

My office is involved in a number of changes this month relating to service to our membership. We are now occupying our new headquarters space at the Energy Workers Center in Walnut Creek, after considerable work and expense involving remodeling, moving, etc. All Staff and office personnel will operate out of Walnut Creek except for our dispatch hall, which will remain in Oakland at the same location.

* * *

There are also some Staff and office personnel changes to announce. Bruce Lockey is leaving to accept a position as Assistant Editor of the EAST BAY LABOR JOURNAL. His replacement will be Kenneth Lohre, Clerical member from San Jose Division.

YOUR *Business Manager's* COLUMN

Office and other moves

By RONALD T. WEAKLEY

Gar Ogletree is also leaving my Staff. He will engage in a business venture. Gar will be replaced by John McNally, Line Subforeman and present Advisory Council Member from San Joaquin Division.

I wish Brothers Lockey and Ogletree well in their new endeavors and I thank them for the contribution they have made to the progress of Local 1245.

Temporary office employees Gwyn Arnold and Ingrid Rubin have left employment as we change over some of our office procedures from manual to machine operation. They, too, deserve thanks for their efficient work while employed by Local 1245.

* * *

Action on the negotiating front

includes the PG&E Pension and Benefit contract opening, Citizens Utilities general contract opening, and bargaining for a new contract with X-Ray Engineering Corporation.

Affected members are urged to attend Unit meetings in order to keep up with bargaining developments and to lend support to the negotiating teams who labor in their behalf.

* * *

It is too late for unregistered citizens to participate in the November General Elections. However, those who can vote and fail to do so, will end up in the same boat as the unregistered.

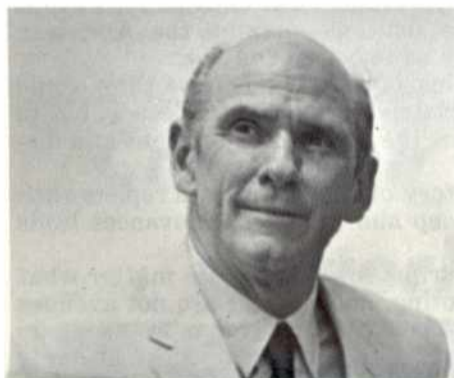
Whatever our personal views may be, all of us should express them as best we can, through casting our ballots on November 5th.

Cranston gets "Right to work" threat

Los Angeles

U. S. Senate nominee Alan Cranston today answered a threatening letter from a California so-called right to work organization by promising he would work "with all the zeal I have to combat this hypocritical anti-labor scheme which is a threat not only to all organized labor but to the health of the country's economy."

Speaking at a Los Angeles Statler Hotel reception for labor editors and officials throughout Southern California, Cranston said:



Alan Cranston

(continued on page 7)

Capitol offense and defense

By Mert Walters

Last month we covered bills sponsored by Local 1245, but in addition to these a number of other good bills were passed which we supported in varying degrees.

Among these were three bills directly affecting our members employed by public agencies and covered by the public employees' retirement system.

• Monagan's AB 13 increases retirement allowances for people who retired before December 31, 1966.

• Barnes' AB 508 will provide cost of living adjustments based on

the CPI beginning May 1, 1969, and

• AB 810 increases the death benefit for retired employees from \$400 to \$500.

The Local also gave strong support to Brathwaite's AB 633 and Beilenson's SB 935, both of which were designed to establish a radiation safety board within the Department of Public Health to require people engaged in diagnostic X-ray to meet prescribed standards and be certified. SB 935 passed, AB 633 did not.

Campbell's AB 897, which ratifies the Western Interstate Nuclear Compact and prescribes its membership, purpose, organization, powers and duties, also passed.

State Senator Grunsky's SB 232, by prohibiting unequal wages for employees of the opposite sex working under the same conditions, establishes, in effect, the first minimum wage for males engaged in intrastate commerce. These bills were supported as were the following:

• SB 397 which prohibits employers from discharging employees who, upon giving reasonable notice, take time off, as required by law, to serve on an inquest or trial jury.

• AB 792 by Assemblywoman March Fong which permits a municipal utility district to observe the Friday before a Saturday holiday.

• AB 1975 by George Zenovich

(continued on page 7)



utility reporter

VOL. XVI, No. 5 OAKLAND, CALIFORNIA SEPTEMBER, 1968

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, 1218 Boulevard Way, Walnut Creek, Calif., 94529

Our proposals on PG&E Pension, benefit plans

As we go to press, Union's Pension and Benefit Negotiating Committee has met once with PG&E management and has scheduled another meeting to seek improvement in the pension, savings fund and group life insurance plans.

Having convened on September 3rd to review the unit proposals, Union's Committee used the policy statement given it to develop the following demands which were discussed with the Company September 10th:

Local 1245's Proposed Amendments to Union Pension Contract and Group Life Insurance Plan—1968

I. GENERAL

- Change title of "Union Pension Contract" to "Pension and Benefit Agreement" between Pacific Gas & Electric Company, and Local 1245, International Brotherhood of Electrical Workers, AFL-CIO.
- Such contract shall incorporate the provisions of the Group Life Insurance Plan, the Union Pension Contract, the booklets "Your Retirement Plan" as revised 1959, and "Savings Fund Plan" as revised November 1962, and any and all memos of agreement between the parties which affect such Plans.
- Company shall provide an annual statement to each participant in the Pension Plan of the rate of return of the fund, the annual contributions of the individual and the pension credit for that year, together with his total contributions and total pension credits to date.

II. RETIREMENT PLAN

- Reduce requirement for participation to attainment of regular status.
- Provide for a "Normal Retirement Date" as the first day of the month following his or her 62nd birthday. Such term shall be defined as the earliest date an employee shall be entitled to retire without reduction in the normal benefit formula.
- An eligible employee, upon reaching age 62, may elect to continue in employment at his or her option and shall be eligible to retire at any time thereafter by giving _____ days' notice of intent to retire.
- If an employee elects to continue his employment, he or she shall continue his participation in the Pension Plan with full credits and application of the benefit formula as though the later date were his normal retirement date but in any case, retirement shall become mandatory on the first day of the month following his or her 65th birthday.

(*Provisions for maintenance of pre-1954 conditions shall be retained as in present Plan.)

- Establish a benefit formula for monthly pension benefits at "normal retirement date" at 1/12 of 2-1/2% of the employee's aggregate life-time earnings. Life-time earnings shall include all wages earned, including applicable shift premiums, except for such earnings defined as overtime under Section 208.1 of the collective bargaining Agreement.

(continued on page 7)

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

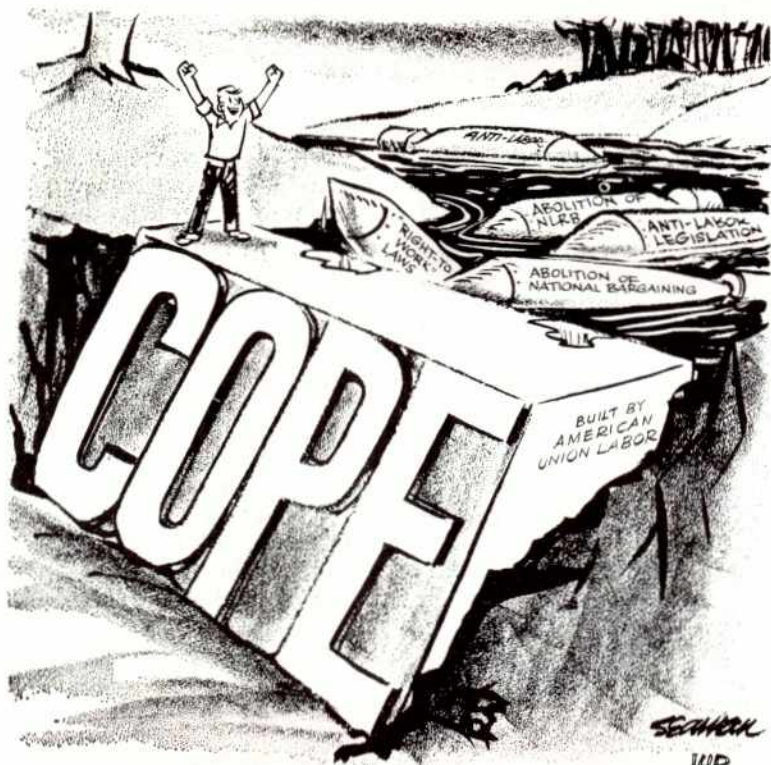
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"Dam The Torpedoes!"



