

YOUR
Business Manager's
COLUMN
Pension Talks Soon
 By Ronald T. Weakley

Local 1245 is again gearing up for major negotiations which will result in improved benefits for thousands of members and their families.

This time it is PG&E Pension and Benefit negotiations. When the results are tallied, we shall again prove that dues investment is a good bargain when figured in terms of monetary return for monetary input.

We shall begin the bargaining process early this year for two reasons. One, both Union and Company have some major changes in

(Continued on page two)

On the move!

With our move to new offices at 1218 Boulevard Way in Walnut Creek our—

New Mailing Address will be:
 P.O. Box 584
 Walnut Creek, Calif. 94597

New Telephone will be:
 Area Code 415
 933-6060

The move is planned to take place the first week in September.

**Lightning strikes
 Man on line**

By Jerry Hicks

Not quite "up to par" yet, but grateful to be alive, Bill Poole of Marysville, Colgate Division, is back at his Subforeman's job following several weeks' rest.

Bill is probably the only man ever to be struck by lightning while on a pole of any utility company, as far as records show.

It all happened May 13 during an electrical storm which swept the Sacramento Valley. Bill and his crew were on an emergency job in the Nicolaus area while lightning



The newly elected Executive Board and Officers are sworn in by Ninth District Vice President W. L. Vinson, center. Clockwise around the table from left: Executive Board Member-at-large Mickey Harrington, Central Area Executive Board Member Jimmy Lydon, President Ron Fields, Business Manager Ron Weakley, Vinson, Northern Area Executive Board Member James Fountain, Vice President Lee Thomas, and Treasurer John Zapian. Not seen in this picture are Recording Secretary Andy Clayton and Southern Area Executive Board Member Herb Dickenson, who was unable to attend the first day of the meeting.

Our bills pass despite

Confused Sacramento scene

Sacramento

Confusion was the word from Sacramento early this month as leaders of the Assembly and State Senate failed to agree over adjourning or recessing the 1968 regular session of the State Legislature.

The Senate passed a resolution calling upon Acting Governor Hugh M. Burns to adjourn the Legislature *sine die* as of 5:00 PM, August 3, which he did and the Senate went home. The Assembly remained in session, however, and finally "recessed" on August 7 until September 9, the date on which the Senate is due back for a five-day constitutional session to consider guber-

natorial vetos.

Pending some clarification of the existing confusion, no comprehensive assessment of the final accomplishments or failures of the 1968 regular session can be meaningfully undertaken. This is particularly true with respect to such matters as property taxation, school fi-

nancing, improvements in Workmen's Compensation and Unemployment Disability Insurance and the fiscal problems of the Bay Area Rapid Transit District.

Rather than rehash this state of confusion or attempt to cover matters of broad general interest which

(Continued on page three)



utility reporter

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He wanted to say more

He hesitated a second before he came through the door. He introduced himself and then said, almost to himself, he had really fouled things up.

Although he inquired about the work situation on outside line, and getting on the books, and petitioning the Board for Journeyman Lineman status—his thoughts seemed to be more with why he had been discharged.

He had needed a place to tune his pick up—a bench or something he could stand on to get at the V-6 engine. So he had driven down to the yard and had parked facing the track of a caterpillar. When he was through, he noticed the sediment bowl was empty, so rather than walk five and a half blocks to the nearest gas station, he told us he used his key and jerry can to borrow a gallon or so from the company pump. He was just pouring it into the pickup when a management official drove into the yard in a company car. The official told him to turn in his keys.

But the man wanted to say something more to us as he sat in his brand new brown levis and paisley sports shirt. He was worried the company thought him "undesirable."

He mentioned two incidents: the time he got drunk in a bar and went next door to a butcher shop and swiped a sausage; the butcher saw him, he put it back and no charges were filed. The time his crew sold some wire to buy themselves a coffee pot.

Two incidents—neither one significant in itself—nothing at that point which would destroy our case for getting him reinstated. But, looking back on it, he seemed to want to say more.

"I guess I really blew it," he repeated before he went downstairs to see the dispatcher. He had a long drive ahead of him.

He had arrived at his new home, but had gone out that evening in his pickup. Late that night his wife became worried and called the deputy sheriff. They looked all night.

On a lonely country road the next morning, a boy found him in his truck, dead.

He seemed to have wanted to tell us something.

Please send any corrections of name, address or zip code to P.O. Box 584 Walnut Creek, Calif. 94597

(Name)

(Street Address)

(City)

(State and Zip Code)

PG&E Pension talks start soon

By RONALD T. WEAKLEY

(Continued from page 1)

mind which will require a great deal of research, careful economic evaluation and hard bargaining.

Two, the results of any settlement must necessarily gain Federal approval in order to be of maximum value in terms of tax considerations.

These two steps—negotiations and Government approval—will take a good bit of time and, therefore, the parties will buckle down to business next month in the hope that we can make the results effective as of January 1, 1969.

This is a five-year contract. What is done this year will have long-lasting effects on the economic security of our thousands of members who now work and who will later work for PG&E.

Our retired members, those who helped build PG&E and Local 1245 over the past many years, will not be forgotten in the forthcoming negotiations.

We have negotiated benefit improvements for retired people in the past and we hope to do so again, through understanding and agreement with PG&E's management.

On the other side of the age picture, we note that special attention must be paid to our younger members this year.

These young employees are having a rough time making ends meet.

They, too, are plagued by inflation and seek some meaningful method of improving their living standards. At the same time, they are trying to build security for a future which they hope will not end in the same trap which has caught too many of our retired members these days.

