Weakley & Fields lead Changed Executive Board

Ronald T. Weakley of Walnut Creek, has been reelected to the office of Business Manager-Financial Secretary of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO. Having served continuously in his present post as chief administrative officer since 1951,Weakley moves into another three-year term.

All officers of the 12,000-member organization were up for election, handled through a secret mail referendum procedure at the big Local's Oakland headquarters by a five-member election committee of rank and file members.

Roland W. Fields of Pacifica was returned to the office of President. Other incumbents reelected included: Recording Secretary, Andrew A. Claybro, Fresno; Central Area Board Member James M. Lydon of Oakland and Northern Area Board Member James H. Fountein of Novato.

Leland Thomas Jr., San Jose, was elected to fill the office of Vice President, left vacant by retiring Vice President Marvin Brooks of Modesto. Two incumbent officers were replaced. Michael D. Harrington, Sacramento will become the Board Member-At-Large and John Zapian, San Francisco, will succeed to the Treasurer post. New faces on the Advisory Council (continued on page six)

PG&E wage hike accepted

Oakland

PG&E Physical members have voted 3,553 to 2,300 to accept the tentative wage settlement sent with a secret ballot to their homes the first of this month. PG&E Clerical members have voted 479 to 232 to accept Company's proposal to them.

Proposals provided wage increases ranging from $6.00 per week to $12.25 for Physical employees, and $6.00 to $10.00 for Clerical. These amounts are to be in place of the scheduled increases already listed in each contract as being effective July 1, 1968. With ratification by a majority of members in each bargaining unit, the increases will be applied as of that date.

The proposal will bring all PG&E journeyman rates to at least $4.50 an hour, equal to the Southern California Edison Line rate.

Tentative agreement was reached late Thursday, May 23rd, and re-reviewed at the Wage and Pension Conference in the Hotel Leavengood that weekend.

This year's PG&E wage reopener was triggered by the excessive rise in the Consumer Price Index; however, the tentative settlement also reflects bargaining on other economic factors, such as ability to pay, productivity

YOUR
Business Manager's COLUMNS

A time to renew
By Ronald T. Weakley

Local 1245 continues to seek economic and social improvements for its members and families, although the environment in which we work and live changes rapidly, and the problems involving human relationships are becoming more numerous and serious every day.

We are citizens first and Union members second in order of group or individual responsibilities. Due to the changing times a reassessment of our role as an association of citizens is in order. No better time exists for us to start than July 26th, the date of the installation of newly elected officers, charged with the responsibility of leading Local Union 1245 for the next three years.

The basic charge of office is found in Article I, Section 2 of our Local Union Bylaws which sets forth the objectives of our organization:

"(1) To promote the material, social, and intellectual welfare of its members by all proper means, including, but not limited to, the following: to establish and maintain an adequate wage for our labor; to protect and aid the unemployed, distressed and sick members; to promote an education and awareness of the needs and problems of working people by participation in community activities and otherwise to recommend and support such legislation as in the opinion of the Executive Board will be to the benefit of members of this Union or of workingmen in general, and to oppose such legislation as in the opinion of the Executive Board will be to their detriment; to recommend and support candidates for public office who in the opinion of the Executive Board will assist the objectives of this Union or of the workingmen in general; and generally to defend our rights and advance our interests by all lawful means;

"(2) To require of our members skill, intelligence, and character;

"(3) To protect our Employers from (continued on page two)
The Class of 1968

The sons and daughters of many of our members graduate this year.

An idea of what a new class of graduates can contribute to society is reflected in some of the commencement addresses given across the country as compiled in This World, the S.F. Chronicle's weekly news magazine.

"My worry about the young rebels of today," said New York Times columnist James Reston at Williams College, "is not that they are protesting and demonstrating against many aspects of our society, but that they will stick for one or two skirmishes and then quit.

"It is not hard to master the technique of militant anarchy. Any madman can terrorize a city or kill a Senator, but remaking a society into something even a little more fair, decent and compassionate is a more difficult and complicated job.

In the process of trying to improve the institutions of society, the attitude of the critic is important, as former HEW Secretary John Gardner, now head of the Urban Coalition, pointed out at Cornell:

"Where human institutions are concerned, love with criticism brings stagnation, and criticism without love brings destruction.