Justice-key to Law & Order issue

In the AFL-CIO Platform Proposals presented to both National Conventions, 1968, President Meany discussed the issue of law and order as one of the great issues in our nation and its political life today. We feel strongly it is imperative that labor representatives and rank and file members have a clear understanding of this issue. President Meany's statement follows:

"We do not say this in a spirit of recrimination. For a long time we, too, assumed that social reform and swift economic progress would have more or less uniform effects across the board, with the greatest proportionate benefits at the neediest levels.

We are among the first to acknowledge that the assumption was wrong—that things didn't happen that way. The educated, the skilled and the well-situated, nearly all of whom are white, achieved a measure of affluence and opportunity unequalled in the history of the world. The uneducated, the unskilled and the poorly-situated, many of whom are non-white, were left behind. The gap between them and the majority widened.

The bright promise of the war on poverty, of vastly strengthened public education, of equal rights and equal opportunity backed by the law faded in the cold light of reality. Making matters worse was the refusal of Congress to enact or adequately fund those programs especially vital to the disadvantaged—jobs for the hard-core unemployed, decent housing to replace slums, head-start and catch-up schooling for the culturally deprived, effective distributions of surplus foods, humane social welfare services.

So a point has been reached at which the American system is working better than ever for the majority and is working very poorly, or not at all, for the minority. That is the essence of the crisis, clear enough for anyone to see. And just as clear, to us, is the solution—making the American system work just as well for the minority as for everyone else.

This is the thrust of our proposals. This is what we believe they would achieve—not in a day or a year, not completely, perhaps, in a decade, but in time to preserve the American system for the dangerous divisions and disorders which now exist.

But there is no time to waste. This history of this country is replete with evidence that continued disregard for deep and justified grievances leads to the violence of despair.

No believer in democracy can condone crimes of violence, no matter what the provocation. Riots, assault, arson, looting, and murder are not avenues of protest; they are attacks on society. Those who call for more adequate police protection against these crimes—and those who call most urgently are the ghetto residents themselves—are fully justified.

But "law and order" alone, without regard for justice, can be corrupted into a pretext for tyranny. True law and order is not served by equipping police with tanks and machine guns as though the ghetto were the enemy and not the handful of criminals inside it. Yes, better police work is needed; but the way to get it is not through the indiscriminate use of force against innocent and guilty alike. Nor is true law and order served by ill-advised legislative attempts to dilute the constitutional rights of all Americans in the name of police power.

By all means let there be law and order. Let there be law and order in the cities, but not by the creation of a garrison state. Let there be law and order in the enforcement of civil rights statutes and the application of other social welfare legislation. Let those who cry for more police in the slums cry also for more jobs, more housing, and more schools for the prisoners of the slums. Those, too, are tools of law and order.

Merely seeking to repress disturbances without effective action to correct these causes will only intensify the basic conflict.

There is no implacable enemy intent on preventing America from doing what is necessary and right to meet the urban crisis—none, that is, but the lack of the will to do it."

I.O. President Freeman Retires, Pillard named


Gordon M. Freeman, who has served as International President of the International Brotherhood of Electrical Workers since July 1955, has resigned as active President of the 900,000-member union. Mr. Freeman has been a member of the IBEW for 55 years, having been initiated in L.U. 575 of Portsmouth, Ohio, in 1913. Now 71 years old, he has served on the International Staff since 1930 when he was appointed an International Representative. In 1944 Mr. Freeman became Vice President of the Brotherhood's Fourth District (States of Kentucky, Maryland, Ohio, Virginia, West Virginia and the District of Columbia).

In July 1955, Mr. Freeman was appointed to the post of International President, to which office he was unanimously re-elected at all subsequent International Conventions of the Brotherhood.

The IBEW International Executive Council, in accepting with keen regret President Freeman's request for retirement, effective October 1, 1968, immediately acted to appoint him President Emeritus. Mr. Freeman will remain in the Washington area and will be available to his successor and fellow officers as an advisor and consultant.


The International Executive Council has appointed 49-year-old Charles H. Pillard, a member of IBEW L.U. 41, Buffalo, New York, to succeed President Freeman. Mr. Pillard was initiated into the Brotherhood in 1940. He has been business manager of his local since 1952. Mr. Pillard has also served as a member of the IBEW International Executive Council since June 1961. In addition to his IBEW offices, Mr. Pillard is President of the Building Trades Council of Buffalo and vicinity, President of the New York State Association of Electrical Workers, Third Vice President of the Maritime Trades Department, Buffalo Port Council, AFL-CIO, and one of the Vice Presidents of the New York Building and Construction Trades Council.

Another top post in the IBEW was also confirmed by the International Executive Council of the IBEW which has been holding its quarterly meeting in Washington this week. President Freeman has appointed Harry Van Arsdale, Jr., of IBEW L.U. 3, New York, and President of the New York Central Labor Council to the post of International Treasurer. This office was left vacant last month by the death of Jeremiah P. Sullivan, also a member of L.U. 3.



the utility reporter

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One of the major battles waged in the past months by the Citizens' Crusade Against Poverty, a broad coalition of labor, liberal and church forces, has been for the refunding by the Office of Economic Opportunity of the Child Development Group in Mississippi for its "Head Start" programs. The battle has been won and these Mississippi children will get their "head start."

Medicare helps but Retirees' medical bills are still high

By Sidney Margolius

Medicare has proved to be a boon to retired people in making more-adequate medical care available—care which many previously had to forego.

But as far as expense goes, retired people still have a surprisingly high bill to pay. Don't expect that when you reach 65 your medical-bill problems are over.

We have updated the moderate-cost budget recently released by the U.S. Bureau of Labor Statistics for a retired couple. The updating includes the increase in the monthly fee for Medicare Part B (the doctor-bill insurance), to \$4 a month (\$8 for a couple) from the previous \$3. This, plus recent runaway increases in doctor fees, dental and other costs, have raised the medical part of a moderate retirement budget to an estimated \$39 a month from the BLS estimate of \$24 only 18 months ago.

Out-of-pocket medical costs now take 11 per cent of the current \$350 monthly cost of the budget compared to only 7 per cent of the \$322 the same standard of living for a retired couple cost in the fall of 1966.

This also compares with the \$24 a month allotted for medical care *before* Medicare, in the somewhat more-modest BLS 1959 budget.

Thus, even with Medicare, medical costs still are a retired person's third largest living expense, exceeded only by housing and food.

There are several problems with Medicare as now constituted which are causing it to fall far short of solv-

ing medical costs in retirement. One problem is that it insures you for medical costs in retirement, but has not provided any rational ways to hold down these costs, such as group health care and preventive medicine. The doctors and other suppliers of medical services simply raised their fees, just as they did with private insurance, so the insurance covers a lesser part of the bill.