The great number of members who have reasonably good jobs, considerable Company seniority, stock investment, etc., are clearly in the majority when it comes to a vote on a negotiated settlement of this major issue.

I sincerely hope that the more affluent middle-majority will agree that it is morally proper to give reasonable consideration to the young and the elderly in our house, regarding the cost-benefit ratio in terms of need and ability to pay.

Each in the middle-majority might remember how hard it was to start out with the Company on low pay, get a decent place to live, begin to raise a family, etc.

They might also reflect on how the "old timers," who taught them the job, did not have the economic ability to purchase adequate personal retirement annuities out of small paychecks and how they do not now enjoy all the benefits of the improved pension credits or stock savings opportunities which have been negotiated by Local 1245

... we get letters

910 Modoc Street
Berkeley, Calif. 94707
August 4, 1968

Ronald T. Weakley
Business Manager
Local Union 1245, I.B.E.W.
Oakland, California

Dear Sir and Brother:
I want to thank you for the booklet on Social Security. It is both interesting and useful.
I also want to thank you for your nice letter. It is very gratifying to read or hear that we "old timers" are not forgotten and to know you and the brothers have such good thoughts of us.
I see in the Utility Reporter the Local is about to move into new quarters and I wish you and the Local the best of luck and prosperity in your new surroundings.
Thank you again.

Fraternally yours,
/s/ Newton Coates

with PG&E over the past 15 years. We have a multitude of membership proposals in our hands this year concerning Pension and Benefit items.

Never before have we had such great membership interest in this area. The fact is, this is really the first year in my long memory when the work of my office on this matter was not generally confined to those who did the negotiating along with a comparatively few interested spectators who were either approaching retirement age or who had a lot of bucks to place in good stock investments, such as PG&E "Common."

Now, everyone is interested. Along with interest, comes the inevitable "space proposals"—the "pie in the sky" demands.

There is no doubt that major improvements are in order concerning PG&E's Pension and Benefit program. There is no doubt that PG&E has the resources to undertake payment for such benefit improvements, within the limits of reason.

There are sharp limits on the ability of PG&E employees to undertake payment for such improvements out of current and future paychecks.

Somewhere there is an area of proper balance which the negotiating committees can find if they weigh all of the problems, properly consider various solutions and come up with programs which will provide improvement, recognize economic limitations on both sides of the coin and build a lasting "reward for service" concept which will be a credit to the Union, the

management and the working people who provide much of the brains and muscle to keep the whole store in business.

So much for the upcoming Union-PG&E negotiations. We have other important work to do for many non-PG&E members in our Union house and they will also receive top attention as their problems require this Union's abilities and resources to achieve progressive solutions.

Our move to new headquarters is a slow and difficult process but, as usual, we shall realize our goal and soon we shall be operating out of what will be a more efficient and more practical service facility.

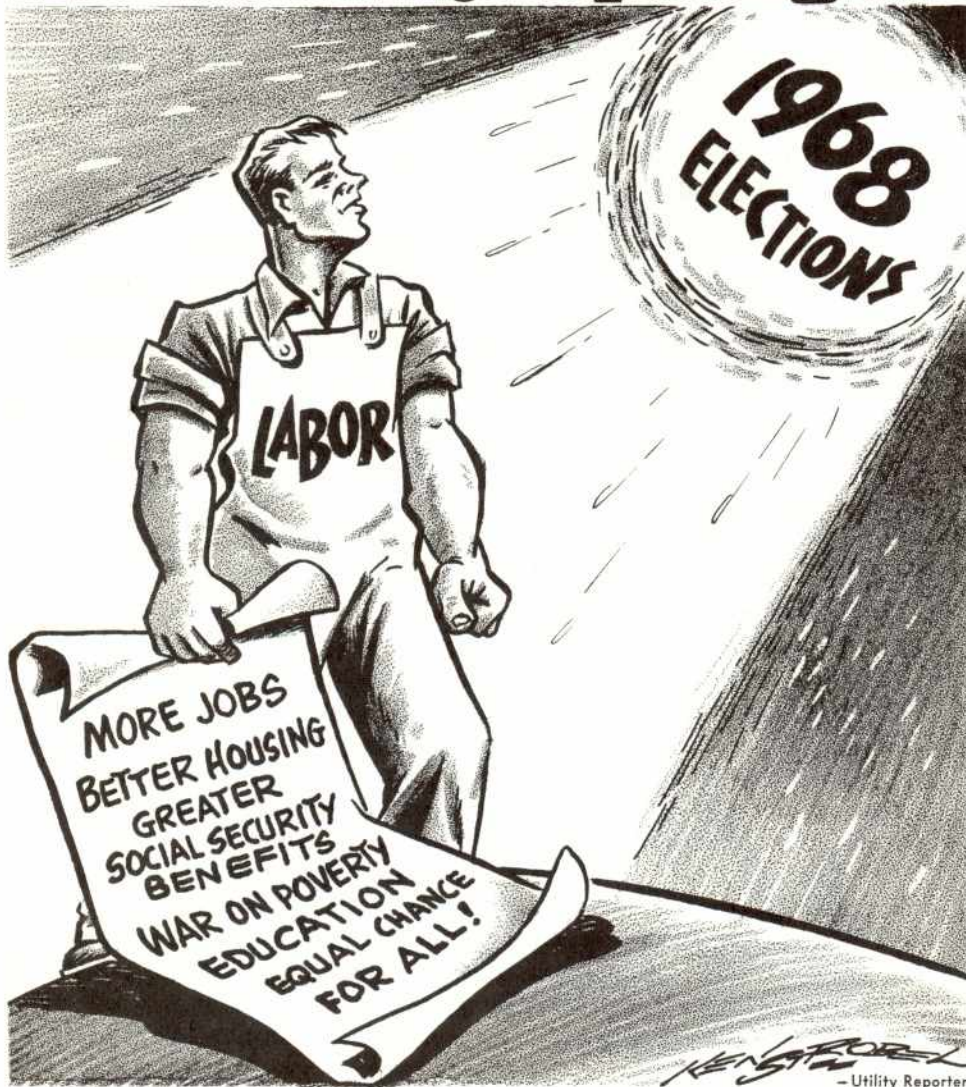
While all of the foregoing items attract our provincial interest as an economic force designed to improve the lot of our 12,000 working members, we are citizens of a Nation which is in grave trouble at home and abroad.

