



Business Manager  
Ronald T. Weakley



President  
"Ron" Fields

# PG&E wage hike accepted

## Oakland

PG&E Physical members have voted 3,553 to 2,260 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 \$4.80 an hour, equal to the Southern California Edison Line rate.

Tentative agreement was reached late Thursday, May 23rd, and reviewed at the Wage and Pension Conference in the Hotel Leamington 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

and comparable wage settlements. Members of Union's Committee were: Howard Darington IV, Chairman; Cy Burr; Larry Christopherson; Vic Cogorno; Ron Fields, President; Dick Fleming; LeRoy Gordon; L. L. Mitchell, Senior Assistant Business Manager and spokesman; Phil Pia; Ray Smith; John Zapian; and Ron Weakley, Business Manager.

## YOUR Business Manager's COLUMN

### *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.

An assassin's bullet took the life of Senator Robert F. Kennedy in Los Angeles last week, another the life of Martin Luther King a few short weeks before. Riots with arson and looting or fear of such actions are continual. Yet, life goes on under this growing shadow of violence.

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 objects of our organization:

"Sec. 2. The objects of this Local Union shall be:

"(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)

# 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 fifteen-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. Clayton, Antioch; Southern Board Member, Herbert E. Dickenson, Fresno; Central Area Board Member James M. Lydon of Oakland and Northern Area Board Member James H. Fountain 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)



*utility reporter*

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# Sierra Pacific pact ratified

## Reno

Sierra Pacific members have voted 190 to 83 to accept a new contract providing for a 5 per cent general wage increase, certain inequity adjustments, higher shift premiums, earlier eligibility for longer vacations, better accumulation of sick leave, replacement of tools, higher hospital-medical allowances, and increased health and welfare premium payments by Company. The ratified agreement also provides for wage negotiations in each year of the three year term.

A retroactive date of May 1 applies to wages, shift premiums, hospital-

medical benefits and employer premium payments.

The secret ballots were counted here at the Ponderosa Hotel after being picked up by the Ballot Committee at the Reno Post Office. Richard Melillo, judge of the election; Norma Schulz; J. C. Roberson; and Wilbur M. Wood served on the Ballot Committee.

Negotiations were handled by Business Representative Frank Anderson, spokesman; Tommy Lewis, Chairman of Union's Committee; Elva Dakon, Jim Bessey, Carl Kelly, George Porter, Henry Redford, and John Stralla.