Another problem is the expenses not covered by Medicare. You have to pay the first \$40 of hospital care yourself; the first \$50 of annual doctor bills plus 20 per cent of the cost above the \$50 deductible, and all uncovered costs including those for annual check-ups which could save some medical costs; also, medicines not administered in a hospital or doctor's office; dental care and eyeglasses.

The various deductibles and co-insurance have added to the problem of administering the Medicare program, but even more seriously, have influenced or frightened many older people to take out private policies to cover these gaps. The commercial health insurance companies are again running those full page ads urging retired people to buy supplementary policies. Even this new expense for private insurance does not begin to cover the uncovered health-care costs.

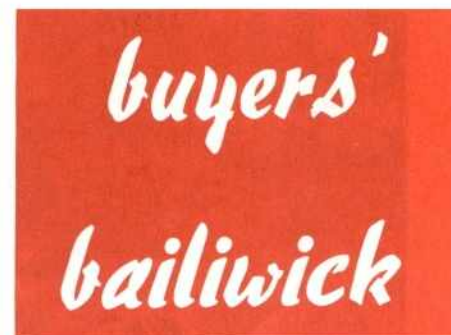
Medical costs vary sharply in different areas—almost as sharply as housing costs. In general, if you live in a small town, your costs would be about 5 per cent less than average.

The most expensive area for medical care, costing about 10 per cent more, is the Pacific Coast, and especially Southern California.

Living Costs in Different Areas

One of the most interesting aspects of the BLS summary is the variation in retirement costs among different areas.

As the chart with this article shows, total costs of the budget can vary from as little as \$296 a month in small Southern towns to as much as \$405 in Honolulu, and close to \$400 in large cities on the East and West Coasts such as New York, Boston, Hartford,



Seattle and San Francisco.

The main difference is the cost of housing, and to a lesser degree, food and clothing needs. While housing in small towns in the South costs about half as much as in large Northern cities, Florida is not necessarily cheaper. Orlando, the Florida city selected for the government survey, was exactly average for renters, although 7 per cent cheaper than average for homeowners.



Medicare's first birthday on July 1, 1967 showed the wisdom of its backers by producing impressive statistics on increased medical care. Drug prices remain one of the great problems and are being probed by a Senate committee. Meantime, direct mail drug firms, mostly co-op or union operated, are helping meet the high cost of drugs.

Health plan alternatives sought by California Labor

The decision of California labor to organize to meet the problems of health care was a welcome and important one, Melvin Glasser, director of the United Auto Workers department of social security, told the conference.

It is feasible now, Glasser said, to move toward bringing in quality controls—to begin moving toward getting better medical care.

Quality, he emphasized, is of the highest importance and the money to buy that care is a major weapon in achieving it.

The Auto Workers, he said, refuse to pay for hospitalization in hospitals that do not meet minimum standards of accreditation. Nor do they pay for surgery where it is not performed by a surgeon who meets specialty-board qualifications. And they insist that general practitioners keep current with recent developments in their profession.

The nature of disease is changing, Glasser noted—from acute to chronic

and long-term illnesses. Patients see doctors—seven times out of ten—outside, not inside the hospital. Many plans today are ill-designed to meet the changing requirements of the patient.

Glasser told how it begins to appear that the addition of outpatient psychiatric service is responsible for a substantial reduction in the number of patient days charged against the overall plan.

And he added that organization for the delivery of service is perhaps the most important issue in the field. He saw the method of organization as a potential way of cutting back expensive hospital stays.

The major point, he emphasized, was the importance of the union movement working together on the problems of providing lower-cost, higher-quality health care—with the union member and his family as the focus of its efforts.

Glasser said the formation of the

Council was especially welcome in those terms and promised full support of the Auto Workers.

A new dimension

A multiphasic screening program, Avram Yedidia, health plan consultant, told the conference, can add a new dimension to the health care of union members.

Multiphasic screening is not merely an added responsibility, he said, but a new kind of responsibility.

It provides the basis for a continuing—and informed—assessment of the state of the membership's health. It helps union leaders to make members aware of the state of their health so that they can act intelligently toward improving it. It has the potential of giving trustees information on medical care provided by their plan and its results in terms of health.

It adds up, Yedidia said, to "continuity of responsibility." It takes in not merely accounting for dollars collected and disbursed, but also for

health value received for health dollars spent.

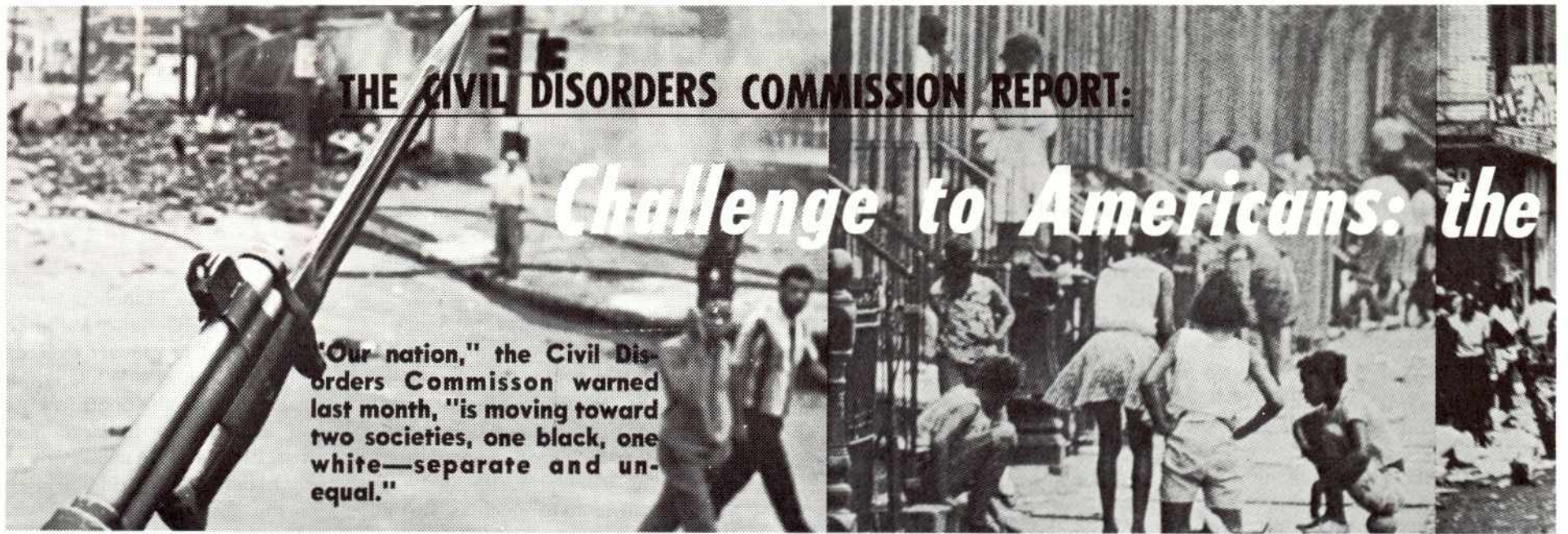
In the future

Present officers and executive committee of the Council, by general consensus, will continue through the development and adoption of a formal structure.

A constitution and bylaws will be drafted; the association incorporated. Efforts will be continued to develop a skilled staff to man the CCHPA program, north and south, and to recruit a top-notch and expert director. Discussions will also be continued on the budget and on enlisting union financial support for the Council.

"Off To The 1968 Races"





"Our nation," the Civil Disorders Commission warned last month, "is moving toward two societies, one black, one white—separate and unequal."

The twin specters of racism and riots are hovering over the United States in 1968—with the appalling prospect of a nation split into two almost-warring camps and the establishment of "urban apartheid" in its great cities: these were the clear and present dangers spelled out in the long-awaited report of the National Advisory Commission on Civil Disorders last month.