All of us should make certain that we are registered to vote in the forthcoming National and State elections. All of us should carefully review the major issues which confront our states and our Nation.

Finally, we should pay close attention to the qualifications of candidates for high public office this year.

Because of the seriousness of the situations which presently confront us, we should be fully prepared to cast our votes on November 5th in a manner which we as citizens and working people honestly believe will be in the best interests of ourselves, our children and the Nation as a whole.

Labor Day Spotlight!



the utility reporter
Telephone (415) 893-2141

RONALD T. WEAKLEY Executive Editor
BRUCE LOCKEY Managing Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor
JOHN J. WILDER Assistant Editor

Executive Board: Roland W. (Ron) Fields, Leland Thomas Jr., Andrew A. Clayton, Herbert E. Dickenson, Mickey Harrington, James M. Lydon, James H. Fountain.

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Confused Sacramento scene

(Continued from page one)

have been fully covered by the daily news media, this report will be directed toward Local 1245's legislative activity and results.

Early in the session it was determined that Local 1245 would sponsor legislation in two areas—

(1) Safety with respect to community antenna television, and

(2) Improvements in public employer-employee relations.

Assistant Business Manager Mert Walters, who is Local 1245's registered Legislative Advocate, undertook to find authors and have legislation drafted to accomplish the desired goals. Additionally, as time permitted, he was to provide support for good legislation and opposition to bad legislation affecting organized labor in general and Local 1245 and its membership in particular. Following are the results of this activity.

CATV—Safety

AB 1062, which was introduced by Assemblyman L. E. "Larry" Townsend on behalf of Local 1245, adds Sections 215.5 and 768.5 to the Public Utilities Code of the State of California. Section 215.5 defines a "cable television corporation" as any corporation or firm which transmits television programs by cable to subscribers for a fee, while Section 768.5 empowers the California Public Utilities Commission to regulate cable television corporations with respect to safety as follows:

"768.5. The commission may, after a hearing, by general or special orders, rules, or otherwise, require every cable television corporation to construct, maintain, and operate its plant, system, equipment, apparatus, and premises in such manner as to promote and safeguard the health and safety of its employees, customers, and the public, and may prescribe, among other things, the installation, use, maintenance, and operation of appropriate safety or other devices or appliances, establish uniform or other standards of construction and equipment, and require the performance of any other act which the health or safety of its employees, customers, or the public may de-

mand."

In sponsoring AB 1062, Local 1245 did so in the interest of safety for its members employed in the cable television industry, as well as those working for electric and telephone utilities whose facilities are installed overhead on the same pole or underground in joint trenches with cable television facilities.

While the passage of AB 1062 empowers the Public Utilities Commission to promulgate orders specifically applicable to cable television corporations, it is contemplated its early effect will be to apply provisions of existing Commission orders to such corporations: G.O. 95 to overhead facilities; and G.O. 128 to underground facilities.

Public Employer-Employee Relations

Thirty-two bills were introduced affecting public employer-employee relations. Some of these bills applied to specific groups only — teachers, fire fighters, law enforcement personnel, professional employees, and State employees. Others would have made relatively minor changes in existing law, and still others were designed to bring about substantial improvements in existing law. Included in this last group was the legislation sponsored by Local 1245 — SB 1228 — which was introduced by Senator George Moscone of San Francisco. As introduced, SB 1228 would have required public agencies to

(1) Meet and confer in good faith with employee organization representatives in an effort to reach agreement on matters under consideration,

(2) Notify employee organizations with respect to proposals affecting wages, hours and other terms and conditions of employment, and

(3) Prepare written memoranda with employee organizations on all agreements reached between the parties.

As the legislative session progressed, various interested parties—public agency representatives, and employee organizations alike—got together and reached agreement that legislation making revisions in five areas of existing law would be in the best interest of all concerned. Based on this, the Assembly Com-

mittee on State Employment, Retirement and Military Affairs, Chairman George Milias, introduced legislation encompassing the agreement which had been reached. Joining with the Committee as co-authors were other Assemblymen and Senators who had introduced legislation in this field. The Committee bill, which was set forth in AB 1182, moved rapidly through the Assembly and was given a **DO PASS** recommendation by the Senate Committee on Local Government. However, AB 1182 ran into trouble in the Senate Finance Committee and failed to receive a **DO PASS** recommendation by one vote — this primarily because of its application to State employees as well as other public employees.