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

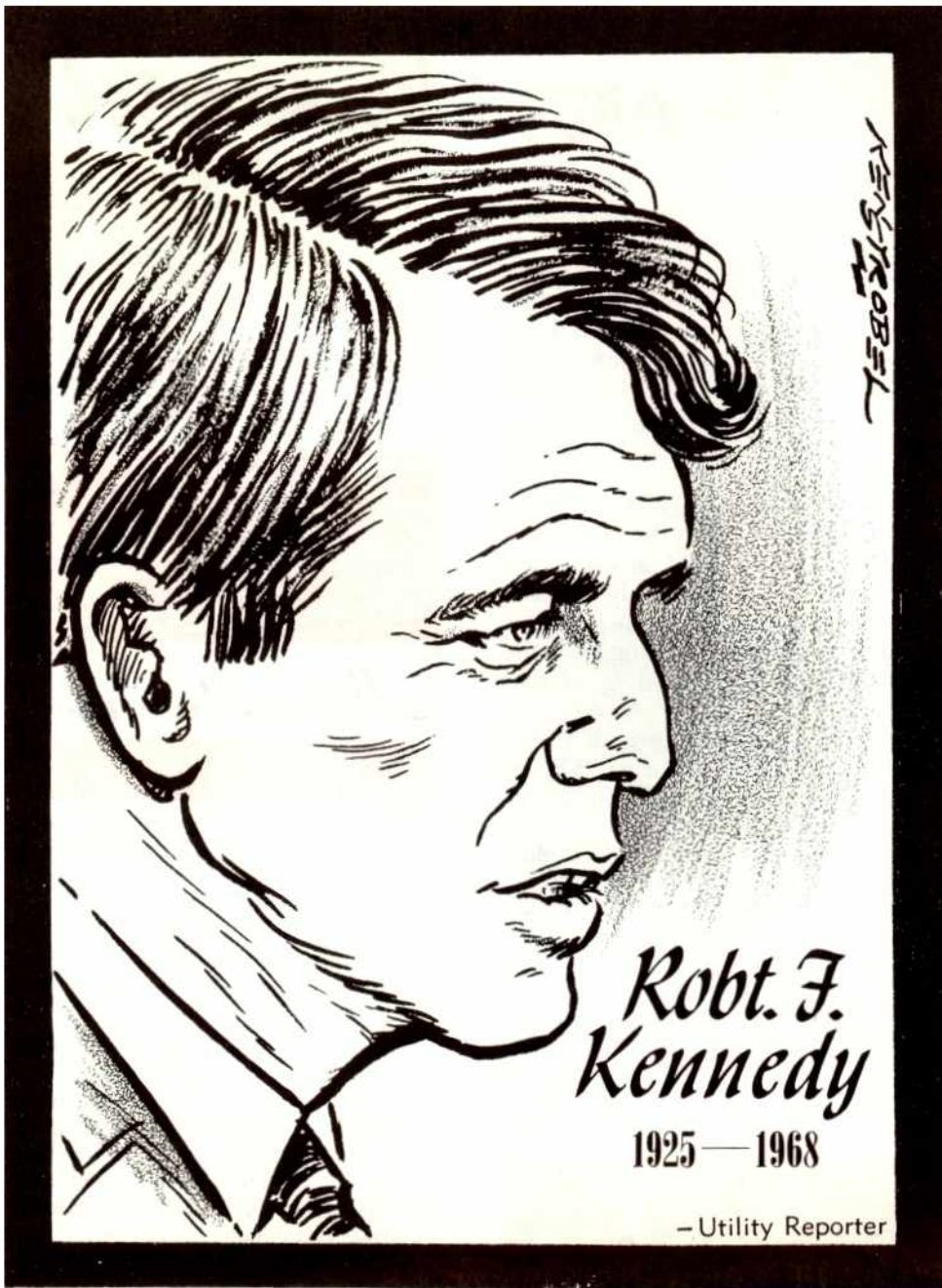
Please send any corrections of name, address or zip code to 1918 Grove Street, Oakland, Calif. 94612

(Name)

(Street Address)

(City)

(State and Zip Code)



# The Class of 1968

## Editorial

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 Amherst 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 protestors:

"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:

## YOUR *Business Manager's* COLUMN

### *A time to renew our dedication*

By RONALD T. WEAKLEY

(continued from page one)

- the unskilled and inexperienced worker;
- "(4) To advance the principles and practice of conciliation and arbitration in the settlement of any differences with our employers;
- "(5) To join with other labor organizations and charitable organizations in supporting activities for the betterment of mankind;
- "(6) To aid and encourage all honorable efforts that will better the conditions of Labor and make our card and seal a certificate of fraternity, honesty, efficiency, and reliability."
- The interpretation and implementation of the foregoing charge is the responsibility of the Executive Board under the laws adopted by the membership which, in the final analysis, will control any final decisions involving implementation of Executive Board programs.

What is going on at home and abroad comes under the proper purview of the elected officers of Local 1245 as leaders of citizens as well as union members. It is impossible to separate the two.

In this context, it can be noted that to date in 1968, Local 1245 has not yet become directly involved in the major elections at the State or National level.

We had our economic job to do and this took priority, as it always does, when our contracts are open for negotiations. As other contract opening dates occur, the same priorities must apply. However, we are increasingly aware of the growing impact on our economic efforts from "outside" developments stemming from general social unrest, national and international economic policies, foreign military involvements, the youth movement, the crime problem, the ghetto problem, the tax problem, the health problem, and so on.

The coming general State and National elections are directly involved in how these "outside" developments,

through present and future laws and regulations affecting our operations, will affect our internal capability to carry out our basic economic objectives in behalf of the 12,000 citizen-members we are privileged to serve.

Therefore, the leadership of Local 1245 will become involved in the forthcoming general elections as both a matter of responsibility and necessity.

