strool of the Western Conference completed the panel which related some of Labor's efforts in the war on poverty.

“El Speedo” va pronto

By Roy Murray

Auburn

Journeyman Lineman week-days—dirt track driver and speedway clown weekends: that's Kent Tyler, shown here at the Auburn Raceway's opening day, April 21st.

A racing car mechanic in his spare time, Kent has rebuilt a '38 frame Ford flat head, modified it to limited division specifications, and, as member of the Central State Racing Association, drove it in 16 races during the last two years.

But he is not only respected as a skillful and daring driver; he is also a popular favorite as “El Speedo” the speedway clown, performing comic antics and passing out gifts and balloons to the kids during intermissions.

Opening Sunday at Auburn, Kent donated his receipts to the Placer Union High School Stadium Fund, not uncharacteristic for a Shop Steward who formerly worked for G.C. and now works out of dispatch on various outside line projects.

PG&E wage talks continue

San Francisco

Three bargaining sessions with PG&E management have taken place here and another is scheduled for May 21st as we go to press.

The first meeting, held April
Our Local Union Conference of May 25 and 26 will bring together a large number of participants off the job who will hear up-to-date reports on negotiations concerning PG&E and a number of other negotiations with other employers with whom we are presently engaged in collective bargaining.

We expect to have a thorough discussion of the issues involved and to gain a good cross-section of opinion to help guide our Union's leadership toward producing results which will gain majority support in terms of contract settlements this year.

Another priority item involves our building purchase program. We believe we are close to wrapping up a deal which will provide our building purchase program this year.

Our financial negotiating team is rapidly growing in value and the building on it is modern and adaptable to our present and future needs.

Income from lease tenants will help defray operating costs and the total purchase price is very attractive.

Our financial negotiating team is composed of our attorney, Stan Neyhart; President Ron Fields; L. L. Mitchell; and me. We have arranged excellent financing and hope to close the deal shortly.

Some remodeling will be necessary to meet our operational requirements but unless an unforeseen hitch develops, we hope to move into our new quarters early this summer.

Another on-going program involves shifting some of our office procedures from manual to electronic data processing and we are about ready to complete that shift.

The office work involved in conducting our Local Union elections is also keeping us busy these days, along with the usual activities involved day-to-day service tasks in behalf of our 12,000 members who provide the means to keep our Local Union progressive.

**Member Councilman**

**Hollister**

James Kludt, a Clerk A in the Customer Service Department here, was elected to the Hollister City Council, April 9th.

Kludt, who started as a storekeeper's helper for the old Coast Counties company in Watsonville and has been a Groundman, Apprentice, Lineman, Foreman's Clerk and Clerk A in PG&E's Electric Department, will be serving his first term as city councilman. Running with him in the race was another Local 1245 member, Mel Silveira.

Kludt, a native of Lodi moved to the San Juan Bautista-Hollister area as a child and has spent most of his adult life here. He has lived at 320 Line Street with his wife, Lu, for the last seventeen years. They have three children, Krisissie, Jacqueline, and Mickey—and two grandchildren, Donna and Nancy.

In addition to his responsibility in the Hollister business office, Jim is also on the San Benito County Grand Jury. His other community activities include scouting, little league, 4H, and Ellis, and the Hollister High booster club. He is a member of the county's recreation commission, and the Citizen's Advisory Committee on Schools. Kludt is also a Steward for Local 1245.

**Editorial**

1968 may well be the year the coalition which elects Democratic Administrations was split, not by the healthy competition found within the party in the primaries, but by the opposition party's skillful manipulation of one segment of the coalition against another.

This was the essence of the warning expressed by James Lorenz, Director of the California Rural Legal Assistance League, before a group of labor editors last weekend.

Speaking as a member of a panel which described the success of such labor sponsored anti-poverty programs as TOP and the Operating Engineers Local 3, he exposed the implicit assumption that we have a fixed pie to cut up for jobs. That leads us into arguments about who gets how big a slice, he said. With automation, as Ron Weskey mentioned, there may be no pie at all.

Fitting one sub-group against another so the dominating group can pursue its own aims unchallenged is a technique seen many times—Gas Department against Electric, member against non-member, rural against urban worker, UWUA-CIO against BEW-AFL.