The massive (250,000 word) report by the Commission made uneasy reading for most Americans who encounter the urban "problem" only along their route of daily commutation to the cities. Tracing the history and effects of the American way of prejudice, it concluded:

"Our nation is moving toward two societies, one black, one white—separate and unequal."

While ruling out "blind repression or capitulation to lawlessness" as alternatives to a far-flung, coordinated attack on ghetto problems, the report warned that "the Commission believes there is a grave danger that some communities may resort to the indiscriminate and excessive use of force. The harsh effects of over-reaction are incalculable."

The Commission, appointed by President Johnson last July at the height of the riots in Newark and Detroit, condemned in no uncertain language "moves to equip police departments with mass destruction weapons such as automatic rifles, machine guns and tanks. Weapons which are designed to destroy, not to control, have no place in densely-populated areas."

HEARING TESTIMONY and collecting data on 164 disorders which occurred during the summer of 1967, the report analyzed the disorders and their causes and recommends programs in employment, education, housing, police-community relations, welfare and control of disorders to meet the roots of rioting head-on.

The Commission, composed of eleven members representing various sectors of the American political, social and economic experience—including USWA President I. W. Abel—was headed by Illinois Gov. Otto Kerner. It rejected separatist solutions, whether from white racists or Black Power advocates, and instead presented programs which call for the total integration of American society.

Without massive changes in the way things are going, the Commission warned, there will be "increasing polarization of the American community and, ultimately the destruction of basic democratic values." It said the programs it recommends are costly, but:

"There can be no higher priority for national action and no higher claim on the nation's conscience."

It said the nation faces three alternatives:

- "We can maintain present policies continuing both the proportion of the nation's resources now allocated to programs for the unemployed and the disadvantaged and the inadequate and failing efforts to achieve an integrated society.
- "We can adopt a policy of 'enrichment' aimed at improving dramatically the quality of ghetto life while abandoning integration as a goal.

- "We can pursue integration by combining ghetto 'enrichment' with policies which will encourage Negro movement out of central city areas."

THE FIRST CHOICE, the Commission said, has "ominous consequences" for the country including "large-scale and continuing violence."

The second choice—advocated by some Black

Abel: Commission Findings Call For 'New Will'

USWA President I. W. Abel was one of the 11 Commissioners who for seven months conducted painstaking investigation into the causes of urban unrest. The Report, he declared last month, will require "new attitudes, new understandings and above all, will" on the part of all Americans to implement its recommendations. Of the Commission experience, he said "we came from widely different backgrounds, yet, for seven months we shared a common and deeply moving experience. We visited the ghettos. We listened to over 100 witnesses. We debated. And we searched our hearts and our consciences." He said that none of the commissioners "totally agreed with all of the scores of recommendations for action on the national and local levels. In several important areas, I believe more should have been urged. Yet what is really significant is the fact that we found so much common agreement about what Americans now can and must do.

"Our recommendations in the areas of jobs, education, housing and welfare include much that the AFL-CIO has long and actively supported as part of our legislative program. However, much more is proposed that all of us as individuals must privately do—in our neighborhoods, in our community organizations and at our workplaces. I am confident that American workers will willingly meet the costs and the moral commitments implicit in the commission's recommendations." The highlights of the historic Report were summed up by Tom Wicker, Washington Bureau chief of the **New York Times**:

One Nation, Divided: "This report is a picture of one nation, divided. It is a picture that derives its most devastating validity from the fact that it was drawn by representatives of the moderate and "responsible" establishment—not by black radicals, militant youth or even academic leftists. From it rises not merely a cry of outrage; it is also an expression of shocked intelligence and violated faith."

'Where the trouble lies': "A commission made up of militants, or even influenced by them, could not conceivably have spoken with a voice so effective, so sure to be heard in white, moderate, responsible America. And the importance of this report is that it makes plain that white, moderate, responsible America is where the trouble lies."

The 'conspiracy' myth: "Myths, naturally, are exploded. There was not, after all, much evidence of Negro snipers in the 1967 rioting; most of the shooting came from scared guardsmen and policemen and some of it was only fireworks. Nor was there—as President Johnson was inclined to believe when he appointed the Commission—an organized conspiracy. The Commission staff even ran Stokely Carmichael's comings and goings through a computer in its effort to find conspiratorial traces; in the end, the staff found lots of "incitement"—mostly oratorical—and no conspiracy."

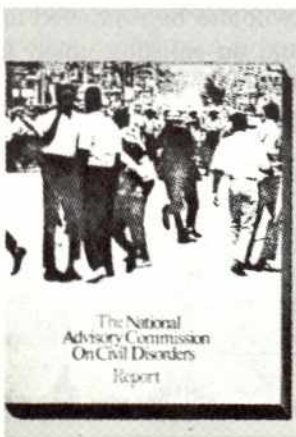
The 'bootstrap' theory: "The report also disposes of white middle-class insistence that if immigrants from Europe could rise from the ghetto, so could today's Negroes. As that cliché is analyzed here, the unskilled labor the black immigrant from the cotton fields can offer is nothing like the demand there once

was for the unskilled labor of the arriving Italian, Irishman or eastern European. Moreover, the power of the urban political machine has declined for many reasons, and today's ghetto resident can exert less organized political pressure than could yesterday's.

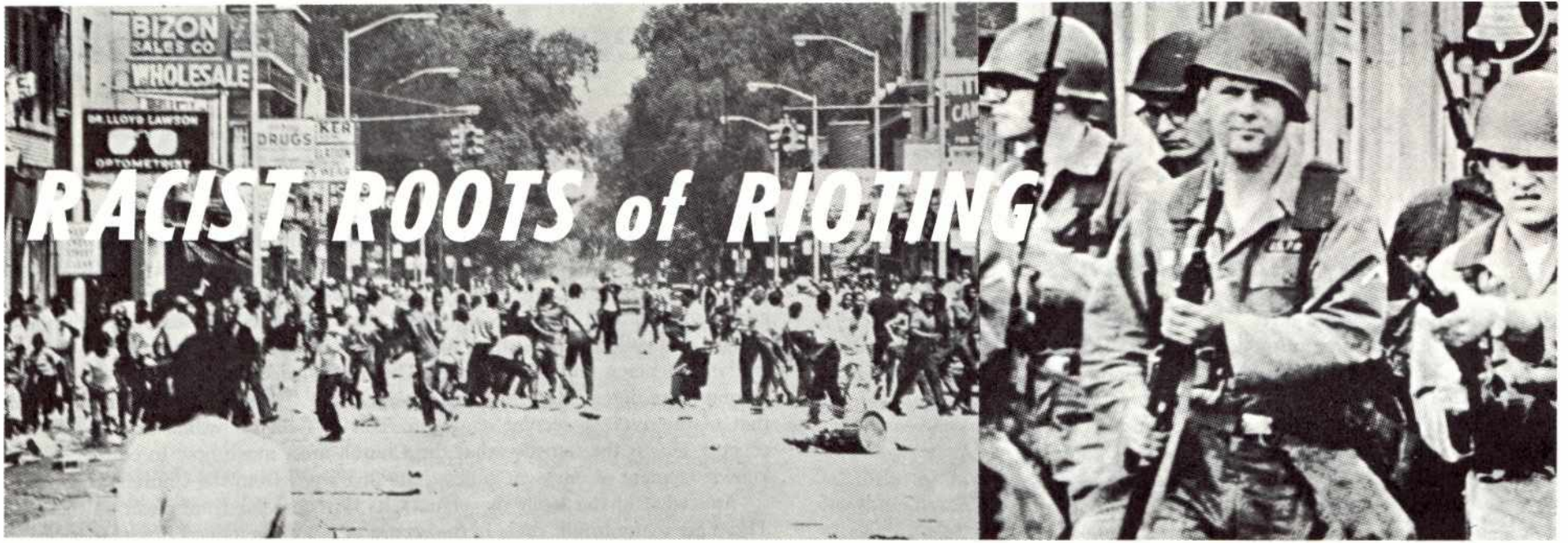
Above all, the ghetto today is black. Since white society is far more prejudiced against black men than against mere foreigners, jobs and social acceptance are harder for them to get. Thus, precisely because today's black immigrant has less chance to "get ahead" than his white predecessor, he also has less incentive to do so."