While Local 1245 is a part of the American Labor Movement, its autonomy is precious to its leaders and members; it will be preserved.

We shall not become rubber-stamps for any force from without the house of Local 1245; and our policies and actions in connection with the 1968 general elections shall be guided from within the house of Local 1245.


Whatever is done with respect to responsible and legitimate guidance in our house through the proper exercise of leadership requirements, each and every individual member of Local 1245 will make his or her own voting decisions on November 5th.

The first step toward individual citizenship responsibility in terms of this critical election, is to become registered and to keep registered to vote.

The future of Local 1245 as an effective and progressive force for its members is not the only matter at stake in November. The future of America as a Nation of free and peaceful citizens who place human values above selfish material goals is also at stake.


Finally, survival in the Atomic Age through a lasting world peace can be achieved or lost, depending upon the quality of decisions to be made on November 5th by the voting population of what is still destined to be the greatest country in history. Despite some temporary problems which can be solved (if the people who have the means and the will to solve them, act before it is too late)—world peace and survival can be gained.

"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."



### the utility reporter

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# 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 truth-in-lending law that finally will end some of the most widespread fooling of consumers.

The pending new law, planned to go into effect July 1, 1969, will be a whole truth-in-lending law, thanks to the determination of U. S. Rep. Leonor K. 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-manuevered the Senators on a House-Senate conference committee who 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 revolving 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 \$6 per \$100 on a personal loan, this is a true annual rate of about 12 per cent; that a finance charge of \$12 per \$100 on a used car or household equipment is approximately 24 per cent; that a loan company charge of 3 per cent a month on the declining balance is 36 per cent a year.

**REVOLVING CREDIT COVERED**—You will know also, despite the bitter lobbying by some chain and department stores against this provision, that 1½ 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 decide whether you really want to pay a loan company 30 to 42 per cent to consolidate your other bills or for Christmas 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 a credit union or bank would charge for a loan to make the same purchase.

Very important, you will be able to see that you are paying 12, 18 and even higher percentages when your own savings earn only 4-5 per cent in savings accounts and bonds. Then you can decide whether it would not save money to use your cash and pay yourself back each month.

**HOME IMPROVEMENTS** — Another important feature in the pending law can 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 days to cancel the agreement. 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 many 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 writer. But they 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. There they were, breaking the law in full public view, and the authorities were not aware of it until we called it to their attention.

buyers'  
bailiwick

Similarly, the Economic Development Division of Action for Boston Community Development, reported a survey had found that in some sections of Boston, nine out of 10 furniture and TV dealers did not tell the true annual rates.

Middle-income families in this instance were getting more benefit out of the law than low-income ones. Banks, department stores and credit unions, who are more widely used by families above the low-income level, were obeying the law and telling the truth. And that is likely to be the case when the nationwide law goes into effect next year unless we all help police it.

The pending law will do little to remedy the other conditions that lead to credit deceptions, such as garnishees 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 payment 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 Teamster* study.

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

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

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

- Uses the horn frequently, criticizing other drivers.
- Drives aggressively.
- Is not cautious, but thinks he can avoid an accident by reacting quickly.

Defensive driving is about the only way to try to prevent an accident but your chances are improved, this study implies, if you do some defensive riding as well. You may not know anything about who is aiming that metal monster at you on the freeway, but you do not have to ride with a mad motorist, who needs therapy rather than a drive.

As opposed to the above traits for the accident prone drivers in this sample, the "shrinks" were able to identify a behaviour pattern for safe drivers. The two groups could be separated on the basis of tests, the psychologists said.

This research, conducted in behalf of professional drivers, who in a week see more of the bad side of human nature from behind the wheel than we see in a lifetime, could be useful in reducing the 50,000 deaths each year on our streets and freeways.

## 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 next year.

Three of us from Local 1245's office—Martha Kerr (Assistant Office Manager), Gloria Bailey (secretary to Mr. Weakley), and I (secretary to Mr. Mitchell)—were fortunate enough to attend the *Secretaries Forum '68* 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 fifty 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, newscaster from San Francisco's educational television station, KQED, was the keynote speaker Friday morning. As person-

able and inspiring in person as she is on television, her theme of "maturity" made those of us 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 amazing 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.