During this period, SB 1228 had passed the Senate and had been given a **DO PASS** recommendation by the Assembly Committee on State Employment, Retirement and Military Affairs and was before the Assembly Committee on Ways and Means. When AB 1182 ran into trouble in the Senate, its major provisions, except for application to State employees, were amended into SB 1228. SB 1228 subsequently passed the Assembly by a vote of 62 to 1 and the Senate concurred in the Assembly amendments by a vote of 23 to 12.

SB 1228, as passed by the Legislature:

(1) Requires that representatives of public agencies meet and confer in good faith with representatives of recognized employee organizations.

(2) Defines meet and confer in good faith to require the parties to exchange freely information, opinions and proposals and to endeavor to reach agreement on wages, hours and other terms and conditions of employment.

(3) Provides that parties may submit disputes to mediation and further provides that after consultation in good faith with employee organizations, additional procedures for resolving disputes may be adopted by a public agency.

(4) Requires that the parties shall prepare a written memorandum of understanding on all agreements reached for presentation to the governing body for determination.

Don't buy Scab grapes

Don't bother snooping around the produce department to see if the lug boxes of table grapes have a fair label on them. They're all considered scab now.

Three non-union growers have been using unionized DiGiorgio labels on their scab grapes, the United Farm Workers' Organizing Committee has charged in Superior Court. The scab grape growers have done this to evade the nation wide boycott of California table grapes, the Farm Workers' suit contends.

The suit, as reported by Dick Meister in the **San Francisco Chronicle**, calls the label slapping operation a violation of State law and asks for \$50 million in damages.

One of the growers charged in the suit explained he had been using the DiGiorgio label on his grapes for two years, but only on lug boxes he packs for a DiGiorgio subsidiary, the Earl Fruit Company.

Corporate structures get complicated, but the boycott is simplified. The United Farm Workers ask you to forego California table grapes this season.

(5) Requires public agency to allow a reasonable number of employee representatives reasonable time off without loss of compensation or other benefits to meet and confer with representatives of the public agency.

(6) Provides for reasonable written notice to employee organizations affected of any ordinance, rule, resolution or regulation directly relating to matters within scope of representation.

Walters, who represented the California Labor Federation as Chairman of its Public Employee Committee, as well as Local 1245, noted that in addition to Senator Moscone and Assemblyman Milias, who both exerted yeoman-like efforts on behalf of SB 1228, Assemblymen Cullen and Meyers, together with Ken Larson of the Firefighters, Walter Kaitz from the League of County Employees Association, Don Benninghoven and Bud Carpenter of the League of California Cities and several others, played important roles in securing passage of this important legislation.

Somebody's spinning the wheels of our economic machine

Many industrialists, tromping down on the accelerator of our economic engine, have been spilling gas and burning rubber—leaving the worker behind sniffing the exhaust. But when the credit card bill comes in for the gas and tires, guess who will have to pay it?

This is the analogy drawn in the current issue of the **American Federationist** by AFL-CIO research staffer Ray MacDonald in an article called "Corporate Profits and the

Wage Gap." The economy has been well likened to a motor, of unlimited capacity if the fuel injection is right—able to smooth out the hills and dales of the business cycle and take us to new heights of prosperity if driven wisely.

MacDonald quotes Keynes, the grandfather of the new economics:

"... The engine which drives Enterprise is not Thrift, but Profit."

But when profits have risen over 78 percent since 1960, after-tax

profits over 95 percent in the same period, corporate cash flow 84 percent, and dividends 73 percent while an average worker's after-tax earnings have increased only 27 percent since 1960 — somebody's got a heavy foot on the gas, and the economy is spinning its wheels, MacDonald says.

The slippage is seen better when the Consumer Price Index adjustment for the "cost of living" increase leaves the average weekly after-tax earnings of a non-supervisory worker with three depend-

ents only 9.6 percent higher than 1960. And in the last three years, with the sharp jump in price rises, he's had no traction at all, the article says.

Now these are average figures, and some workers do better than average, some worse—but the problem for union negotiators has been that after the excessive profits have been made and the dividends declared in each year of an economic expansion, and the bar-

(Continued on page seven)

A study in Stewards at the



Willie Stewart asks a question concerning local investigating committee functions as other G. C. Shop Stewards await the answer. Left to right, we see Bob Grimes (with his back to the camera), Ken Williams, Vic Soden and Gil Moreno (identified at far right).



The new G. C. Advisory Councilman and Chairman of the San Jose Area General Construction Unit is Dale Bassett, left; others in this photo are Henry Corrales, Frank Brown (foreground) and Gil Moreno.



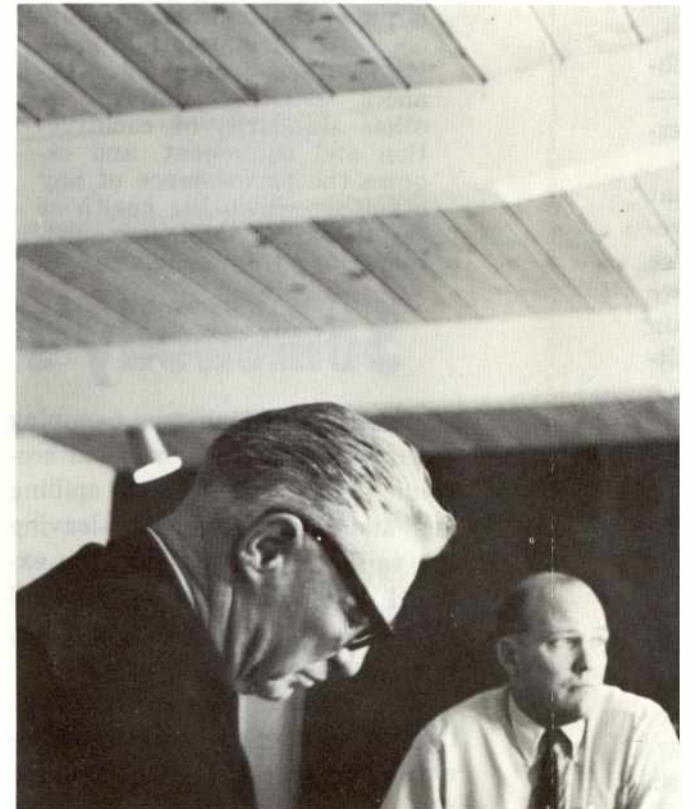
Left to right from the window: Cornell Winn, Jim Gerrace, Glen Hale, Guy Marley, John Monter and Les Brazil.



