

The UTILITY

Gas, Electric, Water, Clerical
and Construction Workers



REPORTER

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JULY, 1954



JOSEPH D. KEENAN, International Secretary, looks at a letter from California's gubernatorial candidate RICHARD GRAVES which is being shown him by GEORGE O'BRIEN, the popular Business Manager of Los Angeles' Local 11 of the IBEW. KEENAN, formerly Director, National LLPE, is understandably interested in California politics, too.

A Report from Joe Keenan—

LABOR POLITICAL ACTION, A MUST

"The most important business confronting all of our union members between now and November 2nd—is politics."

With this ringing challenge, International Secretary Joseph D. Keenan launched into a pointed discussion on the political climate which exists in our nation today.

Calling the Taft-Hartley Act a "time bomb, which, when fully applied can destroy labor in this country," Keenan blasted the complacency which is felt by so many union officers and members today.

"In the fall of 1947," he said, "everybody in labor was going to work to bring about the defeat of Congressmen and Senators who enacted the T-H act. But—in 3 or 4 months there was a very substantial cooling-off. Many leaders of Labor began to feel we could live with the Taft-Hartley Act. Only a few—like Dan Tracy, Geo. Harrison and Geo. Meany fought off this "too satisfied feeling" and kept our Labor's League for Political Education alive. We had some success in 1948, then suffered successive setbacks in 1950 and 1952."

"As November of 1954 approaches, we even have an uphill fight trying to get many union officers to un-

derstand the climate they're living in," said Keenan. "The wave of 'right-to-work' bills which will confront the 44 State Legislatures which will be in session after the elections is frightening," said Secretary Keenan. "And the fight against labor's friends in the House and Senate will be a most vicious one. Millions will be spent in the attempt to bring about the defeat of Senators Kefauver, Kerr, Sparkman, Humphrey, Douglas and Murray," he stated. "The reactionary forces feel they must defeat these Senators—just because they have proven themselves to be labor's friends. It is up to us to see that these outstanding political leaders are re-elected—because no one else will do that job."

"I know that here in California your contest for Governor is very important," Keenan said, "but—equally important is the battle to elect Sam Yorty to the United States Senate. Get your dollars into the National LLPE—and we'll see that they're spent only to help those candidates whom you have endorsed for the U.S. Congress."

Joe Keenan spoke of the many experiences he has lived through, in government service and as Na-

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Union Opens Annual Wage Negotiations With P.G.&E.

With two full days devoted to an explanation of the Union's contract proposals behind them, the negotiating committee prepared this week to get down to the business of bargaining with representatives of the Pacific Gas and Electric Company.

Sessions were held at the company's San Francisco headquarters on July 15 and July 21, with the attention of the negotiators centering on the thinking which motivated the numerous union proposals. An additional explanatory session, to be devoted to the clerical contract proposals, has been scheduled for July 29.

Company spokesmen advised the union committee that they expected to have their counter-proposals on the subject matter discussed to date completed by the first week of August. The company counter-proposal covering System Dispatchers, which was given the union late last year, will form the basis for negotiations for this group.

Proposals submitted by Local 1245 include a request for a 10-cent hourly wage increase for all physical and clerical classifications earning up to \$2.32 per hour, and 6½ per cent for all classifications at \$2.32 per hour and above. The elimination of merit wage ranges and establishment of time progression wage schedules, plus numerous wage adjustments to compensate for increased job duties and responsibilities have been requested.

Contract revisions proposed by the union include clarification of the clauses dealing with meals, hours, demotion and lay-off procedure, and sick leave for division, general construction, and clerical employees.

The full text of the proposals by Local 1245 was handed to the company on June 30. On the same date, the company served notification of its intent to open the agreements, and proposed elimination of the maintenance of membership clauses and leave of absence rights for the probationary employees. This subject has not yet been discussed by the respective negotiating committees.

The union committee, headed by Chairman Frank Quadros of S. F. Division, is composed of Brothers Everett Kypinski, Ed James, Russell Stone, Everett Basinger and Walter Kaufman. This group is assisted by Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. Vern L. Mitchell, Bus. Rep. Elmer Bushby and Research Director George L.

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Weakley, Gilleran Are Re-named to Top Posts

A weary union election committee, completing the count of all ballots in the wee small hours of June 25, announced that Business Manager-Financial Secretary Ron T. Weakley and President Frank Gilleran had won their respective re-elections by substantial margins.

Other officers elected for the two-year term included: Vice-Pres., Frank Dillon, SMUD; Recording Secy., Grace M. Baker, San Jose Div.; Marvin Wagner, Coast Valleys Div., Southern Area member; Ray Reynolds, Stockton Div., Central Area member; Howard H. Hill, Sacramento Div., Northern Area member; and General Construction member, Herbert C. Macy. Re-elected to the post of Treasurer was George R. Wagner, of Piedmont.

The complete list of members elected to the Policy Committee and the International Convention follows:

Policy Committee Members.—Pat A. Martin Jr., San Joaquin; Barry I. Dolan, Coast Valleys; George E. McKee, Dept. of Pipe Line Operations; Leland Thomas Jr., San Jose & Santa Clara MUD; Andrew Silva, Key System & East Bay Municipalities; Patrick E. McEvoy, East Bay & Central Supply; John M. Lappin Jr., San Francisco; Donald L. Bingham, Stockton & City of Lodi; William H. Bowser, Sacramento City Lines; Clifford J. McMahon, Humboldt; Gerald F. Watson, Shasta; George W. Kaiser, Sierra Pacific Power; William D. Heathorn, DeSabra; Woodrow M. Stephenson, Drum;

Frank E. Moran, Colgate; Edward A. James, North Bay; Henry J. Kessler Jr., Sacramento MUD; Franklin Butler, Sacramento; Everett E. Basinger, General Const.; E. E. Lewis, Outside Line; James W. Cochrane, PG&E Clerical.