Lorenz indicated its was not out of the kindness of the Governor's heart or the experience of meeting with a number of civil rights leaders that Reagan had not moved against the Rumford Act. The new federal fair housing act, if properly enforced will have its greatest impact on the working class homes immediately surrounding the ghetto. In driving a wedge between these groups, whose economic interests are so similar, the opposition hopes to gain victory this November. That is what Lorenz referred to as the politics of "dissensus" not "consensus."

Fair housing laws operate in two major situations. The first, where a Negro doctor or lawyer is financially able to buy a house more in keeping with his professional status, is not usually a problem when the upper middle class people who are to be his new neighbors have a tradition of tolerance and sophistication in racial matters.

The second is a much more difficult situation—one which some of the opposition hopes to take advantage of. It is the situation where the working class Black tries to leave the ghetto and move into an area inhabited by whites with middle class incomes but not necessarily the more sophisticated values that hopefully go with them.

But this impact need not be explosive. It need not be the vulnerable point at which the forces who oppose progress for all individuals could successfully drive their wedge.

There is a famous saying, "Ye shall know the truth, and the truth shall make you free." We all have a little prejudice in us; we should admit that and work on it. That does not mean we are racists.

So much of our system is based on the assumption that we are all well adjusted individuals. Unfortunately, most of us are not. We would rather tear someone down to our level than build ourselves up to theirs. Or, we would rather keep the thumb on someone below us than keep ahead by becoming bigger people ourselves.

Often, we are fearful that other individuals threaten our progress because secretly we feel we, as individuals, have failed, ourselves. Actually it may be the system that has failed us all, and that system will not be reformed if politicians of "dissensus" are successful in playing upon our fears and guilt feelings.
BUSINESS MANAGER-FINANCIAL SECRETARY

ROLAND W. FIELDS

Initiated by Local 1245 on January 1, 1956. Employed by the Pacific Gas and Electric Company as a Line Subforeman at Half Moon Bay, San Jose Division. Currently President of Local Union 1245, having served since July 1, 1967. Served as Vice Chairman of Unit 2411, San Francisco, and was a Shop Steward in San Francisco Division from 1958 to 1962. Has been a Shop Steward in San Jose Division since 1962 to the present time.

Member of Pacific Gas and Electric Company Wage Negotiating Committee, 1961; served on Pacific Gas and Electric Wage and Contract Negotiating Committee, 1962 and 1963; Chairman of that Committee in 1966. Has been a member of the Pacific Gas and Electric Company Review Committee from 1963 to the present time. Member of Union’s Safety Committee—1967 to present.


Vice President

GERALD F. DUFFY


Expert witness on behalf of Local 1245, California Public Utilities Commission, on overhead line vertical construction.

LELAND THOMAS JR.


Expert witness on behalf of Local 1245, California Public Utilities Commission, on overhead line vertical construction.
Executive Board Member, Southern Area

BILL ALLEN:
Initiated by Local Union 1245 on September 1, 1963.

Executive Board Member, Central Area

JORGE J. BOKER:
Initiated by Local Union 1245 on September 1, 1965. Employed by the Pacific Gas and Electric Company as a Field Clerk in San Francisco. Member of Unit 3711. Current Executive Board Member at-Large, having served in that capacity since November, 1965. Present Chairman of the Del Valle Division since July, 1965. Member of the De Sabla Division Joint Grievance Committee since July, 1965. Currently delegate to the Joint Executive Conference of Northern California Electrical Workers

JOHN ZAPAN:

JOHN ZAPAN:

JOHN ZAPAN:

JOHN ZAPAN:

JOHN ZAPAN:

JOHN ZAPAN:

JOHN ZAPAN:
EXEcutive board member
at-Large

William E. Goins:
Initiated by Local Union 387 on May 11, 1959; traveling card deposited in Local Union 1245 on July 31, 1965.

Michael D. Harrington:

Advisory Council Member
San Joaquin Division

Thomas H. Brashear:

Advisory Council Member
San Joaquin Division

Eddie D. Haynes:
Initiated by Local Union 1245 on March 1, 1962.

Royce R. Herrier:
Initiated by Local Union 1245 on October 1, 1949. Employed by the Pacific Gas and Electric Company as a Fitter in Salinas. Member of Unit 1211. Currently Advisory Council Member, Coast Valleys Division, having served in that capacity since 1963. Unit Recorder of Unit 1211, 1953-1957; and from 1958 to the present time. Shop Steward in Coast Valleys Division since 1953. Member of Coast Valleys Division Joint Grievance Committee since 1955; presently Chairman. Served on Gas Subcommittee of the Pacific Gas and Electric

Advisory Council Member
Coast Valleys Division

Alexander J. Rouch:
Initiated by Local Union 1245 on May 1, 1962. Employed by the Pacific Gas and Electric Company as a Lineman in Monterey. Member of Unit 1212; currently Unit Recorder. Served as member of Unit 1212 Retirement Proposal Committee. Appointed as Shop Steward, May 1968.