# Participants attend Wage and Pens



A wide angle 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.



A question of the head table from the floor.



Wayne Fletcher, Shop Steward from Sacramento Division, is an in-

terested visitor to the Safety Committee's exhibit.



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



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, Marv 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.



The PG&E Wage Negotiating Committee man, L. L. Mitchell, answers a question from the committeemen seen are John Zapian, LeRoy Gordon, Howard Darington IV, Mitch, Larry Christopherson, Ron (partially hidden) and Cy Burr.

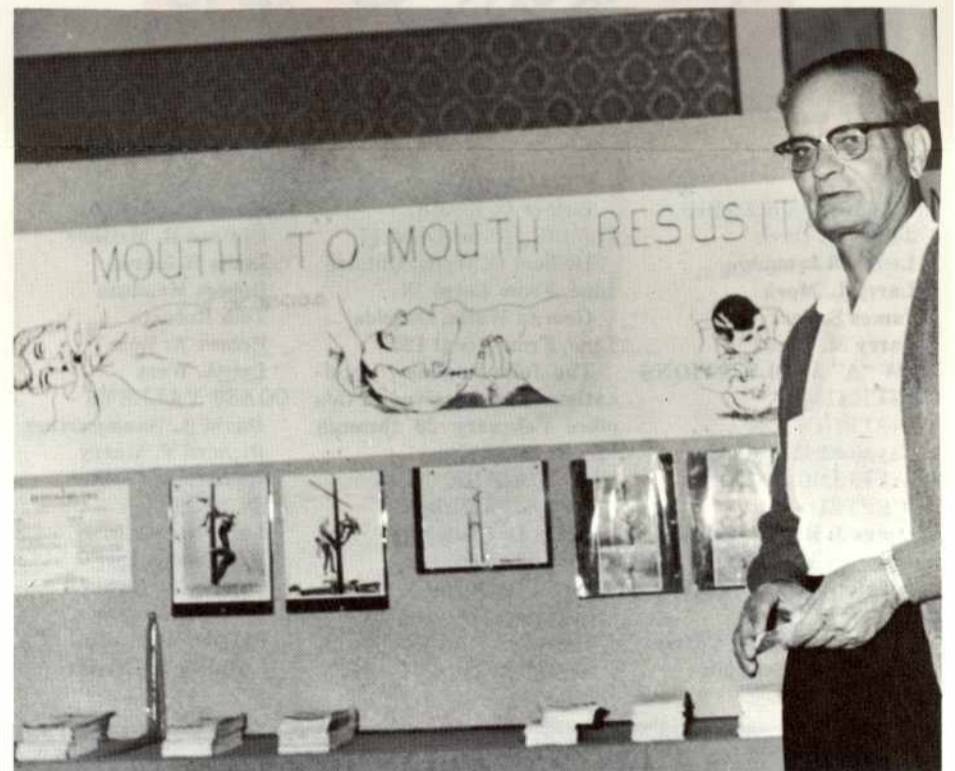
# Pension Conference held in Oakland



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 Jagers, 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 Weakley, 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.



...ing Committee mans the head table as its spokes-  
...s a question from the floor. Left to right the com-  
...Zapian, LeRoy Gordon, Dick Fleming, Howard  
... Christopherson, Ray Smith, Vic Corgono (par-



The Negotiating Committee from another angle: right to left, Cy Burr, Vic Corgono, Ray Smith, Larry Christopherson, Phil Pia, Ron Weakley 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 Felkins, PGT; Orphie Pierson, De Sabla; 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 Darington, Humboldt; Terry Scott, Shasta; Stan Justis, Drum; Dick Fleming, 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. Brady; 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.