International Convention Delegates.—Ronald T. Weakley, Frank Gilleran, Grace M. Baker, Alfred M. Hansen, Lee R. Andrews, L. L. Mitchell, Marvin C. Brooks, Charles Massie, Clarence F. Elliot, Gene F. Hastings, Alternate Delegates.—Mert A. Walters, James E. Gibbs

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N. Calif. Picnic Is Aug. 8, Linda Vista

As we go to press word has been received that the annual picnic of Northern California locals of the IBEW will be held on Sunday, August 8th. Site for the event is Linda Vista Park at Mission San Jose, a few miles south of Hayward.

The picnic committee, headed by Business Managers Charles Fohn of Local 6 and S. E. Rockwell of Local 595 promises a wonderful event for all who attend. They even go so far as to guarantee the best in picnic weather!

Members who are close enough to Mission San Jose to attend are urged to do so. You will have a fine opportunity to spend a day in the sunshine with your family—and to meet your brothers and sisters from other IBEW local unions.

Milne Key Speaker at Progress Meet

"If we don't look after our own jurisdiction—someone else will take it." Thus spoke International President J. Scott Milne as he urged delegates to the 9th District Annual Progress Meeting to redouble their efforts to protect their rightful jurisdiction by constant organizing.

Gathered in San Francisco on July 16 and 17 were nearly 200 delegates from local unions in California, Nevada, Oregon, Washington, Alaska and Hawaii. All top International officials, including President Emeritus D. W. Tracy, President Milne and Secretary Jo-

seph D. Keenan participated in the sessions.

President Milne reminded the delegates that our international union is now 63 years old—having been established in 1891. "We are a brotherhood," he said, "and we've gone a long way. We've seen many changes in those 63 years and we must continue to meet the problems they pose. Some of the work we used to do is now obsolete. We must study new fields, such as the electronics development, and maintain our leadership as the representative of the working men and women in these new industries."

Milne, who was installed as International President last April 15, spoke soberly of the program he is advancing to meet the challenges of our times. A staff school will be established in Washington, D.C., for the training of international representatives, and later on, a similar school will be set up for all local union business managers. Thus, in addition to learning much

about the history of the labor movement, those in attendance will have an opportunity to acquire much information which will help them to carry on in the field. On matters of policy and the international attitudes, they will all speak the same language—and thus, be better able to render greater and more efficient service to our membership.

The newly-signed No Raid Pact between the AFL and the CIO was hailed by Milne as a "new chapter in American labor history." "Yes, the agreement may hurt us in some instances," Milne admitted, "but—in over-all practice, it will help." The split in the labor movement can be bridged by careful adherence to the principles of the pact and the IBEW intends to do more than its part to bring about this much desired event, according to our president.

In closing, Milne reported in detail on a project which has always

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International President J. SCOTT MILNE is shown here addressing the delegates at the 9th District Progress meeting in San Francisco. On the left is Intl. Vice President OSCAR HARBEL.

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The UTILITY REPORTER



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Bargaining is Everybody's Business

As this issue goes to press your negotiating committee has concluded two full-day sessions with the Pacific Gas and Electric Company officials. The time has been devoted largely to an explanation of the proposals advanced by the Union's committee.

Your committee has devoted many hours to a painstaking study of all requests for contract changes submitted by members at their unit meetings during the past year. Hundreds of such requests have been examined with a view to their effect, if enacted, upon the entire group of employees who work under the terms of our contract. A few were discarded on the grounds that they were unreasonable and would only serve to create dissension. Others were amended because of their potential effect on employees of one department or another.

Those requests which your committee felt are justifiable were drafted and submitted to the Company, following approval by our Executive Board. The proposals, encompassed in 146 pages of type, are now being discussed across the bargaining table. The proposals are yours—you asked for them. And the results obtained, in the final analysis, will depend upon the support you give to your Union negotiating committee.

Your committee has attempted to justify all these proposals in the light of the generally accepted criteria used in collective bargaining. We feel they have done an excellent job thus far—and will continue to do good work.

Wage criteria, to use the jargon of the labor economist, and constantly changing conditions under which our members work are important factors in determining which specific changes shall be effected in our wage structure and working conditions. There is one factor, however, which is of greatest importance. This, of course, is the support given the Union committee by the employees in the physical and clerical bargaining units.

To present a strong and united front the Union must be well organized. And this is everybody's job. We have no corps of skilled, professional organizers who seek out employees to "sell" them on joining the union. We have, instead, a staff of service representatives whose primary function is to protect the conditions of our agreement.

We also have thousands of members, hundreds of shop stewards and active rank and file people. These people are, in the true sense, our corps of organizers. You may be one of them. If so, do your part to continue signing up those who are not yet members. If you are not now active, it will pay you well, in terms of material benefits and personal satisfaction, to join the ranks of our active members—and to do your part in activating still others.

The attitudes of the employees throughout the system are very important at the bargaining table. These attitudes, when they are evident, are constantly sifted and analyzed—by both sides—in an effort to determine just how important a specific issue may be to the employees. The "support" you give to your union's committee must be more than a silent prayer—although that will help!