"On the one side, those who love their institutions tend to smother them in an embrace of death, loving their rigidities more than their promise, shielding them from life-giving criticism.

"On the other side, there's a breed of critics without love, skilled in demolition but untutored in the arts by which human institutions are nurtured and strengthened and made to flourish."

The U. S. representative to the OAS told Amberst graduates:

"You will best serve yourselves and the rest of us if you can become the generation of conciliation in America, the generation that takes the lead in healing the wounds that hurt us, and mending the fabric of society that has been badly torn and divided."

Closer to home, retiring Stanford President Wallace Sterling said of student protesters:

"Sometimes, they have spoken without the knowledge and responsibility they claimed to possess. They have included some which admittedly advocate tearing down and at the same time confess they have no replacement."

And then in an expression that goes beyond the reality shock of getting one's first career job, President Sterling fervently said:

"I pray that their instinct and resolve not be converted in nihilism, and that their ardor will withstand both the labor of making a living and the buffeting of delays and disappointments which flow from human imperfections."
Truth in lending passed. Amen.

By Sidney Margolius

It took 20 years of constant effort by labor unions, co-ops and credit unions, and then eight years of battling in Congress. But the public is getting a determination of U. S. Rep. Leo

Kor C. Sullivan of Missouri. She refused to accept the part-truth bill passed by the Senate last summer. For six weeks this spring, with the backing of her fellow Congressmen at every confrontation, Mrs. Sullivan argued and out-negotiated the Senators on a House-Senate conference committee that wanted a weaker law— all except U. S. Senator William Proxmire of Wisconsin. He preferred the whole truth.

The victory represented a heroic effort involving hundreds of hours of arguing with the Senators. What was won was a requirement that not only banks, loan companies and installment sellers, but department stores and mail-order houses must tell the true annual rates on their revolting charge accounts.

When the law becomes effective, for the first time you will know what interest rate you are actually paying, and will be able to compare rates. You will know, for example, that when a bank says it charges a "discount" of 60 per $100 on a personal loan, this is a true annual rate of about 12 per cent; that a finance charge of $15 on $100 a personal loan, which is exactly the rate of $15 on $100 on a personal loan, this is an annual rate of 60 per cent. You will know also, despite the bitter lobbying by some chain and department store owners against this provision, that $15 per cent a month on a "revolving charge" or "junior budget" account is the equivalent of 18 per cent a year.

Now lenders and sellers will have to state their rates in a uniform way, instead of minimizing the amount you pay for credit and stating the rate in several confusing ways. You will be able to compare whether you really want to pay a loan company 30 per cent to consolidate your other bills or for a special cash.

When you buy a used car or open a department-store account, you will have a chance to see that 18 per cent is a lot more than the 12 per cent or less that you can get on a credit union or bank accounts and bonds. The year can decide whether it would not save money to use your cash and pay yourself back each month.

HOME IMPROVEMENTS—Another interesting feature in the pending law will help you protect yourself against unknowingly signing a mortgage if you contract for a home improvement job. If you do not realize that a paper you sign is really a second mortgage, you will have three months to cancel the contract. Many homeowners have been tricked this way, and still are.

Too, those finance companies and banks that regularly deal with high-pressure home-improvement sellers while closing their eyes to deceptive sales tactics, are going to find that under the new law they won't be considered so innocent any more.

Under the present "holder in due course" provision of state laws, a lender who takes over your installment note is considered an innocent party. You have to pay the finance company or bank even if the seller did not perform as promised. But if a finance company has a continuing relationship with such a seller and the contract involves a second mortgage, the debtor now can challenge the lender's innocence.

But be warned that this does not apply to any other installment purchases which do not involve a mortgage.

Installment buyers and borrowers also should be warned that the true-interest law does not go into effect until July 1, 1969, Mrs. Sullivan told this audience. That should begin right away to ask stores what annual interest rate they charge, she advised. "This will help give the stores and lenders practice in telling the annual interest rate," Mrs. Sullivan pointed out.

SAFEGUARDING RIGHTS—As a third warning, even when the new federal law becomes effective, consumer and labor organizations, and you yourself, are going to have to guard against evasions of it.