## Members

### PACIFIC TREE EXPERT

James A. Davis  
Lennard Jennings  
Larry L. Meek  
James S. Seat  
Larry M. Trent

### NEW "A" APPLICATIONS

### GENERAL

### CONSTRUCTION

Raymond R. Raffety

### TRAVELING CARDS

### ACCEPTED

James J. Brown, Outside Line, From Local 659  
Duane R. Lang, U.S.B.R. From Local 1959  
Edward L. Myers, Central Stores, From Local 595

Luther O. Ratliff, U.S.B.R., From Local 77  
Delbert C. Wells, Outside Line, From Local 18  
George Wolfe, Outside Line, From Local 125

The following new applications were received in this office February 20 through March 24, 1967.

### SAN JOAQUIN

Earl B. Barrick  
Larry D. Chambers  
Alan Chettero  
Mario DeLa Torre  
Frank K. Ferreira, Jr.  
Charles N. Garabedian  
Gerald J. Ivy

Martin L. McClain  
Clifford R. McGhee  
Louis B. Mena  
Robert Mendoza  
Tom Roberts  
Robert A. Roza  
Lee A. West

### COAST VALLEYS

David A. Baumgartner  
Richard E. Murry  
Richard L. Walker

### SAN JOSE

Larry L. Allen  
John Bettendorf  
Sheldon B. Bradley  
Ross G. Brodersen  
Patricia B. Brown  
Kathryn L. Bryant

Edward Engledinger  
Dave Ford  
Wesley H. Houk  
William D. Lundin  
Jesus Menchaca  
William H. Parker  
Edward E. Sutcliffe  
Richard Walton  
John W. Berry  
Robert C. DeMello  
Herbert D. Gardner  
James H. Wilson

### EAST BAY

Kenneth W. Bethelsen  
Craig W. Bostard  
David S. Bowman  
Joseph H. Cross  
Walter S. Dayton  
Winona Edwards  
Lloyd L. F. Farr  
Mikki L. Foster  
Allan C. Grahn  
Jerry L. Hunter  
Geraldine Krumm  
John J. McDonnell  
Forrest L. Moon  
Roger D. Nerren

Dorothy J. Scott  
William D. Smith  
Ralph F. Souza  
Cynthia L. Vowles  
Raymond E. Wallace

### SAN FRANCISCO

Bill R. Angell  
Leo A. Brown  
George DuBois  
Olivia Escobosa  
Frank L. Fillman  
Jesus S. Garcia  
John A. Hopper  
Harold Jones  
Mary Alice McDaniel  
Sherman A. Mullins  
Donald Patch  
Marguerite C. Phillips  
Robert L. Roberts  
Roger C. Rynearson  
Kenneth B. Sharp  
Carol A. Sieg  
William L. Swaim  
Art Trinei

### GENERAL OFFICE

Susan R. Arnold  
Michael P. Cormier

Glenn K. Harvey  
Larry E. Holmes  
Carolyn E. Lane  
Cindy C. McCullough  
Eva M. Moore  
Lawren S. Moore, Jr.  
Ruby L. Mottiners  
Lumen K. Murphy  
Judith F. Phillips  
Joyce M. Sneed

### STOCKTON

Charles W. Miller  
Laurence J. Rodrigues  
Edward A. Strange

### SACRAMENTO TRANSIT AUTHORITY

Carl R. Chamberlin

### HUMBOLDT

Harold H. Huggler

Darrell W. Porter

### SHASTA

Steve L. E. Puckett

### SIERRA PACIFIC POWER

George A. O'Brien

### DESABLA

Ralph M. Mattice

### DRUM

Arlene A. Koch

### COLGATE

Samuel V. Osby

### NORTH BAY

Raymond Martinez

### SACRAMENTO

Barbara Copas  
Thomas A. Martin  
Frank W. Poe  
Bruce E. West

### CITIZENS UTILITIES

Jack A. Haun

### GENERAL

### CONSTRUCTION

Howard E. Aden  
Larry D. Anderson  
Allen Baker  
Ray E. Baker  
Lester V. Barker, Jr.  
Denver L. Beal  
Constantine Belongoff  
Firmino S. Borgongo  
Jack T. Bostwick  
Francis B. Bryan  
Mervin D. Burrow  
Jim L. Carl  
Marvin E. Carnes  
Robert C. Carriker  
Jerry W. Coy  
Robert I. Crane



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.