Talk up those proposals which seem of greatest importance to you. Let your supervisors know why they are important—and why you desire them. This can—and should—be done in a serious and considerate manner. Stirring up a wrangle, just for the sake of argument, accomplishes nothing. Presenting valid justification in behalf of your favorite proposal does have a healthy effect. It is surprising how quickly the attitudes of employees, as stated to field supervision, reaches the top level of management of the Company.

Our negotiations have proceeded in a serious and orderly manner. We trust that spirit will continue. Bargaining is serious business—and its effects will touch the lives of thousands of families, including your own. You have a vital part to play in the bargaining sessions—and the manner in which you accept your responsibilities will determine the final outcome.

Attend your unit meetings and discuss the facts behind your proposals. Talk up the Union's position among your fellow workmen. Circulate our progress bulletins—and the Union's newspaper. Above all, communicate with the business office when you have suggestions or constructive criticism. And please don't forget—we still have some organizing to do!

Accidents Don't Just Happen

By CLYDE WEDDLE
 Member, System Safety Committee, Local 1245

Your union's System Safety Committee would like to remind you this month that "accidents don't just happen."

Accidents are the result of unsafe acts and unsafe conditions—or a combination of both.

Unsafe conditions may result from unsafe acts we unknowingly perform in the use and care of hand tools. These, in turn, often result in accidents.

We urge you to become familiar with the provisions of Bulletin No. 22, published by the California State Division of Industrial Safety.

In this little bulletin you will find instructions for the proper care and use of many hand tools, such as wrenches, hand saws, pliers, screwdrivers, axes, and electric hand tools. For example, a hammer can be most dangerous—always check to see that the head is fitted tightly. Replace cracked heads and loose or broken handles.

A nail should never be used as a wedge for a hammer handle.

For proper use of a hammer, grip the handle close to the end. Don't "choke" the handle. Besides lessening the effectiveness of the blow, you may smash your fingers. Handles are for gripping only—do not use as a pry bar.

Have a place for every tool and keep it there when not in use. Hand tools that are not in good condition should never be used. Nor should shop tools be carried around in your pockets.

If your company-supplied hand tools are in an unsafe condition—see your foreman or shop steward. They will see that the tools are repaired or replaced.

Bulletin No. 22, "Handy Rules for Hand Tools," is yours for the asking. Just drop a card to the California Division of Industrial Safety, 965 Mission St., San Francisco 3. Or, if you prefer, you may request a copy from your union headquarters.

It Tolls for Thee

By ROY MURRAY

"No man is an island, entire of itself; every man is a piece of the continent, a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, as well as if a manor of tiny friends or of thine own were; any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it tolls for thee . . ."

JOHN DONNE.

The greatest single promise of the American way of life is the right of every man to enjoy a fair share of the fruits of his labor . . .

The greatest single accomplishment of the American Labor movement has been to guarantee that promise—by organizing working people to protect their rights . . .

No matter what statements may be made, or propaganda spread by the enemies of the labor movement, they cannot get around the fact that because of this great organization, America has not only produced more goods, but they have been more fairly and more widely shared by more people than in any other country . . .

American working people must never forget that their labor rights have been won through decades of bitter struggle—they were not given as a gift—they were won by banding together to form a continent of strength against those who would deprive them of the American promise . . .

But even continents can be washed away—clod by clod—if no effort is made to guard against the action of the sea . . .

Through the legislation of good labor laws, those rights appear to have been secured—but they are not. Bad legislation can easily take them away, and they are being taken away . . . for there is no week, nor day, nor hour goes by that anti-labor forces are not working to weaken the good laws and reduce that share of the fruits of labor . . .

Your newspaper carries almost



Intl. Representative OTTO REIMAN makes a point in the caucus of Utility Union representatives, held in conjunction with the 9th District Progress Meeting. In the center is Intl. V.P. OSCAR HARBAK and on his left is W. L. VINSON, Business Manager of IBEW Local 125, Portland, Oregon. Some 30 representatives of nearly every IBEW local on the Pacific Coast which has jurisdiction over utility workers met to discuss their common problems.

LABOR POLITICAL ACTION, A MUST

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tional Director of the LLPE, which have brought him to the conclusion that the American labor movement is the principal force in the struggle to preserve our democracy.

"We in the labor movement have been the keeper of democracy all along," he said. "Out of the A. F. of L. Research Department has come the blueprint for all the

INTOLERANCE

In a resolution adopted at a recent meeting, the San Francisco Labor Council struck hard against the practice of some public agencies in California in requiring job applicants to answer questions regarding political views, religious beliefs, labor affiliations and racial extractions.

An end to such practices is demanded.

Expressing the view that "we feel that these improper considerations should have no part in the selection of public employees," the Council in its resolution demanded that:

"All public agencies which have not already done so, proceed forthwith to adopt or amend ordinances, charter provisions, or rules and regulations, whichever may be appropriate, to prohibit the questioning of any applicant for public employment as to his political views, religious beliefs, labor affiliations or racial extractions."

It was further requested "that each test, written or oral, conducted by a public agency, shall conform to measures or standards which are sufficiently objective to be capable of being challenged and reviewed, and shall be recorded in a manner and to a degree sufficient to this purpose."

(Special to the UTILITY REPORTER by William Becker, Director, Northern California AFL Committee to Combat Intolerance.)

daily accounts of the actions of legislative bodies in cities, counties and states, to pass anti-labor laws and bills at the lower levels of government—your newspaper also carries accounts of the actions of legislators and Presidentially appointed labor boards at the National level, seeking to grant state and local laws priority over the National laws which have thus far protected the rights of labor people.