The experience in Massachusetts, the first state to have a truth-in-lending law, shows that some auto dealers and installment sellers may try to disregard the law. I found in a visit to Massachusetts last winter that some auto dealers openly broke the law by advertising in newspapers "$5 down" or "$25 a month" without telling the full cost and the true annual rate.

And the very people speaking the law in full public view, and the authorities were not aware of it until we called it to their attention.

The pending law will do little to remedy the other conditions that lead to credit decepions, such as garnishers and the present unfair power of sellers to both repossess and get a judgment. The pending federal law will bar an employer for firing for only one garnishee. New York and Hawaii already have strong laws against firing for garnishees. The other states have none at all.

The real need is to outlaw garnishees altogether. Many of the more reasonable employers will wait for at least two garnishees in any case.

But the new provision will make it a little harder for finance companies and collection agencies to use this fear of job loss as a lever to force payments of what sometimes are unfair or deceptive debts.

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Profile of a dangerous driver

Accident prone drivers you might not want to drive with (or against) this July 4th (or any other weekend) have been identified in a recent Southern California Traffic study.

Sponsored by Joint Council 42, the survey of 1000 professional truck drivers found that the accident rate of the group was having 40 per cent of the accidents.

Psychologists conducting the research have identified drivers with the following situations have the greatest tendency to be accident prone:

• An unhappy childhood.
• From a broken home.
• Not happily married.
• Excessive drinking and heavy gambling.
• Irresponsible in personal matters, doesn't repay money he borrows.
• Lives for today, does not plan for the future.
• The devotion of the quick and tense.
• Gives up easily.
• Is absent a lot.
• Inconsiderate in his driving, feeling other drivers take advantage of him.

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Of all things

A convention for secretaries

By Delores Olander

Yes, we enjoyed ourselves. Yes, we worked hard. And yes, we'd like to go again.

Three of us from Local 1245's office—Martha Kerr (Assistant Office Manager), Gloria Bailey (secretary to Mr. Weakly), and I (secretary to Mr. Mitchell)—were fortunate enough to attend the Secretaries Forum '65 in San Francisco the weekend of May 16-17. University of California Extension sponsored the Forum attended by women from offices all over the Bay Area and beyond. Three hundred secretaries "rushed" around the St. Francis for two days—like going to school all over again!

We had a major speaker on both days. Wanda Ramey, newswoman from San Francisco's educational television station, KQED, was the keynote speaker Friday morning. As personalable and inspiring in person as she is on television, her theme of "maturity" made us of this over 30 (who can't be trusted) feel more important than we've felt for a long time.

George Moscone, State Senator from San Francisco, was our principal speaker on Saturday. His address gave us hope that some of the State's gravest problems may be resolved in time.

Delegates chose five workshops from the six arranged. Subjects ranged from secretarial talents, to proper breathing, to the use of psychology on the job.

You work hard at a convention, learn a lot, compare notes (it's amaz-ing how similar the problems are), and you come away with a feeling of wanting to do better on your job.

Thank you for giving us this opportunity.
A wide view of the participants at Local 1245’s 1968 Wage and Pension Conference held in the Regency Ballroom of the Hotel Leamington in downtown Oakland.

Negotiating Committee Chairman Howard Darington introduces his fellow committee members. To his left are Business Manager Ron Weakley and Phil Pia.

Wayne Fletcher, Shop Steward from Sacramento Division, is an interested visitor to the Safety Committee’s exhibit.

Instead of entertaining a question, President Ron Fields, standing, and the Executive Board, at the head table, seem entertained by one. Left to right the Board Members are Jimmy Lydon, Herb Dickenson, Mary Brooks, Jim Fountain, Tony Boker, Fields, Business Manager Ron Weakley (partially hidden by the rostrum), Senior Assistant Business Manager L. L. Mitchell, former President Jim Gibbs, Andy Clayton and “Red” Henneberry. Identified on the floor of the convention are Patrick Travis and Ed Vallejo, representing General Office Clerical, and LeRoy Gordon, Negotiating Committee member.
Pension Conference held in Oakland

A question from the floor on the wage proposal brings smiles to some.

Tony Zammitt, Syl Cruz and C. P. Williams look kindly upon the camera as other participants focus their attention elsewhere. Identified in the background are Fred Jaggers, Joe Farmer, Pat Travis, Harry Reich, Lee Kline and Business Representative Bobby Robinson.