# Is collective bargaining relevant?

## 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 Ullman'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 3½ 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 \$22 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 3½ 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 much 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 '60's is half what it was in the '50's. 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, spoke of 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 of our law firm, Neyhart 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 mediating 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 retirement.

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 management and training service in Iran.

Vern is a native of Santa Rosa, attended Oregon State University, and started with PG&E some 43 years ago. He and his wife, Ruth, plan to tour Europe before assuming the duties of his two-year Iranian assignment.

"Having known and dealt with Vern Thompson for many years, I can sincerely say that he is a credit to the Pacific Gas and Electric Company, the



Vernon J. Thompson as he addressed the Advisory Council while PG&E's Manager of Industrial Relations.

utility industry and Bay Area industrial relations representatives," Weakley went on. "We shall miss him and 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 18, IBEW, at his right, is also identified.

# The Outdoor Scene

by Fred Goetz

It's that time of year when any day might produce the best catch of salmon you've ever had. It seems but a short time ago when veteran salmon fishermen confined their lure choice to trolled salmon plugs. Bait 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.

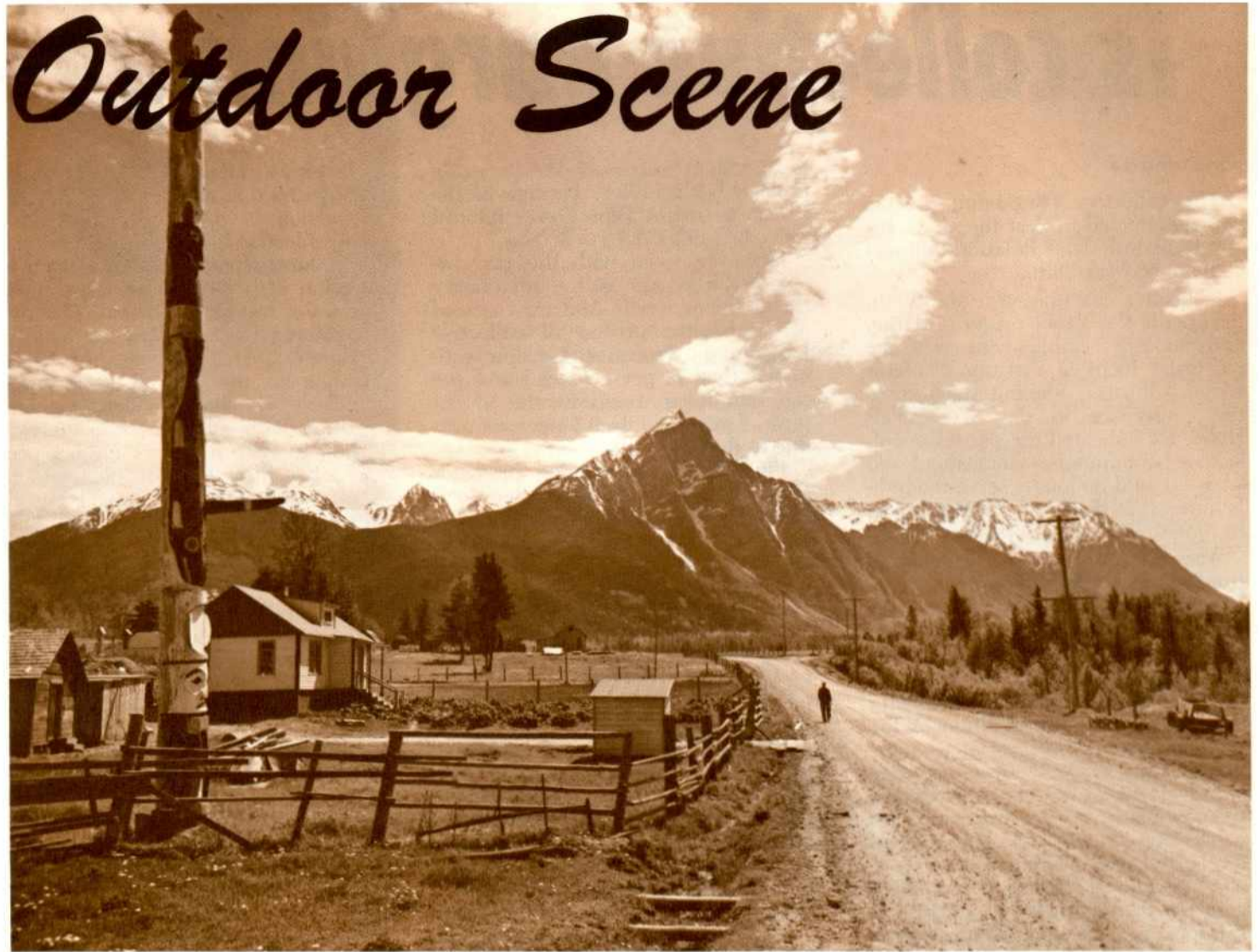
Average mooching technique consists of a 9-ft. drift rod, or a like-length beefy spin rod with fairly sensitive tip section; a large capacity surf-casting or spinning reel and lines—depending upon the heft of the rod—anywhere from 15 to 25-lb. test. In most cases the capacity of your spool will determine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