Though many of the pieces that fit into this pattern may seem insignificant as separate pieces, each one is in itself a tolling of the bell . . .

A tiny tolling, perhaps, but representative of similar tollings taking place day-by-day in countless other instances . . .

A combined tolling that labor people can ignore only at risk of great danger . . .

Every working man is affected when any working man loses his job, or his right to protect the conditions of his job . . .

"Any man's death diminishes me, because I am involved in mankind . . ."

"And so does the death of any man's rights, regardless to what degree . . ."

major social legislation which has been won during the past generation. These benefits have been extended to all the people—not just to the union members whose work and dues made them possible."

"The apathy of our people encourages some in their attempts to take over," declared Keenan. "To take over—totalitarianism must first get control of the trade unions. Then, they try to control the influence of the churches. If we think it can't happen here—then, we're crazy," stated Keenan. "Sure—they try to blind you with Communism—but the fascist state is the real aim!"

In closing, Joe Keenan issued a final plea: "Help the other nations of the world to get out of bondage. The first—and best—way we can do this is by saving America as a free democracy."

Keenan, one of the outstanding world authorities in the labor movement on the problems of politics, assumed his duties as IBEW International Secretary just last April. He had previously served as Secretary-Treasurer, National Building and Construction Trades Council, Director, National LLPE, Member, President Roosevelt's War Production Advisory Committee, Secretary, Chicago Federation of Labor and Business Manager of an Illinois IBEW local union.

more on: Milne

(Continued from Page One)

been very close to his heart—the IBEW Pension Benefit Fund. The IBEW plan of providing pensions for members who retire, unique in trade union circles, is on a sound and healthy financial basis. It was obvious to all delegates that, with the continued interest of President Milne, the Pension Benefit Fund will continue to prosper—for the benefit of members who will be retiring in the years ahead.

Milne has risen to the presidency of our great brotherhood by "going through the chairs," so to speak. During the past 30 years he has served as a local union Business Manager, an International Representative, 9th District International Vice President, International Secretary, and now as our President.

His speech to the delegates was very warmly received by all. The pride in having such an outstanding union leader for our president was reflected in every face. It is obvious that the challenges which face us will be faced up to with realism and determination by President J. Scott Milne—and by all those who are so proud to work with him.

The Catholic Labor Alliance's WORK.—"Back in August, when President Eisenhower signed the 1953 Refugee Relief Act, he extended his cordial welcome to the thousands of refugees who would 'soon come to our shore.' The emergency law was designed to permit 214,000 refugees to come to U.S. shores over a three-year period. But, so far, only eight have been able to respond to Eisenhower's welcome."

Eureka— IBEW Conference Has Busy Meeting

Sixty-five delegates, representing 14 Northern California local unions and the Ninth District office of the International Union, met late last month in Eureka.

In a busy day-long session, the delegates heard reports from all local unions represented, from the Ways and Means Committee, the Union Label Committee, the Picnic Committee, Apprenticeship Standards Committee, State Association Code Committee, and the Political Education Committee.

The gathering listened with particular interest to a discussion about the recent decision of the State Department of Employment to pay unemployment insurance benefits on a fixed workweek basis. While this decision was protested by labor representatives, the decision of the State Director of Employment appears to be a firm one. As a result, many unemployed members are finding it even more difficult to claim their benefits.

Reports were also given on the support furnished to the campaigns of Richard Graves for Governor and Sam Yorty for U.S. Senator during the recent primary election. Delegates expressed an eagerness to do all in their power to elect these two fine candidates at the general election on Nov. 2.

A wonderful crab feed was provided by the host group, Local 482, and was enjoyed by all present. The ladies in attendance were conducted on a tour to the points of interest in the historic city of Eureka and to some of the outstanding redwood groves in the area.

Local 1245 was represented by Bros. Fred Lucas, C. J. "Red" McMahon, Roy Murray, Henry Lucas, Hugh E. Petersen, M. A. Walters, Paul Yochem and Bus. Mgr. Ron Weakley.

What a Labor Union Can Do

By PHYLLIS UNDERWOOD
Massachusetts High School Student
Alone, a worker cannot assert his God-given rights because he is more or less at the mercy of his employer. Membership in a union gives a worker a certain amount of job security. As a union member, he cannot be discharged merely at the whim of his employer.

Economically, a union can secure for its members better working conditions, decent wages, shorter hours and many other benefits such as unemployment insurance, pension plans and health programs.

Because of these and other economic betterments, a worker is able to spend more as a consumer and thus keep the nation's production at a healthy pace. A labor union encourages its members to save and so adds to the financial stability of the country.

Unions have also obtained many social gains. Through the efforts of labor much social and reform legislation has been passed. A union can protect its members from unfair job and pay discrimination because of race, color, creed or national origin. To its members a labor union can be a practical symbol of democracy.

By encouraging active participation in union affairs, a labor union can develop responsibility, leadership and character in its members. Labor unions have made the worker a better employee, a better citizen—all in all, a better American.

AFL News-Reporter.—"You can pretty well sum up the attitude of the 83rd Congress by pondering these figures:

"It cut the budgets for the Departments of Labor and of Health, Education and Welfare, which handle matters concerning the nation's workers and needy persons by some \$35 million.

"But it turned around and gave the Department of Commerce, which is primarily concerned with business—especially Big Business—an increase of \$21 million."



Newly installed Board members RAY REYNOLDS and MARVIN WAGNER listen intently during the initial session of the new Executive Board of Local 1245.