At the Safety Exhibit, Glenn Larson, who along with Lee Thomas, Vern Franklin, Art Barson, Ron Fields, Mert Walters, Ron Wnekley, John Wilder, Tony Boker, and L. L. Mitchell, is directly involved in our Safety Committee’s efforts, welcomed visitors with a wallet sized, mouth-to-mouth resuscitation instruction card. The visual aid on the method was prepared by the Thomas family.

The Negotiating Committee from another angle: right to left, Cy Burr, Vic Cogorno, Ray Smith, Larry Christopherson, Phil Pia, Ron Wnekley and Mitch.
Weakley & Fields lead
Changed Executive Board
(Continued from page 1)

will be: John Burnett, Pipe Line Operations; Percy Rome, San Jose Division and Santa Clara; Charles Wilcox, East Bay and Material Control; Jerry Norlen, Sierra Pacific; Ron Livengood, Colgate; Don Phillips, A/C Transit and East Bay Municipalities; James Coe, Stockton and Lodi; Wilfred Nunez, Sacramento Transit Authority; Paul Lefkins, FGT; Orphie Pierson, De Sable; Ray Smith, North Bay; Jesse Tackett, Jr., Sacramento; Carl Cook, U.S.B.R.; J. E. Isaac, Citizens Utilities, Dale Bassett, General Construction; Irving Bingham, Tree Trimmers, and Lee Kline, Irrigation Districts.

Advisory Council incumbents re-elected were: Jack McNally, San Joaquin; Royce Herrier, Coast Valleys; Syl Cruz, San Francisco; Howard Durrington, Humboldt; Terry Scott, Shasta; Stan Justis, Drum; Dick Flemming, Clerical-at-large Lucky Eldred, San Francisco EDP Center, and Ron Vierra, SMUD.

The Election Committee consisted of Eugene Sheldon, Judge of the Election; Francis P. Boudy; Sally Kelly; Robert J. Azevedo, Anthony A. Campos; Mike Escobosa; George Freed; Robert Goerlitz; Rodney R. Trowbridge; James F. Wilburn; John R. Crawford; Floyd Hibbitts, Marcus A. Mills, George T. Biles and James Higgins.

Floyd Hibbitts, Bob Goerlitz, Eugene Sheldon and Allen Mills load the mail ballots at the Oakland Post Office.

Edward Engeldinger
Dave Ford
Wesley H. HOUk
William D. Landin
Jesus Menchaca
William H. Parker
Edward E. Sutcliffe
Richard W. Winter
John W. Ketterson
Robert C. DeMillo
Herbert D. Gardner
James H. Wilson

EAST BAY
Kenneth W. Bethelsen
William J. Wilburn
John R. Crawford
Floyd Hibbitts
Marcus A. Mills

PACIFIC TREE EXPERT
James A. Davis
Lennard Jennings
Larry L. Meek
James B. Scat
Larry M. Trent

NEW "A" APPLICATIONS
Edward L. Myers, Central
Duane R. Lang, U.S.B.R.
James J. Brown, Outside
Larry M. White
Robert A. Roza

SAN FRANCISCO
Bill H. Cantwell
Robert A. Roza

CONSTRUCTION
Gerald J. Ivy
Frank K. Ferreira, Jr.
Mario DeLa Torre

GENERAL OFFICE
Barbara Copas
Gloria L. Foster

Some of the Election Committee members are seen hard at work. Identified, right to left, are: Rodney Trowbridge, Allen Mills, Tom Biles, Sally Kelly, Eugene Sheldon, Mike Escobosa, and Francis P. Kelly.


San Francisco

The collective bargaining process was reexamined here at the U. C. Institute of Industrial Relations' annual conference May 28th.

Collective bargaining's ability to deal with the problems of inflation and minority employment was the particular focus of Institute Director Lloyd Ulmann's opening remarks to the conference in the St. Francis Hotel. He indicated the parties to collective bargaining—management and labor—could no longer serve the public interest in these two problem areas by "minding their own business."