'White society condones it . . .': "Commission could not and did not blink at the fact that the single overriding cause of rioting in the cities was not any one thing commonly adduced—unemployment, lack of education, poverty, exploitation—but that it was all of those things and more, expressed in the insidious and pervasive white sense of the inferiority of black men. Here is the essence of the charge: 'What white Americans have never fully understood—but what the Negro can never forget—is that white society is deeply implicated in the ghetto. White institutions created it, white institutions maintain it, and white society condones it.'"

'... an ugly experience': "In the end, not without dispute and travail and misgiving, in the clash and spark of human conflict and human pride, against the pressures of time and ignorance, they produced not so much a report on the riots as a report on America—one nation, divided. Reading it is an ugly experience but one that brings, finally, something like the relief of beginning. What had to be said has been said at last, and by representatives of that white, moderate, responsible America that, alone, needed to say it."



On July 29, 1967, President Johnson appointed a special commission of distinguished Americans to search out the roots of the rising crisis of our cities, which had exploded into near-rebellion in Newark, Cleveland, Detroit and other cities last summer. This is a summation of the Report of the National Advisory Commission on Social Disorders.



RACIST ROOTS of RIOTING

Power groups—was ruled out because “in a country where the economy and particularly the resources of employment are predominantly white, a policy of separation can only relegate Negroes to a permanently inferior economic status.”

The third choice—“enriching” the ghetto and simultaneously going all-out for integration—is the “only possible choice,” the Commission said.

Nearly every urban and human rights program that has ever been recommended was embraced or expanded upon in the report. For example, President Johnson in his Feb. 22 urban message, called for 300,000 public housing starts next year. The Commission said the figure should be 600,000, and that there should be six million public housing units built in the next five years.

It called for enactment of a national fair housing law covering all dwellings, and for steps to

“Discrimination and segregation have long permeated much of American life. They now threaten the future of every American.”

break down de facto school segregation. It said the federal government should bear at least 90 per cent of all welfare costs; that welfare payments should raise families at least to the poverty level, and that restrictions on aid to homes where the father is present should be abolished.

THE COMMISSION recommended that mothers receiving aid-to-dependent children allowances be allowed to choose not to work so they can stay home and “aid in saving children from the prison of poverty that has held their parents.” The recommendation runs counter to a law passed by Congress last year requiring mothers to work if they are able. In its study of the causes of riots, the Commission concluded:

“Disorder . . . was generated out of an increasingly disturbed social atmosphere in which typically a series of tension-heightening incidents over a period of weeks or months became linked in the minds of many in the Negro community with a shared network of underlying grievances,” the Commission said. “At some point in the mounting tension, a further incident—in itself often routine or trivial—became the breaking point and the tension spilled over into violence.”

It said it found no evidence that “any of the disorders or the incidents that led to them were planned or directed by any organization or group, international, national or local.” It added that militant radical organizations had helped create the atmosphere for the disorders. It also blamed the atmosphere on a climate of race prejudice.

“White racism,” the Commission said, “is essentially responsible for the explosive mixture which has been accumulating in our cities since the end of World War II. At the base of this mixture are three of the most bitter fruits of white racial attitudes:

- “Pervasive discrimination and segregation in employment, education and housing . . .
- “Black in-migration and white exodus (which) produced the massive and growing concentration of impoverished Negroes in our major cities, creating a growing crisis of deteriorating facilities and services and unmet human needs.
- “In the black ghettos segregation and poverty (which) converge on the young to destroy opportunity and enforce failure. Crime, drug addiction, dependence on welfare and bitterness

and resentment against society in general and white society in particular are the result.”

THE REPORT said that “what white Americans have never fully understood—but what the Negro can never forget—is that white society is deeply implicated in the ghetto. White institutions created it, white institutions maintain it and white society condones it.”

It said that, in general, Negroes involved in the disorders were acting against “local symbols of white American society, authority and property in Negro neighborhoods, rather than against white persons.”

It identified three levels of Negro grievances: Most intense are grievances against police practices, unemployment and underemployment and inadequate housing. At a second level of intensity, the Commission listed inadequate education, poor recreation facilities and programs and ineffectiveness of the political structure and grievance mechanisms.

On the third and lowest level of intensity, the Commission listed disrespectful white attitudes, discriminatory administration of justice, inadequacy of federal and municipal programs, discriminatory consumer credit practices and inadequate welfare programs.

POLICE—WHOSE practices were the Negroes’ major grievance—are not merely a “spark factor,” the Commission said; they symbolize for some Negroes “white power, white racism and white repression, and the fact is that many police do reflect and express these white attitudes.”

But police have their problems, too. The Commission said that it found that no particular police action to control disorders is effective in every situation.

The overwhelming majority of those killed and injured in all disorders were Negro civilians, the report said. The typical rioter, the Commission said, is a teenager or young adult, a life-long resident of the area in which he rioted and a high school drop-out. He is somewhat better educated than his non-rioting Negro neighbor and is usually underemployed or employed in a menial job. He is proud of his race, hostile to whites and middle class Negroes and highly distrustful of the political situation.

Damage estimates at the time of the disorders ran much higher than actual damage, the Commission noted. The latest estimate on Detroit’s damage is \$45 million instead of \$500 million as published at the time. Newark’s damage is now assessed at \$10.2 million instead of \$15 to \$25 million.

THE LONG report opened on an urgent note and closed on the same note. The Commission concluded that it had uncovered “no startling truths, no unique insights, no simple solutions.” Recalling testimony about reports from earlier Commissions that investigated riots—in Chicago in 1919, in Harlem in 1935 and 1943 and Watts in 1966—the Commission said:

“The destruction and the bitterness of racial disorder, the harsh polemics of black revolt and white repression have been seen and heard before in this country. It is time now to end the destruction and violence, not only in the streets of the ghetto but in the lives of people.”

The pages of the Report (available in a popular paperback edition published by Bantam Books at \$1.25) offer some glimpses of the realities behind last year’s headlines about rioting and “snipers.” For instance, Prof. Albert Reiss of the University of Michigan’s Center for Research on Social Organization, told the Commission:

“In predominately Negro precincts (in one particular city), over three-fourths of the white policemen expressed prejudice or highly prejudiced attitudes towards Negroes. Indeed, close to one-half of all the police officers in predominately Negro high crime rate areas showed extreme racial prejudice against Negroes. What do I mean by extreme racial prejudice? I mean that they describe Negroes . . . in the terms of the animal kingdom. . . .”

THE REPORT itself, in Chapter 1, offers additional evidence of the growing gulf between law enforcement agencies and the Negro community:

“By Monday afternoon, July 17, state police and National Guard forces were withdrawn (from Newark). That evening, a Catholic priest saw two Negro men walking down the street. They were carrying a case of soda and two bags of groceries. An unmarked car with five police officers got out of the car. Accusing the Negro men of looting, the officers made them put the groceries on the sidewalk, then kicked the bags open, scattering their contents all over the street.

Telling the men, ‘Get out of here,’ the officers drove off. The Catholic priest went across the street to help gather up the groceries. One of the men turned to him: ‘I’ve just been back from Vietnam two days,’ he said, ‘and this is what I get. I feel like going home and getting a rifle and shooting the cops.’”