Recording Secretary Andy Clayton dropped into the G. C. Shop Stewards Conference to welcome them to Concord, his headquarters.



Jesse Barnes

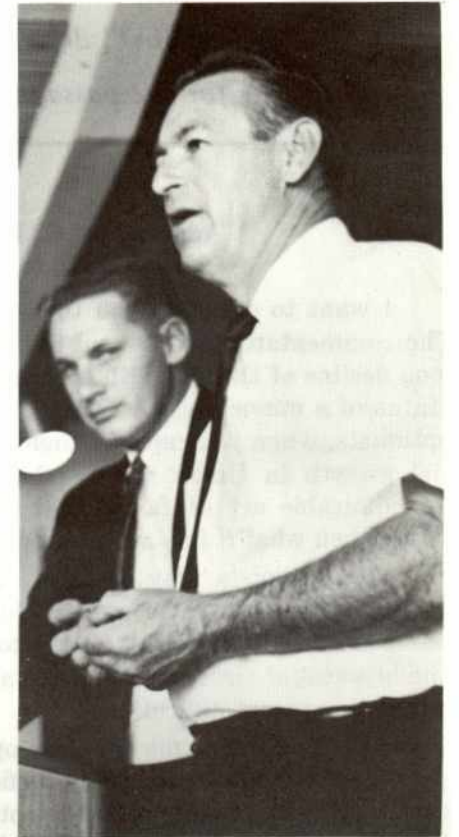


Business Representatives Mark Cook, Bobby Robins

the G. C. Concord conference



Listening to a discussion of veterans' rights are Bob Grimes, Eugene Chaffin, Ken Williams and Vic Soden.



Assistant Business Manager John Wilder, right, joins Business Representative Dean Cofer at the rostrum to take part in the discussion of workmen's compensation coverage.



Mickey Harrington is the new Executive Board Member-at-large, representing General Construction members; Dean Cofer and John Wilder are seen in the background.



Business Representatives Pete Dutton, left, and Dave Reese, who are assigned in East Bay Division.

: Cook, Bobby Robinson, Dean Cofer (speaking at the rostrum), and Orville Owen.

The future of the Labor Movement

"Brother Chet" delivered this speech five years before his recent, untimely death. His words, with little allowance necessary for the passage of time, are as fresh and relevant today as they were then. They are reprinted here in his memory.

February, 1963

Address by C. R. Bartalini, President,
California State Council of Carpenters

I want to speak to you today about the prospects for our Movement. The commentators on the subject are confusing. The pessimists predict a long decline of the strength of American Labor, relegating it in time to the status of a minor pressure group, poor in numbers and weak in power. The optimists, when you can find them, point on the other hand to the substantial growth in Union membership since World War II and argue, with an admirable act of faith, that American Labor will find new ways to strengthen what it has and cross the frontiers of organization.

The optimists may be right. The American Labor Movement has always shown itself to be resourceful at the low points in its fortunes, and has been able from time to time to make enormous strides forward under the bleakest of circumstances. We all hope, I am sure, that it will find a way out of its present difficulties.

But it seems to me that the optimists bear a special responsibility to produce the evidence for their confidence. It is always hard to document an act of faith, but unreasonable optimism can be a dangerous indulgence. Those for whom the future is bright owe the skeptics a bill of particulars.

For it seems to me that the evidence is ominous. We are all familiar with the signs. The relative prosperity of most Americans, the dim memories of Depression among those who lived through it and the even lighter spirits of those who did not, the bedrock changes in the work force being wrought by technological change, the rapidly increasing numerical superiority of the unorganized white collar worker, the improving skill of the employers in manipulating the consent of their employees, the widening opportunities for the poorer child, the weakening family tradition of Trade Unionism, the diminishing marginal gains of collective bargaining, the unfortunate public image of a Labor Movement committed to selfish ends, the adverse effects of our educational system on the outlook of our children towards the institution of Trade Unionism—all these factors have contributed to the declining numbers and strength of Organized Labor and have yet to exact their full price.

What about it? It is not hard to find indifference. A good majority of Americans, if pressed for an answer, would probably agree that Trade Unionism is a necessary institution; but they would too seldom show much enthusiasm for it, and would rarely be prepared to offer it active support. Many politicians, as we well know, are persuaded that Organized Labor has too much power, and are only too ready to encourage in any way the decline of our Movement. Other public figures, on the surface friends of Labor, are often embarrassed by our company; they contradict their public assurances of support with whispers in corridors and back rooms, and are happy to play the Pharisee when convenience permits or the chips are down. There are also some leaders of Labor who show little concern with the Trade Unionism of tomorrow, happy with their salaries and pensions, and content that they themselves will be able to ride out the storm. And we know only too well the attitudes of too many of our members. For the older Trade Unionist the bond with his Union tends to weaken with easy times. For the younger generation, Union membership is too often a matter of compulsion or indifference. And for most of those outside the fold there are other ways to status and security. It is not easy, in the presence of such evidence, to anticipate better days.