Advisory Council Member
Pipe Line Operations

John M. Burnett:
Initiated by Local Union 1245 on July 1, 1957. Employed by the Pacific Gas and Electric Company as a Plant Mechanic in Hinkley. Member of Unit 1311. Served as Chairman of that Unit since 1965.

Advisory Council Member
San Jose Division & City of Santa Clara

Robert N. Rose:
Initiated by Local Union 1245 on June 1, 1961. Employed by the Pacific Gas and Electric Company as a Line Mechanic in Needles. Member of Unit 1312. Served as Unit Recorder of that Unit since 1965. Shop Steward since 1963.

James W. Gray:
Initiated by Local Union 1245 on March 1, 1961. Employed by the Pacific Gas and Electric Company as a Lineman in Watsonville. Member of Unit 1513; currently Executive Committee member of that Unit; served as Chairman 1965-1967. Shop Steward since 1967. Member of Unit 1513 Safety Committee; Unit Wages & Retirement Committee; Chairman of Unit Annual Dinner-Dance Committee, 1966-1967.

Frederick W. McKee
Utility Reporter—May, 1968—Page Five
WILLIAM R. McKEE:

PERCY R. ROME:
Initiated by Local Union 1245 on October 1, 1954. Employed by the Pacific Gas and Electric Company as a “C” Clerk in San Jose. Member of Unit 1511. Shop Steward since 1967.

Sylvester S. Cruz, Sr.
Initiated by Local Union 1324 on July 25, 1950. Employed by the Pacific Gas and Electric Company as a Plant Mechanic at Potrero Power Plant. Member of Unit 2412. Currently Advisory Council Member, San Francisco Division and General Office Department, having served in that capacity since 1962. Served as Chairman and Vice Chairman of Unit 2412; currently Unit Recorder. Former Shop Steward. Currently delegate to San Francisco Labor Council. Attended Local Union Conference at Asilomar; Labor-Management School at University of San Francisco, 1954.

ROcco W. Fera:
Initiated by Local Union 1245 on August 1, 1952.

JAMES A. COE:

DONALD R. Custer
Initiated by Local Union 1245 on July 1, 1964. Employed by the Pacific Gas and Electric Company as Communication Technician in Stockton. Member of Unit 2511. Served on Stockton Division Joint Grievance Committee.

Paul E. Felkins

FRANK R. LocAti

HOWARD J. DARINGTON, IV:


Currently Advisory Counselor, Member, Humboldt Division, having served in that capacity since 1965.

 Confirmation
JAMES C. BESSEY:

JERRY G. NORLEN:

JOE ALBERT FARMER:

RONALD JAMES LIVENGOOD:
Initiated by Local Union 1245 on November 1, 1951. Employed by the Pacific Gas and Electric Company as a Lineman in Marysville. Member of Unit 3611; served as Unit Recorder for seven years. Has attended Local Union Conferences and various Shop Steward meetings.

RAYMOND J. SMITH:
Initiated by Local Union 1245 on March 16, 1951.

JOE ALBERT FARMER:
Initiated by Local Union 1245 on September 1, 1947. Employed by the Pacific Gas and Electric Company as a Lineman in Reno. Member of Unit 3311 and present Chairman of Unit 3412; served as Chairman and Vice Chairman of Unit 3413. Has served as a Shop Steward and as a member of the De Sabla Division Joint Grievance Committee.

STANLEY P. JUSTIS:
Initiated by Local Union 1245 on January 1, 1947. Has attended Advisory Council meetings as an alternate.

CARL H. COOK:

JULIAN L. WATKINS:
Initiated by Local Union 1245 on May 1, 1941. Currently Advisory Council Member, PG&E General Construction.

LELAND B. KLINE:
Initiated in Local Union 1245 on December 1, 1961. Employed by the Davey Tree Surgery Company, Ltd. as a Climber at Santa Cruz. Member of Unit 1513, and Unit Recorder since 1965.

IRVING GENE BINGHAM:
Initiated in Local Union 1245 on December 1, 1961. Employed by the Davey Tree Surgery Company, Ltd. as a Climber at Santa Cruz. Member of Unit 1513, and Unit Recorder since 1965.