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, alternately 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 take 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 (underside, 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.

## IBEW wins Alameda federal unit arbitration

By Dick Barrus

"In the matter of arbitration under Executive Order 10988 — U.S. Naval Air Station, Alameda, Calif. Naval Air Rework Facility, Naval Air Station, Alameda, California — International Brotherhood of Electrical Workers, on behalf of Cases: 165-NAVAIR-21 and 166-NAVAIR-22."

That is how the answer began on the two unit determination cases for Local 1245 at Alameda.

The answer ended with victory for the Union in these words, "The unit set forth in the statement of the issue should be granted."

Arbitrator Sam Kagel had this to say of the argument of the Navy in the case of the Public Works Department Electricians: "The basic general argument of the Navy is that there should be no further fragmentation of the Alameda unit. This argument loses a great deal of its appeal when it is considered that the Navy has already recognized at least nine other units at that installation.

"Even more important is the fact that the recognition of craft units is firmly established as part of Federal labor law policy. The alternative to

fragmentation is to insist that all 10,000 employees at Alameda be organized into a single union. Such an occurrence is so impossible of achievement that to base a denial of a unit because it may lead to fragmentation would be to deny any real opportunity for collective bargaining. Clearly, the Executive Order does not provide for or contemplate such a result. These observations on fragmentation apply to each of the cases in this arbitration."

With regard to the remainder of the summary in the Public Works case, it reads as follows:

"The record is clear that the unit which the Union seeks in 165-NAVAIR-21 consists of electrical craftsmen. This was stipulated to.

"The fact that the electricians may work in different parts of the plant under different supervision and with other craftsmen does not necessarily establish that they lack a community of interest. The community of interest referred to in the Order must necessarily refer to the community of interest between the employees involved in the proposed unit.

"In private industry it is not at all unusual for electrical craftsmen to be

represented in a single unit and such craftsmen to work throughout an entire plant along with other craftsmen under different leadingmen and supervision. The community of interest involved here arises out of a mutual interest in the wages, hours and working conditions that are to be applicable to all electrical craftsmen. The enforcement of an applicable collective bargaining agreement is something of course which would be uniform since the same would apply to all employees in the unit. It is an every day occurrence in private industry that a single agreement covering craftsmen working in various parts of a plant will be administered insofar as the employer is concerned by different personnel acting in their supervisory capacities."

In referring to the NARF case concerning Electricians and Electronics Mechanics, arbitrator Kagel stated, "The 'summary' set forth in 165-NAVAIR-21 basically applies to case, 166-NAVAIR-22. The Navy points out that one of the principal reasons it denied the request for the proposed unit is that it believes a 'community of interest' can only be found in . . . the

broad group of maintenance employees in all the various trades and crafts . . . To apply this principle would place an almost insurmountable barrier to the opportunity for collective bargaining which the Executive Order seeks to give to Federal employees. This 'principal reason' for denial by the Navy of the proposed unit is not therefore acceptable."

Having won these two arbitration cases, Local 1245 now has the big job ahead of negotiating an Agreement and further organizing NARF and NAS electricians at the Air Station.