Answering "What is ahead for a troubled economy?" Professor R. A. Gordon of Cal's Economics department listed the following, not necessarily in order of importance:

1. Accelerating inflation—the price level, okay until 1965, took a turn for the worse with the escalation of the Vietnam war.
2. Balance of payments—a modest improvement in the excess of dollars spent abroad also got worse in 1965 with rising prices, "full" employment levels (which generated more purchasing power to buy imported goods), Vietnam, slowed growth in Europe, and a basic weakening in our competitive situation abroad because of the overvaluation of the U. S. dollar.
3. Urban slums—despite "full" employment of 36 per cent of the labor force unemployed nationally, 7.4 per cent of blacks in the labor force are unemployed, and the rate jumps to 20 and 30 per cent for male, black teenagers, and female, black teenagers, respectively.
4. Deficit spending which keeps credit tight and interest rates up.

Improvement in these four factors will depend, Professor Gordon said, on the course of the Vietnam war, fiscal action by Congress on an income tax surcharge, the acceleration of Europe's growth rate, the strength of our economic expansion and how long and hot the summer will be.

What if the Vietnam war came to an end tomorrow? Based on the Wharton economic model, Gordon said we would have six months of mild recession and then resumed economic growth.

What if the federal income tax surcharge is passed by Congress, as Gordon guessed it will be? The federal deficit in the next budget would be $5 to $7 billion instead of the presently projected $2 billion. Passage of the surcharge might allow lower interest rates, he said.

However, even with the tax surcharge, he did not see the inflationary trends toning down. And most crucial of all for the process of collective bargaining—Professor Gordon estimated that 35 per cent of the 4 per cent inflationary trend was due to cost push elements; only 0.5 per cent was due to demand pull.

Finally, the economics professor warned we are moving too slowly on solving our urban problems. The long, hot summer will become longer and hotter if we do not meet our responsibilities, he said.

"Declining public tolerance for Strikes and Lockouts" Harvard Professor John Dunlop spoke to this question, saying that public concern for strikes has not reached post World War II peaks, partly because the volume of strikes in the '60s is half what it was in the '50s. Depending upon the issue involved, strike action may not be the most effective way to resolve a dispute, he said, encouraged that the climate might now lend itself to dispassionate, congressional investigation of these issues.

"Growing Rank and File dissent" American workers are not the most reactionary force in the country," said Harry Bernstein, Labor editor of the Los Angeles Times. Rank and file members are not less liberal than their union leaders; the leaders are ahead of them in civil rights mainly because the members are more in a socio-economic position to be threatened by the progress of minority persons. Bernstein did not place in the appendix transplant category—the application, in the form of community unions, of labor movement structures to poverty areas. But he did feel such a move by labor leaders would increase rank and file dissent because it would require unilateral action involving the heart, not the appendix.

Richard Liebes, Research Director of the Service Employees International Union, reviewed some of the latest developments in white collar organizing, (particularly among nurses, teachers, and social workers) which are giving the labor movement some new vitality. Bob Wayne of Kaiser Steel related industrial relations developments as he saw them.

But it was Derek Robinson, an English doctoral candidate, who put the discussion in perspective by saying that collective bargaining systems and procedures seemed quite irrelevant to solution of a modern society's problems. For instance, bilateral collective bargaining does not allow for the public interest. What is needed are clauses relating to the general price level. Similarly, the labor leader—in competition with other labor leaders to produce wage increases for his people—has little time or political opportunity to relate his bargaining efforts to the balance of payments. And, negotiating a new contract can make only marginal changes when the problem is reaching people who are not covered by it, people who have never had the opportunity to be working class, but, who (for want of a better name), are in the enforced leisure class.

Collective Bargaining and the Problems of the Central Cities San Francisco Mayor Joseph Alioto was the featured speaker following an afternoon panel session on minority group pressures and collective bargaining. Panel members were Joseph Grodin, our law school's new assistant dean, Harry Bernstein of the United Auto Workers, and Grodin; David Feller, former general counsel of the Steelworkers; John Cantwell of United Employers, Inc., Percy Steele of the Urban League and Frank Quinn, Regional Director of the Equal Employment Opportunity Commission.

Mayor Alioto, fresh from mediatising a dispute at San Francisco State College, referred to the trilogy of evils: joblessness, slum housing, and an inferior education. If we could bring people into the labor market, he said, some of these other problems might take care of themselves.