JESSE K. TACKETT, JR.:
Initiated by Local Union 1245 on June 1, 1960.

JERRY G. NORLEN:

ORPHIE PEARSON:
Initiated by Local Union 1245 on July 1, 1952. Employed by the Pacific Gas and Electric Company as a Communication Technician at Rodgers Flat. Member and present Chairman of Unit 3412; served as Chairman and Vice Chairman of Unit 3413. Has served as a Shop Steward and as a member of the De Sabla Division Joint Grievance Committee.

DALE H. BASSETT:
Initiated by Local Union 1245 on November 1, 1955. Employed by the Pacific Gas and Electric Company, General Construction Department, as Equipment Operator "B" at Mt. View. Member and Chairman of Unit 1514. Has been a Shop Steward since October, 1957.

GLEN R. HARRADINE:
Initiated by Local Union 1245 on May 1, 1962. Employed by the Pacific Gas and Electric Company, General Construction Department, as Equipment Mechanic at Davis. Member and Chairman of Unit 3813; was Vice Chairman in 1967. Currently Advisory Council Member, General Construction.

DALE H. BASSETT:
Initiated by Local Union 1245 on November 1, 1955. Employed by the Pacific Gas and Electric Company, General Construction Department, as Equipment Operator "B" at Mt. View. Member and Chairman of Unit 1514. Has been a Shop Steward since October, 1957.

IRVING GENE BINGHAM:
Initiated in Local Union 1245 on December 1, 1961. Employed by the Davey Tree Surgery Company, Ltd. as a Climber at Santa Cruz. Member of Unit 1513, and Unit Recorder since 1965.

LORCA H. COOK:

JULIAN L. WATKINS:
Initiated by Local Union 1245 on May 1, 1941. Currently Advisory Council Member, PG&E General Construction.
Arbitration to decide 2 Fed units

By Dick Barns

Alameda

Local Union 1245's extensive efforts of organizing at the U.S. Naval Air Station (Alameda) have culminated in two recent arbitration cases which will decide unit determination in NAS and NARF. The Naval Air Rework Facility is expected to encompass the maintenance electrical workers in Shop 650. These skilled technicians include such crafts as electrician, electronic mechanic (maintenance), storage battery repairman, and apprentices and helpers. Membership is daily increasing and a soon-to-commence organizing campaign is expected to bring all employees into a strong united organization.

The Naval Air Station's Electric Shop in the Maintenance Branch of Public Works Department also found itself a part of the unit determination arbitration. This group too, anticipates a favorable decision in their bid for Exclusive Recognition at the Air Station.

Mr. John Baker appeared as a witness for Local 1245 in the NARF case at the hearing and Mr. Bob Abreu was present for the NAS case.

If Exclusive Recognition is attained, both of these units will complete proposals for submission to management for forthcoming negotiations. These proposals will relate to all working conditions and personnel policy in the unit. Also included in the proposals will be a grievance procedure which will contain a provision for arbitration of grievances and disciplinary and adverse actions.

The arbitrator at the arbitration hearings held on March 13th, 1968, was Mr. Sam Kagel, well known for his recent mediation of the San Francisco newspaper strike.

The decision on these two important cases is expected any day.

Local 1245 intends to continue its organizing efforts at Alameda to bring to as many employees as possible the benefits of union representation.

* * *

The United States Naval Hospital at Oak Knoll has been the recent scene of much organizing activity on the part of IBEW representatives.

Meetings have been held with employees at various sites throughout the installation. Response to organization has been favorable and a request for Exclusive Recognition will be filed on behalf of L.U. 1245 for a large group of wage-board employees.

Many pertinent questions were asked by employees during the organizing process.

A laundry worker asked how the new wage-board system would affect her wages. She was informed of the elimination of a "special schedule" for laundry workers' wages (as heretofore used) and that she could now expect to benefit from a cross industry survey periodically.

A Food Service Division employee was concerned over possible improvements in the Merit Promotion Program. He was told of the benefits accruing from a negotiated contract wherein policy is made by labor and management at a government installation.

A warehouseman indicated the need for a better method of resolving complaints. He was told of the Negotiated Grievance Procedure that could be bargained for, which would include arbitration by a third party.

Laborer cleaners asked about stewards and how they would be selected. They were informed of the stewards program in L.U. 1245 and were told of the training given to these stewards so that they will more effectively represent their fellow workers.