In Detroit, the Commission found, action by police officers accounted for 20, and possibly 21 of the deaths. Action by the National Guard for seven, and, very likely, nine. Action by the Army for one. Two deaths were the result of action by store owners. Four persons died accidentally. Rioters were responsible for two, and perhaps three of the deaths.” Alleged organized sniping was discussed in Chapter 15, when a newspaper editor testified before the Commission’s Poughkeepsie, N. Y., Conference:

“We used things in our leads and headlines during the riot I wish we could have back now, because they were wrong and they were bad mistakes. . . . We used the words ‘sniper kings’ and ‘nests of snipers.’ We found out when we were able to get our people into those areas and get them out from under the cars that these sniper kings and these nests of snipers were the constituted authorities shooting at each other, most of them. There was just one confirmed sniper in the entire eight-day riot. . . .”



America's Eleventh Hour

The United States faces the terrible possibility of seeing the break-up of the American Experience “before it has reached its 200th anniversary,” according to some social critics who view white racism as the inevitable seedbed for this destruction. Others see the crisis as a challenge which will be met by democracy. Because of the far-reaching significance of this problem, STEEL LABOR will devote space in several forthcoming issues to a fuller exploration.

The Church and Labor on equal opportunity

A Guest Editorial by the Committee on the Church and Economic Life, Department of Social Justice, Division of Christian Life and Mission, National Council of the Churches of Christ.

"My Kind of Town"



The civil rights of minority groups must be seen increasingly in terms of economic opportunity. A national open-housing law, for instance, is good in itself; but if a ghetto resident has no work, is the victim of sporadic employment, or finds himself trapped in a low-level job, how can he afford decent housing outside of the ghetto? Public accommodations legislation establishes a desirable climate for freedom of movement and opportunity; but if a man's employment income is not enough to take his family to a good restaurant or to buy theater tickets, then what has been achieved? If civil rights are to be a practical reality, minority people must have an equal chance to secure decent jobs and to receive promotions under the same standards applied to others.

A startling fact revealed by the *National Advisory Commission on Civil Disorders* was that the average rioter in the summer of 1967 was not unemployed. Rather, he was "underemployed or employed in a menial job." Frequently, this situation exists because equal employment opportunities are not available. In disadvantaged Negro neighborhoods of nine cities studied, the Kerner Commission found that 32.7 per cent of the workers were either underemployed or unemployed. They also noted that unemployment rates for Negroes in 1967 were "double those for whites in every category."

Why does this situation exist? It is all too easy to find answers to that question that absolve ourselves and our own sector of society from blame. Such easy answers no longer will do. The Church and organized labor can no longer gloss over their own shortcomings by seeking to pass the buck wholly to employers as the source of discrimination in employment against minority groups.

To be sure, we can point to tragic patterns of discrimination that have far too long characterized great segments of American business and industry. We can document the fears and prejudices that have caused many employers to exclude Negroes and other minorities or to confine them to the lowest-level jobs. We can talk about the fallacies of employment testing that overemphasize educational background and about the rigidity of many companies in requiring total absence of a police record as a prerequisite for employment. We can point out how unavailability of housing in the vicinity or lack of mass transportation facilities to jobs in decentralized industries has deprived thousands of ghetto residents of job opportunity.

All this is true and deplorable, and part of our responsibility both as churches and as labor organizations must be to challenge the business community to abandon its discriminatory policies and practices; to call upon employers to move immediately and massively to programs of affirmative action for equal employment opportunity; indeed, to move toward redress of the long years of injustice by preferential hiring practices and crash training programs for minority group members.

But this is not enough. The Church also is an employer. In the aggregate,

churches, church agencies, and church-related institutions employ hundreds of thousands of persons in both professional and nonprofessional categories. Church-related institutions include local parishes, denominational and interdenominational administrative and program agencies, domestic and overseas mission boards, schools and colleges, publishing houses, conference and retreat centers, social and welfare agencies, and many others. The overall record of employment practices among these diverse and far-flung enterprises of the churches is little better than that of the average secular employer. This is a sin for which the Church must repent: This is the injustice that the Church must move now to correct. Let acknowledgement of our own guilt be the first word from the Church.

And what of the labor movement? Its skirts are far from clean on this issue. There are many bright spots in the record of labor—as indeed bright spots can be found among employers. The official policies of organized labor have long espoused equal employment opportunity. Some unions have been in the forefront of the struggle for equal opportunity. Nevertheless, there is still far too much exclusiveness and discrimination by many union locals and a few international unions. Union sponsored and controlled apprenticeship programs are too often closed to minority group members, thereby effectively excluding such persons from entry into the trade. Too many union members still can be found joining groups opposed to open housing and other meaningful civil rights.

May Labor Sunday, 1968 be the occasion when men and women, both in the churches and in the labor movement, kneel together in humble confession that we are indeed part of the problem; that we share in the white racism of which the Kerner Commission wrote; that we must change in attitude and in practice before equal employment opportunity becomes a reality in America. Then let us rise from our confession resolved to join hands in support of concrete goals and efforts. Specifically, let us:

1. Encourage equal employment practices in our own professions and businesses.
2. Insist on more than mere "token" employment of minority group members in the more skilled and prestigious jobs.
3. Oppose discrimination in allocation of apprenticeships in the building trades or in any other work-training programs.
4. Examine employment testing procedures in our communities. Make sure that tests are job-related and do not arbitrarily screen out minority groups who are capable of performing effectively on the job although their cultural orientation differs from the culture on which the tests are based.
5. Encourage employers hiring Negroes to adopt the policy of the Civil Service Commission in respect to police records. This policy eliminates arrest-record questions on applications for employment and requires only the listing of convictions for specified offenses.
6. See that our city's transportation systems adequately provide accessibility to jobs for minority-group persons. Also, urge suburban, city, and county councils to arrange for low- and middle-income housing to be built in the suburbs so that members of minority groups working in those areas can live nearby.
7. Arrange for employment training centers to be established in our metropolitan areas and support their objectives.

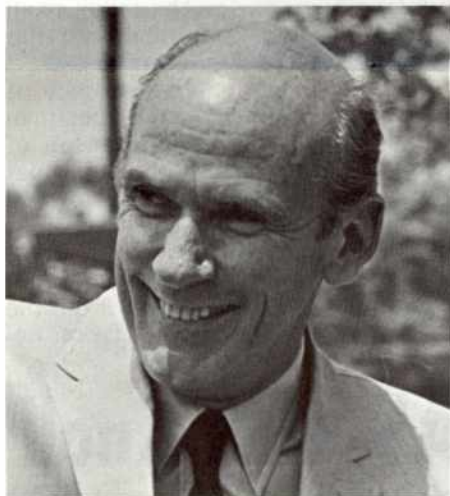


Symbol of the "turn-around" that has taken place in Watts is Vest Pocket Park, sponsored by the Watts Labor Community Action Committee. A second look at Watts and other communities where "community unions" have become active is contained in the current issue of *Agenda Magazine*, published by the AFL-CIO Industrial Union Department.



One of the summer's successes was the President's Council on Youth Opportunity, headed by Vice President Humphrey, shown here visiting one of the summer programs in the Washington, D. C. area. Jobs were found for young people in a number of areas and plans made for a more expanded program next summer.

Cranston gets "Right to work" threat



(continued from page 1)

"I have been saving this communication for your edification. It came on a letter from 'Californians for Right to Work,' with offices in Oakland and in Whittier, and it warned of dire political consequences to me if I should fall under

the influence of—and I quote—'A handful of irresponsible labor union professionals . . . who view compulsory unionism as a tool to extract countless sums of money from unwilling workers.'"

Cranston said he noted "with irony" the fact that the organization apparently was so completely uninformed about "my union views and my knowledge of labor problems that it could believe I might swallow such juvenile propaganda."