'Round and About

Our brothers in San Diego Local 569 got a nice plug recently—and deservedly so. They volunteered to serve without pay to wire a new wing of the Boy Scouts' building in famous Balboa Park.

All equipment was provided by the electrical contractors in the area, while IBEW men donated the labor.

The Boy Scouts, to show their appreciation, served the workmen a lunch of baked beans and sandwiches.

Congratulations to our San Diego boys for this fine example of community service. It adds to the prestige of all trade unionists.

CLERICAL MEMBER PASSES
Bro. Bill Piercy advises us that member ALICE GAVIN, a "B" clerk in the Hayward office of PG&E, passed away early this month. Services were held at the Chapel of the Chimes.

Our sincere sympathy is extended to the loved ones, as well as to the employees at the Hayward office, who will miss her.

TEAMWORK SAVES LIFE

Four of our San Joaquin members receive special plaudits this month for their quick and effective rescue work. Bros. JIM CASTLEMAN, HERB HEFFNER, GORDON GENTRY and ANDREW GOEHRING pitched in as one to save the life of line subforeman SAM UHRICH early this month. UHRICH received a severe shock as a result of accidental contact with the 12 KV while working near Dinuba.

The speedy rescue and effective treatment rendered by the crew can doubtless be credited with the saving of a life. This is the kind of teamwork among our members which is most commendable. The UTILITY REPORTER extends a hearty "Well done."

IT'S A BOY!

Proud new parents are the ROBERT MILLS of King City, who welcomed son JAMES ROBERT MILLS on June 20th. BOB, a Service Operator First at King City, and his wife ALDEEN are more than pleased with their first-

East Bay Member Now a Lawyer

When the results of the spring examinations were posted by the California State Bar Association, Bro. BERYL STOLPER was a happy man. He had passed the State Bar and thus became a full-fledged Attorney at Law.

Bro. Stolper, a machinist at Station "C" in East Bay Division, has attended Lincoln University's Law School during evening classes for several years. He maintained a very high scholastic average throughout his college training.

Sworn in as a Member, California State Bar, on July 22, Bro. Stolper plans to open his law office in the Edwards Building in Oakland early in August.

Mrs. Stolper, known to her fellow PG&E employees at the Emeryville Machine Shop office as EMMA, will remain at work there for the time being.

The officers of Local 1245 are proud to extend their hearty congratulations to Attorney BERYL STOLPER and to wish him all possible success in his new career.

born child.

NEW MEMBERS WELCOMED

The Business Office wishes to extend a hearty welcome to new members JOE W. BRUNKHORST, RICHARD GATES, RICHARD J. KEATING, ROLAND C. McCURE and SAM L. "RED" LONGWELL, all of the Antioch Gas Control Station.

Bro. LONGWELL, appointed as Shop Steward, reports that following the 100 per cent sign-up of the station crew, a number of grievances of long standing were quickly resolved.

We are pleased, indeed, to welcome to membership these fine brothers from the Dept. of Pipe Line Operations.

FIRE INJURES MEMBER

Bro. WALTER WEAVER was awakened recently at 2 a.m. when flames broke through the walls of his bedroom, having burned their way through from the garage. WEAVER suffered severe burns all along the right side of his body, and his right arm and shoulder were badly seared.

The house was completely destroyed and all personal belongings were wiped out. Bro. WEAVER saved one bedroom slipper, a shirt and a pair of trousers.

His fellow crew members, working with Foreman Beck, chipped in and took up a collection for Bro. WEAVER. Shop Steward I. H. BETTENHAUSEN handled the collection.

WEAVER, who did not have membership in any hospitalization plan, will continue to be aided by his buddies in the Sonora area. The UTILITY REPORTER staff wish him a speedy recovery.

Union Bookkeepers Best

In Chicago, a local-union of aluminum fabricating workers opened its contract and requested an increase of 7 cents an hour. The employer replied there could be no increase of any kind because the company simply couldn't afford one. "Open your books—and prove it," was the union's challenge.

To the amazement of union negotiators, the company did just that. Union accountants, after two days of study, announced that the company was right, it could not indeed, afford to raise wages.

But—they discovered something else—the reason why. A former vice-president of the firm, who had died some months prior to negotiations, had been looting the firm for 7 years by illegal bookkeeping methods. Company accountants didn't discover the theft—but the union experts did!

As a result, the union members got their pay raise and the company announced: "Any time the union wants to see our books from now on, they're more than welcome!"

(Reprinted from Philadelphia, Penna. IBEW NEWS.)

FRANK EDWARDS, AFL News-caster.—"The U.S. Department of Agriculture figures show that the world coffee production has held a steady pace for the past 10 years. However, coffee prices in the New York market have been boosted steadily. They are now five times as great as they were in 1945."

more on: Election

(Continued from Page One)

Jr., Alfred R. Kaznowski. In a group statement to the UTILITY REPORTER, the newly installed Executive Board said:

"We wish to take this opportunity to thank the membership for electing us to office. Your trust and confidence is deeply appreciated and we will strive to measure up to the high degree of responsibility which lies before us in the ensuing two years.

"Our pledge to serve you to the best of our abilities is tempered by the realization that you provide the tools to make our service possible. Your support, in terms of a unified organization, is the measure of successful leadership.

"While we have made great strides toward complete organization of the employees we are privileged to represent, we still have a big job to do. With your help and understanding, Local Union 1245 can become one of the finest organizations of working men and women in the land. Our goals are high, our aims legitimate, and our purpose just. While we must legislate for the majority, we shall endeavor to protect the minority and, together, we shall expand the true meaning of Brotherhood."