We seldom count all the odds. Each one of us here knows the cost of a weak Union at the bargaining table, whether in the Building Trades or in organizations less fortunately placed than ours. The first casualty, that is, of a declining Labor Movement will be the industrial democracy and human dignity we have fought so long to achieve and maintain. But it would not be the ONLY casualty. What is true of industrial democracy is true of the free society. Liberty is not the gift of a ruler, however benevolent his intentions; nor is it the necessary result of a written Constitution, however wise its provisions. What a ruler gives he can take away, and what a Constitution ordains may not suit the tastes of those with the power to interpret it.

Liberty is rather a matter of the ability to resist, not necessarily or always to the death, but at least in sufficient measure to give pause to the enemy and to achieve that mutuality of respect which is the foundation of tolerance.

It is here that the Labor Movement has a most vital contribution to make. Trade Unionism is not, that is, simply an instrument for economic reward and industrial due process. It is an agency of protest, a guarantor of dissent. We do not have to look far for the evidence. Would the right of free assembly be as secure today if Labor had not fought for it? Is it a coincidence that the rise of Trade Unionism has been accompanied by a decline in what used to be considered as the divine right of the businessman? Is it not significant that the most effective opponent in America of both the radical right and the radical left is a Free Labor Movement?

Every free society has a strong and politically-conscious Labor Movement. The decline of the American Labor Movement to a point where it could no longer serve as a balance-wheel in the power structure of the community would thus be a calamity, not only for Trade Unionists, but for all citizens. The power of Labor to speak for liberty is the concern of all Americans, regardless of party, industrial or personal loyalties.

Nor does the matter stop at the water's edge. We hear a lot from the professional patriots about the internal Communist menace, and it is, of course, an issue about which the Labor Movement is better qualified to speak than most others, having met the problem and defeated it without lessons from less experienced outsiders. But if patriots are worried, they should look abroad. In virtually every one of the under-developed countries the local Labor Movement is in the front of industrial and political activity. The choices that the leaders of these Movements make will probably determine the political systems under which their people will live, and vitally affect both international relations and the national interest of the United States.

But if these Labor Movements are important, they are also poor. If they bear great responsibilities, they are often untried in the ways of politics. And if they speak in the name of Trade Unionism, their conception of it is not always the same as ours.

Where will they turn? There is an abundance of advisers for them to consult. We are doing something through the International Confederation of Free Trade Unions to guide them toward the idea of the free society. But it is my impression that the Communist-led World Federation of Trade Unions is engaged in a similar effort far more ambitious, far better financed and probably far more imaginative than ours. To give only one example, in the countries of Chile, Brazil, Bolivia and Peru, the WFTU has no less than 447 full-time organizers working with the Labor Movement there, while we have seven. Both the Russians and the Red Chinese are building colleges in a number of countries for the training of the future Labor leadership of these countries. There are even reports that the Red Chinese are training men from Africa, Asia and Latin America, not only in parliamentary procedure and collective bargaining, but in the arts of sabotage and guerrilla warfare.

The obstacles are not insuperable. We should not—as the largest, richest and most powerful Free Labor Movement the world has ever known—find it beyond our capacities to match our size and wealth with the necessary competence in leadership both at home and abroad.

It is a matter of dedication and training. We must first resolve that we are going to build and maintain, under adverse conditions, a Labor Movement that will make a decisive contribution to Free Labor and the free society both here and overseas. And once having made that decision, we must begin now, and in a far more ambitious way than ever before, to train the men who will serve the Labor Movement in the high task it has set itself.

We have not so far done too well. A few years ago I was involved in the effort of the National Institute of Labor Education to establish residential training for Labor leaders on the campuses at Cornell, Michigan State University and Berkeley. These were good programs, designed to keep the Labor leadership of our generation in touch with local, national and international economic and political developments, so that they could better serve their members and their country. In the first year we trained 60 men. In the second year we could recruit only 40; and now it seems that the program is to die because of the inability, or unwillingness, of the American Labor Movement to provide the necessary students. Yet at the same time, the Canadian Labor Movement, one-tenth the size of ours, is building a year-round training college for its elected officers, staff and members of promise. The same is true of Western Europe, where virtually every country has an ambitious, residential training program for present and future Labor leaders far in advance of anything we are even contemplating.

What Labor Day, 1968, means to you

By Thomas L. Pitts

Secretary-Treasurer

California Labor Federation, AFL-CIO

Eighty-six years ago Peter J. McGuire, a New York City carpenter, proposed setting aside one day a year to honor the labor of working men and women. In September of that year, 1882, the first Labor Day was observed in New York City.

That was less than a year after the Federation of Organized Trades and Labor Unions (FOTLU), which later became the American Federation of Labor, was organized in Pittsburgh.

And it was twelve years before Labor Day was proclaimed a national holiday in 1894, the same year a strike by the American Railway Union led by Eugene V. Debs, against the Pullman Company was shattered by the use of court injunctions and federal troops.

Most older trade unionists know that the advances the nation has made in the past — the progress that has enabled increasing thousands of wage and salary earners to move from old tenements to their own homes in the cities or the suburbs—is attributable in no small measure to their own efforts in seeing to the election of progressive state legislators and Congressmen.