He related the City's policy and practice of being, and dealing with, an equal opportunity employer. And he stated businessmen seemed to be in a period of transformation from the orthodox philosophy that social problems are outside the scope of business interests.

"Businessmen," the Mayor said, "seem to be more aware the ghetto problem 'is my business.' It is good business to perhaps incur a higher cost now in anticipation of providing the situation in which business can prosper in the long run," the Renaissance man related.

Or, to paraphrase that old big business maxim, "What's good for the ghetto areas is good for General Motors."

Vern Thompson going into active retirement

San Francisco

Vernon J. Thompson, PG&E's Manager of Industrial Relations since 1961, has announced his retirement effective July 1st.

"Vern is a hard bargainer, a stickler for honesty in the application of negotiated contract terms and a fellow who always tries to consider and understand the other man's point of view," Business Manager Ron Weakley said in commenting on the retirements.

Thompson started in personnel work in 1945, was admitted to the California State Bar a year later and became the Assistant Manager of Industrial Relations in 1957. He will continue in the field after retirement as the personnel manager of an electric utility industry and Bay Area industrial relations representatives," Weakley went on. "We wish him well as he begins a new venture in a field in which he is eminently qualified," he concluded.

Installation of the new officers of the California State Association of Electrical Workers in Berkeley: Ronald T. Weakley, right, is the new President; George Smith of Local 19, IBEW, at his right, is also identified.

Utility Reporter—June, 1968—Page Seven
It's that time of year when any day now might produce the best catch of salmon you've ever had. It seems but a short time ago when veteran salmon fishermen reflected their lure choice to trolled salmon plugs. But for salmon was rarely used. In the last five years, the scene has changed and those who fish for salmon with plugs are definitely in the minority. It's mostly a bait show now with the "mooching technique" and "herring trolling" being the most popular methods.

Average mooching technique consists of a 9-ft. drift rod, or a like-length beefy spin rod with fairly sensitive tip section; a large capacity surf-casting or spinning reel and lines—depending upon the heft of the rod—anywhere from 15 to 25-lb. test. In most cases the capacity of your spool will determine that.

Mooching leaders rate anywhere from 12 to 15-lb. test. Many moochers like a heavier leader than their line, taking into account the sharp teeth of the big salmon they hope to catch.

Crescent-shaped weights, with swivels at either end to cut down line twist, are the chosen mooching weights. The weight of the sinker may be determined by the depth at which you'll be fishing.

If you want to catch salmon, really, you'll want to score via the mooching method, dyed-in-the-wool salmon fishermen will tell you that the secret is fresh-caught herring. Jigged from the very waters you'll be fishing for those Chinook or Silver.

Jigging for herring is a lot of fun. A typical herring leader is four to six feet in length. Enough lead is secured to the free end of the leader to get you on the bottom. Tie a No. 6 gold or silver hook six inches from the lead and five additional hooks on the leader, spaced about six inches apart. The bare hook is enough to provoke the herring into striking, although some herring jiggers force a small (3 MM) red fluorescent bead over the barb so that it settles in the bend of the hook.

Herring jiggers use a short spinning or casting rod. When you reach the bottom with the weight, alternatingly raise and lower your rod tip. If the herring are in you'll catch as many as six at a time.

One advantage the fresh-caught herring has over the frozen bait is the lifelike, opalescent quality of the scales. Members of the fresh-herring fraternity say they will always use two salmon to the other fellow's one.

From time to time we've had inquiries from beginner anglers who stream fish at that time of year when salmon and steelhead are running in the same waters, said anglers wanting to know the difference between these two closely-related species. There are quite a few outstanding differences, such as:

1. The mouth lining of a steelhead is light in color, almost white, whereas the Chinook salmon's mouth is dusky, the silver salmon's dark with a white gum or tooth line.
2. The caudal fin (tail) of the steelhead is square-shaped, while the salmon at its outer extremities is crescent-shaped.
3. The anal fin of a steelhead (under-side, next to tail) has from 10 to 12 rays, the salmon from 13 to 17.
4. You can readily pick up a Chinook by grasping it firmly above the tail. Try to do this with a steelhead and it'll slip from your grasp.