San Francisco LABOR.—"The chances are that before the 1954 campaign gets very far under way the Congressional 'record' will be thrown in the ash can and the Communist issue shouted to the high heavens. The record, thus far, is pretty empty."



FRANK DILLON, popular SMUD member and new Vice-President of Local 1245, smiles for the camera during a recent visit to the union's Oakland headquarters.



HOWARD H. HILL, new Board member for the Northern Area, is caught by the camera during the July session of the Executive body.

The Mail Bag

July 12, 1954.
Editor, Utility Reporter:

The Safety News Letter of May 1954 refers to Award List on page 7 under Claims and Safety Department No. 106. This letter, I hope, will express my disagreement of the manner in which the Claims and Safety Department has gone about in giving their "Dumb Driving" awards to the vast number of vehicle operators.

Why must an award of the Dumb Driving type be the first to be issued? Will this type of an award make for better driving and better relations between management and labor? Not to my way of thinking.

As an example, I have been driving for seven years as a Clerk-Driver and I am proud to say that I have not had a single accident. Does the company recognize my safe and defensive driving record with any type of certificate or award? No, but should I be unfortunate enough to have a backing accident I can be assured that an award for "Dumb Driving" will be posted.

Just as company foremen are taught in their foreman's conference that to give a man a pat on the back occasionally or a word of encouragement will make a man work harder and do better, or be tough and always look for faults and you have a poorer worker, the same applies in the case of driving personnel.

I sincerely feel that an attempt should have been made first to find some way in which to acknowledge and commend the safe driving records of the men in this company. After a year of looking on the good side of the record then a dumb driving award could have been in order.

I believe that the Safety Department should get in step with safety programs now being so greatly stressed by both small and large companies and start a program in which the men of Pacific Gas & Electric Company will be proud to compete for the accomplishment of safe driving.

Respectfully,
WALTER G. MORRIS
Electric Department
Redwood City.

The Editor, UTILITY REPORTER
Dear Sir and Brother:

(Editor's Note: The following letter was written by Bro. Glasson, just prior to his recent death and serves to remind us of his loyal unionism.)

How about "taking on" the U.S. Chamber of Commerce by the combined forces of Labor and seeking a law forbidding compulsory Chamber of Commerce "ism" and N.A.M. "ism"?

Here is a statement of fact: hundreds of firms in the U.S. do not want to fight labor but they are forced into membership and contributions to do so by bank pressure. The U.S. C. of C. and the N.A.M. determine what bank these reluctant firms shall do business with and then put on the screws to pressure these firms who are friendly to labor to come along, or else. Talk about Union Shop, why these organizations have the tightest sort of a closed shop ever dreamed of, plus millions of dollars to beat! So why not make this compulsory membership and these forced contributions illegal? Remember the old saying, "What's good for the goose, etc."

Again, this lobbying is charged to operating costs, is passed on to the consumer and deducted from income tax reports. Labor and the consuming public pay the freight and the government loses a sizable wad of income. Force them to pay for these manipulations from profit and the war will be over!

This is not a flight of fancy. The anti-trust law is on the books and is constitutional although never used, except against labor—for which it was never intended. Labor is the most important factor in this economy of ours, so why not ask for a law to curb those who would destroy or harm this factor, thus retarding our country's stability? Is this not grounds enough to justify such a law?

How can this be done, say you? By the worker becoming aware that he is a victim of class legislation. Become labor conscious and send only those to Congress that will respect him as the backbone of our country. This can be done through our Union, Mr. Laborer, it is up to you to see that it is done.

Faternally yours,
LESTER GLASSON,
San Francisco.

Keep your union strong—
Wear your union button.



YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

There is quite a bit of interest in some management circles about the subject of "dual loyalty." It seems that in certain companies which have approached labor relations in a reluctant manner, a new "reason" must be dug up for opposition to legitimate union organization. This business of "dual loyalty" automatically sets up or continues the premise that unions and management are mortal enemies.

An employee, under this theory, is torn between "loyalty" to his employer and "loyalty" to his union. Of course a logical explanation of this theory is usually missing and the proponents generally fall back on the "human nature" myth—that one cannot "serve two masters."

Some are prone to look at such a theory of labor relations as being valid on the face of it, due to the struggles over the years between labor and management. We can easily run off the deep end on this one.

Lincoln's position that labor is superior and prior to capital is a

solace to the worker who looks for recognition and dignity. That same worker will, however, reject the Marxist theory of the "dictatorship of the proletariat." He will look to his free American labor movement, under our system of government, for his recognition and his individual dignity. American labor organization is the vehicle through which the worker contends for his share of the economic and social benefits accruing to him or her as a necessary part of our complex industrial society.

Agitators come not only from the ranks of labor but from management as well. To agitate for increased benefits to either workers or employers from either side is not, in itself, necessarily bad. It is, in fact, necessary for progress. It is bad, however, to try to drive a real wedge between the necessary components of our industrial society through raising the "class struggle" concept of approach to labor relations.

Millions of workers go about their daily jobs with no real

thought that they are in bondage to either an employer or a union. They are merely doing a day's work for a day's pay—and are quite satisfied to recognize the rightful prerogatives of their employer. They are also quite satisfied to belong to labor unions which function in their behalf to deal with organized and powerful employers. This is no theory but is a factual part of our American way of life.

A worker is loyal to his family, his church, his country—and has aspirations for a better life in peace and security. Whatever loyalty he possesses toward his employer or his union is merely relative to how both function in his behalf. There is no blind dependence upon either as a complete means to an end.