But the scene is different today. Less than one-third of the nation's workforce belongs to labor unions. And many of the younger workers, union and non-union alike, are unaware of the gross injustices that

can be perpetrated and perpetuated when the pawns of special interest groups sit in the legislative chambers and on the hundreds of court benches and commissions that rule on issues vital to the welfare of all of the nation's workers.

Many California workers appear to be unaware of the persistent assaults being made this year by reactionary forces in Sacramento and

Who's been burning rubber in our economic machine?

(Continued from page three)

gainers try to catch up on wages—The Council of Economic Advisers gets anxious about inflationary trends and sees that wage guidelines are issued, or has the parties ushered into the White House to complete negotiations and reach a settlement.

Of course the Council and President Johnson have been effective traffic cops in the recent attempts by certain steel companies to raise prices out of all proportion to the negotiated wage increase. This is part of an almost annual exercise in dispelling the myth that a 6 percent increase in wages needs almost a 5 percent increase in prices to cover it. It does not, as the Council of Economic Advisers pointed out; a 2 percent price increase is more like it because labor costs are only about 43 percent of the total cost of producing steel. The 2.5 percent price increase Bethlehem finally applied leaves its profit margins undisturbed (the Company had announced record profits on the financial page the same day it

before various state agencies and commissions to whittle away at the protections presently enjoyed by California workers. For example, we have the recent attempt by some special interest groups to pass legislation to short circuit raises in the minimum wage scales for women and minors in California, and actions by similar special interests to attempt to deny over-

time pay to minors; both attempts were defeated, thanks largely to the efforts of California trade unionists.

Therefore, on this Labor Day, it is essential for all trade unionists and concerned friends of labor to rededicate ourselves to the task of finding positive solutions to the urban crisis at home and to our involvements abroad.

announced a proposed 4.5 to 4.9 percent price increase on the front page) and fails to consider Bethlehem has already made out in previous years while the Steelworkers are trying to catch up this year.

The significance of big steel's administration of prices is reflected in President Johnson's statement, "Inflation in steel is inflation for the nation." The price roll back saved the consumer \$500 million in inflation, the Chairman of the Council of Economic Advisers said. An increase in steel prices is passed along, and often magnified (through each supplier's percentage profit margin), through to the final price paid by wage earners for so many of the things they buy.

But pulling the companies over to the curb now and giving them a ticket does not reimburse us for wear and tear on the economic engine—the gas and tire bills now coming in which we must pay with a deflated dollar. For the businessmen, "digging out" at the beginning of the business cycle, have already accelerated to the top of the

earnings hill by the time the governor is installed on the wage earner trying to catch up. Instead of making progress, he falls behind.

Or, as MacDonald says in his article:

"This ability of firms to make more profit on each dollar of sales was largely a result of slowly declining unit labor costs and slowly rising prices in 1960-1965 and faster price increases, more recently, when unit labor costs have been rising. . . . The lagging improvement of wages has been unfair to workers and it has increased the income gap between different groups in our society. In addition, it undermines the necessary expansion in consumer markets."

He concludes, "A better balance in the national economy must be achieved between wages and salaries on the one hand and business profits, cash flow and dividends on the other."

In other words, Mr. Businessman, take it easy and take us all along.

The future of the Labor Movement

(Continued from page six)

The point here is that the Labor leadership of these countries appreciates the challenge faced by the modern Labor Movement, and has decided to take advantage of higher education rather than worry about what it might do to the jobs of the incumbents.

We should be prepared to go outside for help. There has been a great deal of discussion in recent months about the Labor education program conducted by the University of California. It is true that the University has invested little in the way of money in Labor education, but it is also true that the Labor Movement has never made any serious demand on the University for more. It happens to be true that what the University has offered in the way of Labor education, while limited in volume, has been experimental in nature, attuned to the future needs of the Labor Movement, and high in quality; it is also true that many of our Brothers in the Movement have no interest in—and sometimes a considerable fear of—education programs which present a challenge to our minds and imaginations.

Fear is the worst of advisers. If there are risks in educating our successors, there are even greater risks in stagnation. If education is expensive, the costs of failure as a Movement will be very much higher. If our business as Union Representatives is advocacy, it must increasingly be advocacy based on the best of information and training that is available.

We have a great opportunity now in California to break new ground. It is clear that the University, as a result of our representations, is prepared to cooperate with us in developing a Labor education program of high quality and great range, adjusted to our needs, committed to the development of a leadership prepared to work, not only for self-improvement, not

only in the services of the membership, not only for the interests of the United States, but for the betterment of all our fellow men. The interest is there, there is money available. What is lacking more than anything else is the determination of the Labor Movement to decide exactly what it wants, to demand the appropriate services, and to use intelligently and consistently what it gets.

We are a troubled Movement. Our members are declining. The older member is losing interest. The young member hardly cares at all. There are problems in organizing we have not yet learned to face or solve. There are problems at the bargaining table of far greater complexity than we have learned to handle. There is a growing problem of Governmental intervention in our affairs which we do not, as yet, know how to avoid. There is, among the American public at large, a hostility to Organized Labor which can only be decreased by a burnishing of our own image, a higher conception of the place of Trade Unionism in a free society, and a renewed dedication to the poor and the underprivileged among us. And there is, in foreign lands, the challenge of an alien doctrine which might, unless we take great care, be the most serious danger of all to the security and freedom of your children and mine.