The goal of "right to work" legislation, Cranston said, "is of course to destroy unions and thereby break the power of organized workers to bargain successfully in their behalf."

"Thankfully, we have no such law in California," he said, "which is a paramount reason why wages and working conditions have not suffered here as they have in every one of the nineteen states where 'right to work' legislation has become law."



Relaxing after the Jackson Meeting are, left to right, Manny Grijalua, Unit Chairman; Hal McIntyre, Subforeman; Wayne Jones, Unit Recorder; and Rosie Rosenthal, Shop Steward. At right is a close-up of Wayne Jones' beautiful handlebar moustache.

Capitol offense and defense

(continued from page 1)

which requires the State Department of Public Health to maintain a program of occupational health and occupational disease prevention.

On the defensive side, Local 1245 strongly opposed a number of bills labor considered bad legislation and worked to eliminate from other bills bad features. Included among those successfully opposed were: AB 1163 (Ketchum) and AB 1555 (Cullen) which would have adversely affected employees' wages upon termination of employment; SB 425 (Marler) which would have ushered in local "right to work" laws under the guise of home rule; AB 542 (Conrad)—Governor Reagan's so-called secret ballot bill—which was really intended to put crippling bureaucratic control over a union's day to day operations; SB 1065 (Way) which would have removed wage protections for

women and minors; and, SB 700 (Coombs), allegedly related to "economic productivity" but actually designed to make it unlawful to use the "strike, boycott, picket . . . collective bargaining agreements or other means" to cause an employer to pay or deliver any money or other thing of value for services "not needed by such employer or not necessary in the production of the product or operation of the employer's business."

These were the highlights of Local 1245's California legislative activity "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 . . ." (as provided in Article I, Section 2 of our Bylaws).

Our proposals on PG&E Pension, benefit plans

(continued from page 1)

- F. Provide a method of increasing pension benefits after retirement to maintain standards relative to increased costs of living, and apply such formulas to both present and future retirees.
- G. Maintain present early retirement formula and apply it to new normal retirement date. Post normal retirees shall receive only the application of 100% of the normal formula.
- H. Provide a formula for disability pensions where the employee has not yet retired or is not eligible for normal retirement.
- I. Provide vesting at 50% after 5 years with 10% increase each year to maximum of 100% at 10 years of credited service. Credited service shall include any absences caused by layoff for less than one year, Union leave, leave of absence due to illness or injury, industrial injury and leaves for military service.
- J. Provide for coverage of lost pension credits of veterans of World War II and industrial disabilities.
- K. Improve survivor's options.
- L. Change minimum pension guarantee by exclusion of Social Security offset and define Final Average Salary as the highest 5 years' earnings in the last ten years of employment.
- M. Death Benefits (Substitute the word "spouse" for "widow", wherever applicable)
 1. Pre-retirement
 - a. Benefits vested, surviving spouse shall receive a pension equivalent to the amount based upon the assumption that the employee was retiring at normal retirement age, but in no event shall such pension be less than 50% of F.A.S.
 - b. Before vesting, surviving spouse or estate receive a lump sum equivalent to the employee's own contributions plus the accrued earnings from the Plan provided by his contributions.
 - N. Return of Contributions
 - Voluntary severance — contributions + 2%
 - Involuntary severance — same as M.1.b. above.
- III. SAVINGS FUND PLAN
 - A. Eligibility:
 - Upon qualifying for and becoming a member of the Pension Plan.
 - B. Provide for participation while on Industrial Disability.
 - C. Vesting to be based on quarter rather than calendar year.
 - D. Add involuntary severance and entrance to military service to vesting rights.
 - E. Company contribution to be equal to contributions of employee.
- IV. GROUP LIFE INSURANCE
 - A. Company to provide \$5,000.00 of life insurance to all employees upon date of hire without cost to employee which shall be continued after retirement.
 - B. Provide optional plan to allow participation as in present Plan with first \$5,000.00 at Company cost.
 - C. Provide optional plan to retirees to maintain insurance above \$5,000.00 at approximately two times pension benefit on same formula and cost per thousand as for regular employees.
- V. Discuss the establishment of a Benefit Fund Committee consisting of an equal number of members from Union and Company to provide for review of benefit applications; and to make, amend or abolish any rule or regulation of the Plan not requiring amendment of the policy; and may recommend to the parties the adoption of changes in coverage or utilization of Plan funds which would require amendments to the Plan.

The Outdoor Scene

By Fred Goetz

There is nothing more vicious and persistent than an angry bear, be it black, brown, Kodiak, grizzly or polar. In a past column we told about Fred Seaford of Redding, California, who was almost done in by a 500-lb. black bear in the wilds of Big Bend, Northern California. A more recent tale of an unprovoked attack on a hunter by a black bear comes from Pierce, Idaho.

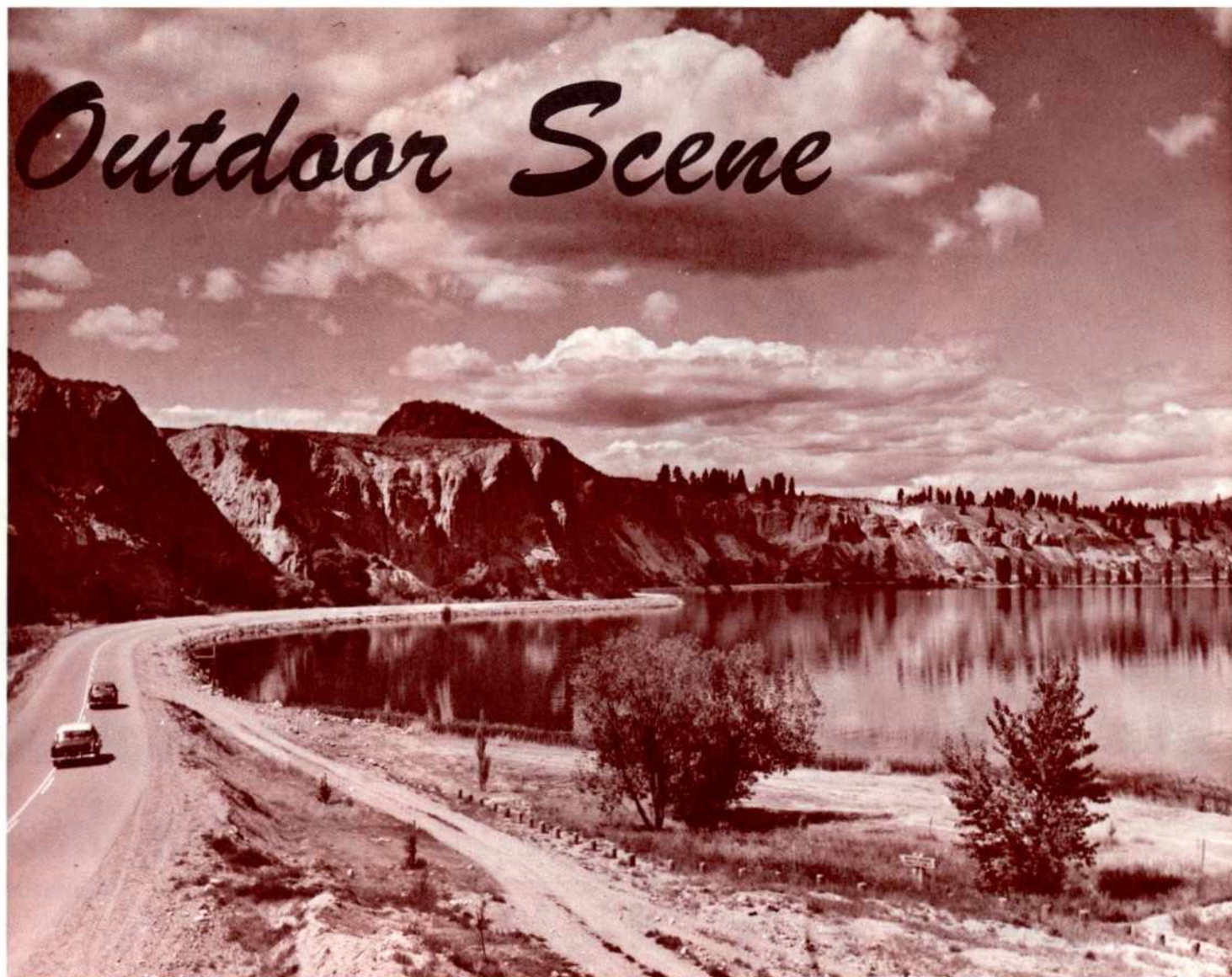
Sleeping peacefully in his two-wheeled trailer, parked off a narrow mountain road near this north-central Idaho community, was 19-yr. old Jeff Rode of Lewiston. He was rudely awakened from his sleep as the trailer was violently shaken, then tipped almost into the outstretched embrace of a monstrous black bear!