To employ, means to use. Employers are, for the most part, employees themselves. Does it sound reasonable to expect blind loyalty to an employee from another employee? When we get into this type of thinking, we are really skirting the medieval "master and slave" relationship.

Progressive managements of both employers and unions recognize the limitations that can expect on the matter of so-called "loyalty." Practical men and women in the field of industrial relations will reject this "dual loyalty" proposition as just another attempt to develop a class warfare coated pill which serves no good purpose.

Employee attitude surveys are also a fad which supply income to so-called experts who can "go to the bottom" of employee psychology. Complaints are studied which are supposed to reveal the reason for poor morale or lack of company loyalty. The union is usually left out of the picture by these "experts."

Maybe some one will try a joint survey with the real intention of jointly doing something about legitimate complaints rather than playing at "employee relations."

The preamble to the Constitution of our Brotherhood spells out our aims as a union of workers. That preamble does not pre-suppose class conflict. Rather, it seeks to implement the right of free association to better the social and economic status of our members.

When you hear of the "impossible problem of dual loyalty" remember the purpose for which it is raised and by whom.

more on: Pay Talks

(Continued from Page One)

Rice. Bus. Rep. Gerry Moran also sat in on the first day's session.

The company is represented by Personnel Director Harold Carr, Industrial Relations Director R. J. Tilson, Vice-Presidents L. Harold Anderson, A. J. Swank, G. A. Peers and P. E. Beckman; and Messrs. V. J. Thompson, Wm. Murray, R. D. Smith, Ray Thompson and L. W. Coughlan. During the second day's session, the company committee was augmented by Messrs. H. G. Cook and R. L. Stott.

The committees have agreed to set aside two days each week for bargaining purposes, commencing with the first week in August. All indications point to an earnest attempt to resolve all issues prior to contract renewal date of September 1st.

Bulletins will be issued from the union headquarters following each week's bargaining sessions. In addition, members are urged to attend their unit meetings in order to be more fully informed as to the progress of the collective bargaining sessions.

For additional comment on the negotiations, please read the editorial on page 2 of this issue.

SERVICE UNION REPORTER (B. S. I. U., AFL).—"In the U. S. (in 1950) 96,833,000 persons were of voting age. Of these, 27,268,000—or more than one-fourth—didn't even bother to REGISTER TO VOTE. And of those who registered, only 40,430,000 actually voted. That was far less than half the number of adults then in the U. S. It means that 56,403,000 potential voters stayed away from the polls."



President Emeritus DAN W. TRACY talks things over with Local 1245's Business Manager RON T. WEAKLEY between sessions at the July Progress Meeting.

Tracy Urges Political Unity

President Emeritus Dan W. Tracy, looking alert and cheerful despite his advancing years, eloquently urged the delegates to the 9th District Progress meeting to "act as one so that we may achieve greater successes."

Tracy, whose career includes 6 years service in President F. D. Roosevelt's cabinet as Assistant Secretary of Labor, hammered at the need for effective and concerted political action.

"Practically every state in the union has—or will have—the so-called 'right-to-work' law," he said.

Outgoing Officers Are Highly Praised

With the installation of newly-elected union officers this month, four men who have contributed a great deal to the progress of Local 1245 during the past few years stepped down.

Vice President CECIL DAVIS and Board Members WALTER R. "BOB" GLASGOW, FRANK R. BROWN and MARVIN BROOKS have all stepped out of office. They have not, however, stepped out of their active roles in the building of the union.

These men have helped to chart the progress of our union through the difficult years just behind us. They have all contributed much more of their time, energies and talents than is generally known.

The UTILITY REPORTER joins with the new Executive Board in saying, "Thanks, Brothers, for a good job well done."

San Francisco— Charter Member Dies

Brother Lester G. Glasson, charter member of Local 1245, died last month at his home near San Francisco.

Bro. Glasson, who had been an active unionist since the inception of unionism on the PG&E properties, was a Relief First Operator in San Francisco substations.

Although he had been in poor health in recent years, Les continued work as a shop steward for Local 1245. He had held numerous offices in the union during the years of his membership.

Glasson commenced work with the PG&E on April 11, 1916. His community interests were wide and varied, and included service as past commander of the Sun Post of the American Legion, past president of the S. F. Dahlia Association, and member of Imperial Charter 229 of the OES.

Bro. Glasson is survived by his wife Ruth, daughter Mrs. Ferne Holdorf of San Jose, and his brother, Dr. Pearce Glasson of San Francisco. The heartfelt sympathy of the officers and members of Local 1245 has been extended to the bereaved family.

The Railway Clerk.—"A significant point (in the Congressional debate on T-H changes) is that not one of the suggested revisions made by labor was given a hearing or considered by the Senate Labor Committee!"

"The N.A.M. and the National Chamber of Commerce have banded together to promote their positive program," Tracy said, "their program of taking away the rights and benefits of organized labor. All you have to do to prove this is to read the Congressional Record, or the record of your state legislature."

Tracy predicted that the much discussed amendments to the Taft-Hartley act are "all talk." "Nothing will be done by the Congress," he said, "but this is not to say that we can sit idly by." "By edict and by direction the National Labor Relations Board can pass on to the states any part of the T-H act for state administration."

"To meet that situation," said Tracy, "we must act as one—just as we do when we submit our demands for improved wages and working conditions." "If labor makes up its mind to act together—we can achieve the protection of this organization as well as full protection for our homes and loved ones."