We have a charge to keep. Free Trade Unionism is one of the great movements of history, for each one of us here it has been a high honor to serve our Union and our Movement, and thus the rest of our fellow men. We are now in danger, and we must arm ourselves as never before. Above all we must arm ourselves with new ideas, and with the facts of our times that bear so heavily upon us today. We have a Movement to protect, a cause to serve. Let us fight for it with all the courage and imagination we possess.

The Outdoor Scene

by Fred Goetz

When awards for outstanding North American big-game kills were announced at this year's annual meeting of the Boone and Crockett Club in Pittsburgh, Pa., a young hunter from the Pacific Northwest was singled out: Ron Lay of Baker, Oregon. He had earned a niche in the "Nimrod's Hall of Fame" by downing the largest cougar ever in his native state, and it wound up as the 4th largest in North American competition.



Fred Goetz

Ron had this to say about the kill:

"I hunted this particular cougar for three winters and finally managed to tree him on a crisp winter day, February 20th. I struck the track early in the morning, but didn't tree the animal until 4:30 that same afternoon on February 20th, a crisp bone-chilling day. I tracked it 12 miles through the snow which was up to three feet in depth—without snowshoes—and I dispatched it with a .22 pistol. In the fracas, one of my hounds was torn up so bad that I had to pack her out. Fortunately, she recovered in a couple of weeks.

"The cat tipped the scales at 184 pounds. It registered a track seven inches wide in the snow. This was one of three cougars I downed all winter. It had a skull length of 9-3/16th inches and a width of 6-7/16th inches. The skull is now on display at the Carnegie Museum in Pittsburgh. It was downed in the northeastern part of Oregon, a remote section near Catherine Creek. It measured 8 ft. 10 in. from nose to tail and rated 15-10/16th points in Boone and Crockett standings."

There is small chance that Lay's mark will ever be topped in Oregon



Apple orchards near Vernon, B.C.

inasmuch as a bill was recently passed in the Oregon legislature which classifies the cougar as a game animal. As such, the commission closed the season on this spe-



Ron Lay, faithful hound dog and monstrous cougar, downed in Oregon.

cies as its numbers in that state are at an all-time low. The law, however, allows a landowner to kill them if he has proof that they are inflicting damage to livestock.

Elsewhere in states of the northwest and west the cougar is be-

NAS, NARF recognition response

by Dick Barrus

At long last the Naval Air Rework Facility at Alameda Naval Air Station has responded to the Local's request for Exclusive Recognition at that installation.

Commander Charles E. Boeing, USN, of NARF has requested at this very late date that the Union produce evidence of a majority status at the Air Station's electrical maintenance dept.

The Commander is quite late

lied to be on the decline. In Washington it is also classified as a game animal with a year-round hunt season prevailing in most western counties and a six-month season or more in the state's eastern counties. Bag limit in Washington is one cougar per hunter.

Although there is no bounty on the cougar in Idaho, it is still classified as a predator. It recently gained game-animal status in Colorado, Nevada, Utah and the provinces of British Columbia and Alberta. The only state in the union that still pays a bounty on cougar is Arizona. California discontinued paying a bounty in 1967.

If the cougar, protected now in most western states, makes a comeback and increases, the situation could change, but I doubt it will. This animal, which characteristically abides in extremely remote areas, is shrinking in numbers in accordance with shrinking wilderness areas.

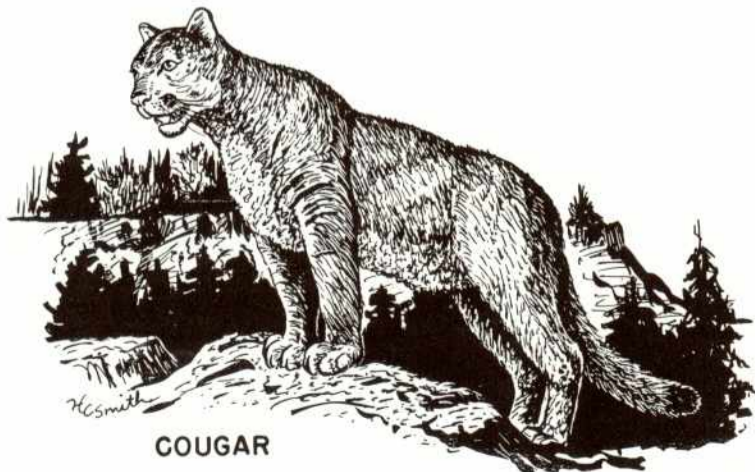
with this request (about one year), but Local 1245 is preparing again to show proof of a majority.

It is expected that representatives and the legal staff of the Local will be prepared to meet with officials of the installation sometime this month.

Captain M. V. Dawkins, USN, has also responded to the Local's request for Exclusive Recognition at NAS. His response came to the Local some ten (10) weeks after the arbitrator's decision in favor of Local 1245. IBEW Representatives expect to meet with Industrial Relations Dept. officials soon to establish the majority in that area of the Naval Air Station.

The Local is still awaiting action of some sort from the Oak Knoll Naval Hospital with regard to the forthcoming election at that activity — if indeed there is to be an election. It has been reported that the other union opposing IBEW for Exclusive Recognition at Oak Knoll, is asking to appear on the ballot under a name other than that of their affiliation with AFL-CIO. IBEW Local 1245 desires to appear on the ballot under its true title. This Local does not find it necessary to change the name of the employee organization just to win an election. We are proud of our name and know that Oak Knoll workers believe in everything it stands for in organized labor.

IBEW Representatives have announced that they will advise the Food Service Division workers at Oak Knoll of any further developments in the organizing situation there.



COUGAR