A small, agile man, 5-ft., 6-in., Jeff dodged the enraged beast, then sprinted around the trailer to the car where his rifle was stowed—the bear in mad pursuit. Fortunately, he got there ahead of the bear, plunged into the car, locked the door, and breathed a sigh of relief—but not for long.

Obviously infuriated because it could not reach the hunter, the bear climbed onto the hood and stomped up and down, tearing off the radio aerial in the process. Then it jumped to the ground alongside the car, and threw a hard right hook which shattered the windshield. Instantly, Jeff poked his rifle's muzzle through the hole in the glass and shot the animal in the head.

When the smoke had cleared, Jeff viewed the aftermath; a dead bear, a badly-crunched car hood, a broken window, and a prolonged ringing in his head from the concussion of the rifle fired inside the car.

Yes, it's still a wild and woolly country in the west and black bear still roam the wildwoods, in some



near Summerland, B.C.

instances not too far from civilization. One hunter who'll attest to that is Rex Johnson of Seattle, Washington, and his partner Bernie Paque. Rex nailed his trophy, a brute of a bruin, in Pierce County, Washington. Sam says the black bear will rate as the new State of Washington record and will take its place within the top five black bears in nationwide competition. It was brought down with a .44 Magnum.

Musk Oxen, once almost extinct in Alaska, are now roaming the wind-swept wilds of Nunivak Island, a national wildlife refuge off the Alaskan coast. Over 700 of the hairy bovines, about the maximum number the island can support, now prevail.

The last Alaskan musk ox is believed to have been killed in 1865 and the Nunivak Island herd

was started in 1930 when the Federal Government obtained 34 of the animals from Greenland. The species was depleted in Alaska because of hunting pressure by Eskimos and explorers.

Because the 2,000 square mile Nunivak Island contains no natural enemies for the herd, musk oxen have thrived. They are not hunted, and recent word from the Fish and Wildlife Service is that some of the surplus musk oxen will be used to re-establish herds on the Alaskan mainland. Wildlife managers

have been reluctant to establish hunting seasons for the musk oxen which presents little of a sporting target.

Getting back to the subject of black bears a gargantuan specimen was downed by L. C. Robinson of Duluth, Minnesota. Robinson, just rounding 71 years of age, downed it in a heavily-wooded area, just five miles north of his back door. "I don't know how much it would weigh, but some of the boys tell me it would tip the scales from between 500 to 600 pounds."

IBEW wins at NAS, Oak Knoll

By Dick Barrus

IBEW Local 1245 has been accorded Exclusive Recognition at Alameda Naval Air Station, according to its Industrial Relations Dept. The Local provided satisfactory evidence of a majority of Electricians in Public Works Department desiring representation by IBEW Local 1245. A letter from the Commanding Officer is expected to officially notify us this month.

The Maintenance unit of Electricians and Electronics workers is still being discussed and argued by officials of the union and management. It is common knowledge, however, that the IBEW has a majority of these member employees that have indicated a desire to be represented by Local 1245. It may take a little time but the unit is almost certain to soon have the desired representation.

This Local Union has been accorded Exclusive Recognition for a group of 101 Food Service Division employees at the Naval Hospital, Oakland.

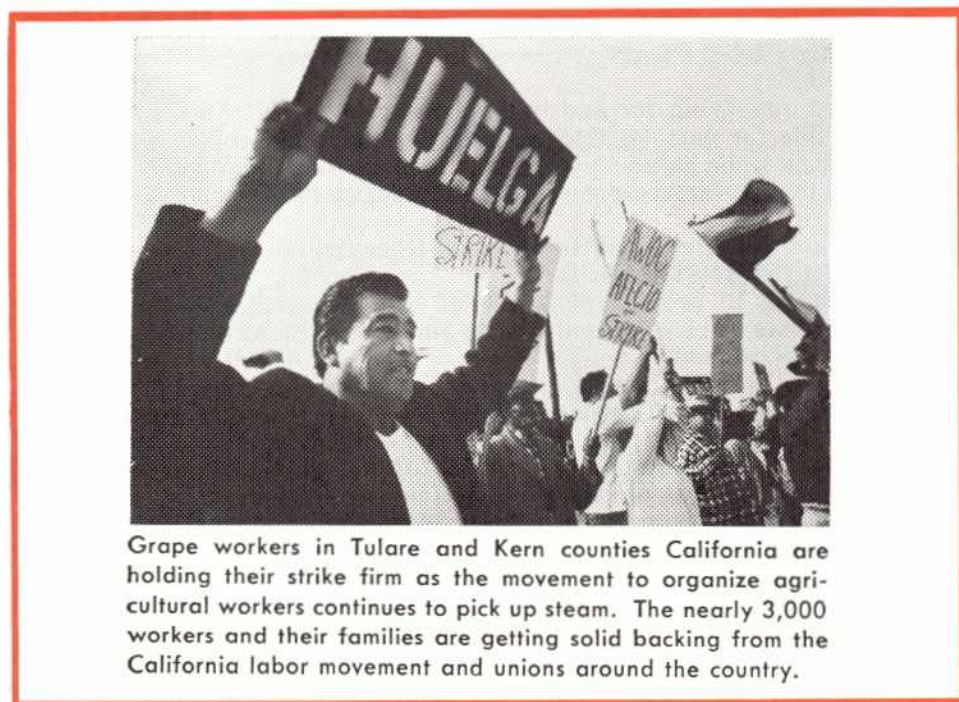
In a recent election the IBEW overwhelmingly defeated another union for representation.

The Local representatives wish

to thank all of those members at the Oak Knoll Hospital who struggled so long and so hard to gain this right of true representation for their co-workers.

Local 1245 representatives have indicated that a campaign is under way to provide representation to the remainder of employees at the Hospital. Our Local offered to represent ALL employees some time ago when recognition was requested. But due to the actions of another union, many workers have had to impatiently await the outcome of this recent election before moving forward to sign up with IBEW. It is unfortunate that this other local union saw fit to eliminate Laundry workers, stockmen, warehousemen, laborer cleaners, and truck drivers from the Exclusive Unit. IBEW will try to correct this injustice by conducting an immediate and thorough organizing campaign among the remainder of ungraded employees not yet under Exclusive Recognition.

Meetings are now being scheduled for the Food Service Division membership for contract proposals and selection of Stewards.



Grape workers in Tulare and Kern counties California are holding their strike firm as the movement to organize agricultural workers continues to pick up steam. The nearly 3,000 workers and their families are getting solid backing from the California labor movement and unions around the country.