Tracy concluded with a plea for the full support of every member for the administration of President Milne and with his heartfelt thanks for the opportunities which the Brotherhood has given him over the years to be of service.

Sacramento— SMUD Changes Its Meeting Date

Press Secretary KEN BARNES, reporting for the SMUD unit, advises that the officers have finally "given in" to television. Seems that the regular meeting night, a Wednesday, is also fight night on TV. And too many of the members appear to be rabid fight fans. Hence—poor meeting attendance.

From now on, says Bro. Barnes, the meetings will be held on THURSDAY nights. We hope the change of nights will improve the attendance for the SMUD unit.

Members of the unit are proud indeed, over the election of their member FRANK DILLON as Vice-President of Local 1245. And they are also proud of their selection for Policy Committee member, Bro. HARRY KESSLER.

Bro. JACK UNDERWOOD is the newly appointed Chief Shop Steward for the unit, replacing Bro. RUDY BOZORA.

Bros. JACK WOLF and KEN BARNES were elected to the Joint Advisory Council of the utility district.

On the sickness and accident side of things, Bro. AL GAENEKE has been welcomed back on the job after a long illness. But—Bro. HARRY KIMBROUGH wasn't so lucky—he's recovering from several broken ribs, an injury sustained when he fell from a Transformer platform. We all wish him a speedy recovery, reports Ken.

The SMUD members urge all affiliated with Local 1245 to "get behind our local—and make it one we can always be proud of and a vital part of."

To which the staff of UTILITY REPORTER says—that's good advice!

Hear Frank Edwards

I.B.E.W. IS PROUD OF ITS GAS WORKER MEMBERS

By RON T. WEAKLEY

It is fitting that we in the Brotherhood, especially those of us in gas worker classifications, take a look at the relative position that gas workers now have in the utility industry to see how the word "Brotherhood" pays off.

The Bureau of Labor Statistics of the U.S. Department of Labor made a study of the wage structure of electric and gas utilities back in July of 1952. While the averages of the rates reported in that survey are obsolete, due to increases subsequently negotiated, the significance of certain data set forth in the report still applies.

First, the total of the systems studied was 227. Of these, 190 were organized and 37 were non-union. The Pacific Coast group studied were all unionized. All other regions had some unorganized systems represented in the survey. The highest percentage of non-union systems was located in the Southwest and the next highest in the Southeast regions of the nation.

UNIONISM REFLECTED IN WAGES

The highest wages paid in any region were found on the Pacific Coast. This proves that organization pays off for utility workers.

Next, in studying comparative wages in single electric systems, single gas systems and combined electric and gas systems, the Bureau developed some interesting information. The average wages paid in electric systems was generally higher than that paid in gas systems. Since gas systems are not as highly organized as electric systems, this would account for part of the differential.

Combined gas and electric systems reported average wages which are generally higher than both single systems in those instances where certain job classifications are common to all 3 types of systems. On the overall, combined systems, which are highly organized, reflect near wage equality with electric systems on the basis of average wages paid to all employees.

I.B.E.W. IS DOMINANT

Single gas systems were reported to be paying considerably lower average wages than those paid by combined systems.

The foregoing information establishes the fact that gas workers have fared much better when they have joined with electric workers in a single union organization on combined systems. Such an organization tends to develop wage patterns which help to counter-balance the distorted wage picture in single gas systems. Therefore, both direct and indirect benefits are derived for gas workers, whether they be employed in combined systems or single gas systems, through their organization into the I.B.E.W. The dominant union in the utility industry, covering both gas and elec-

tric workers, is of course, the I.B.E.W.

On the Pacific Coast we find all major systems organized, with the I.B.E.W. representing over 90 per cent and the C.I.O. and other unions representing the balance of the organized utility workers. The largest utility in the region is the Pacific Gas and Electric Company. This Company has the largest capitalization and geographical territory served of any company in any region of the United States.

COOPERATION PAYS!

On the P.G.&E. system, the gas and electric workers are integrated in both operations and in Union participation. The electric worker looks upon the gas worker as his Union brother, and vice versa. Just last year, a Union policy decision was made by Local Union 1245 which went a long way toward eliminating the wage inequity problem for our members in the Gas department. While our members in the Electric department felt, and still do feel, that they desire improvements within the Electric department wage structure, they waived their demands in favor of correcting long-standing inequities for their brothers in the Gas department. This year the pendulum has swung to the Electric department members and our Gas members will stand behind our Union proposals. Our general wage increases, of course, have always been negotiated for and applied equally to all employees represented by our Union, regardless of departments.

Here is a lesson in Unionism and Brotherhood which pays off economically and organizationally. Here, and in the statistics developed by the Bureau, we find that the Gas worker is better off being organized with the Electric worker. Both are better off by being united under the banner of the I.B.E.W.

Old-fashioned provincialism and craft severance within the utility industry has cost the utility worker in this country plenty. Individual workers and Union leaders alike must recognize this and take aggressive action to organize and to protect the welfare of all our brothers in the Gas industry.

UNION JOINS CRAFTS

Together, utility workers who are skilled and faithful public servants, the great Electrical Construction Branch, the Communications, Electrical Manufacturing, Marine, Airline and Railroad Electrical Workers form our Brotherhood of over 600,000 American and Canadian workers.

"Brotherhood" is not restricted to any branch of our Union. The gas worker derives benefits from and contributes to his Union, the I.B.E.W. The Union in turn has the responsibility to organize the gas worker and to recognize him for his contribution to the public, the utility industry and our great Brotherhood.