

The UTILITY

Gas, Electric, Water, Clerical
and Construction Workers



REPORTER

Official Publication of I. B. E. W. Local Union 1245, A. F. of L., 1918 Grove Street, Oakland 12, Calif.

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November, 1954



"GUNNING FOR NEW MEMBERS" might well be the title of this picture of members in our Ukiah unit. Pictured are (first row, l. to r.), T. Williams, J. Collier and L. Loberg. Second row, F. Grothe, E. James, J. Woerner, J. Little and O. Gaspar. At a recent meeting the members determined to be among the first units to achieve 100 per cent organization. Photo is by R. Meek, member of Ukiah unit.

New Plan Approved for General Construction Employee Expenses

Following numerous discussions with representatives of Local 1245, the PG&E has agreed to a new procedure for reimbursement of per diem expense allowances for General Construction Department employees.

Beginning with the payroll period ending December 15, 1954 all per diem expense allowances will be included in the semi-monthly payroll drafts.

The new procedure culminates a long-standing effort by the union to speed up the payment of expense allowances. During the 1954 contract negotiations the union committee proposed insertion of the following language in the agreement, under Title 301:

"An employee who is on expenses as provided for in this title shall be paid for each month's expenses on the first pay day following the end of each expense period."

While the proposal was not incorporated in the agreement the

company agreed to study the problem with a view to expediting payment. The new policy was adopted as a result of that study.

G. C. employees who must qualify for an expense allowance after a transfer to a new location will be reimbursed for current and retroactive expense allowances on the payroll draft for the period immediately following the date of qualification. Section 301.1 of the agreement provided that, following a transfer, an employee must remain on the job for a minimum of 28 consecutive days or as long as his services are required, whichever is shorter.

On behalf of the membership of Local 1245 we wish to express our appreciation to the officials of PG&E for their promptness in establishing procedures to expedite payment of expenses. We know the men in the field will be pleased to receive their reimbursement with the least possible delay.

Organizing Drive Kicks Off December 1

Policy Committee Maps Program at Special Meet

Union headquarters in Oakland was the scene of special sessions of our Policy Committee on November 6 and 7. Purpose of the meetings was to review operations of the past few months and to recommend a program for the future.

Detailed reports on all phases of the union's operations were given by Business Manager Ron Weakley and his assistants. Each Policy Committeeman then reported on activities and attitudes in his respective area.

The issues introduced for discussion and appropriate recommendations to the Executive Board included: Health and Welfare, future negotiations and structure of the union's PG&E negotiating committee, organizing the unorganized, intra-union communications and general conditions in the jurisdiction.

The following recommendations were adopted and referred to the Executive Board for consideration:

- (a) Monthly progress reports on grievances above the division level to be made available at unit meetings;
- (b) Referral of the question of the Clerk Driver, Light, classification to the Negotiating Committee;
- (c) Activation of the Health and Welfare committee with a view toward improving hospitalization and medical care for PG&E employees through increased dependent coverage, company sharing in premium payments and union participation in the administration of any negotiated plan.

Highlights of the sessions included a report from International Representative C. P. "Chuck" Hughes on our organizing program and a talk by Mr. Albert Brundage, member of the law firm which represents Local 1245.

Mr. Brundage spoke on "Rulings of the N.L.R.B. and Federal and State Regulatory Laws." He stressed the importance of union members remaining on the alert for laws which restrict the rights of workers, especially the so-called Right-to-Work law.

The Union's 1954 PG&E Negotiating Committee was given a vote of confidence and commended for the performance of an excellent job. It was recommended that the Committee be authorized to establish its own meeting schedule to consider and submit proposals, in conjunction with the Business Office.

Policy Committeemen caucused with their Area Executive Board member to exchange ideas and improve the contact and co-operation of the two groups.

There was plenty of healthy floor discussion of the various issues and all in attendance were attentive to the business of the union. The determination to work hard on the organizing drive was encouraged by the report from Humboldt Division, which will probably be the first to report 100 per cent union organization.

First-hand reports of the two-day sessions will be given at unit meetings by the Policy Committeemen in those areas where it is possible for him to be in attendance.

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1912 IBEW Agreement . . .

Gas Workers and PG&E

A few months ago we reviewed an agreement between the IBEW and the PG&E dated July 26, 1910. That agreement covered electrical workers only.

Many of our members have wondered how the gas workers fared in those days. Let's take a look at some "union history."

Our research files contain a copy of an agreement dated March 14, 1912 between the IBEW and the PG&E which established wages and conditions for gas workers. This is probably one of the earliest agreements under the banner of the IBEW which covered gas workers.

The employees enjoyed an 8 hour day and received double time pay for 4 holidays. All other recognized holidays were paid at straight time if all men in all departments worked, but double time was provided when only a part of the crew was required to work. All Sunday work and work in excess of 8 hours per day was compensated for at time and one-half.

Shift men in the Gashouse received time and one-half for work in excess of 8 hours and double time for overtime work on the 4 holidays.

Distribution men worked from 8 a.m. to noon and from 1 p.m. to 5 p.m. One helper was allowed in the repair shop and a ratio of one helper to 13 journeymen, or majority fraction thereof, was established in San Francisco and Oakland districts. Helpers received journeyman pay when performing journeyman's work.

The seniority system gave preference to lower classifications for advancement before newly hired men were sought. If a promoted employee proved incapable of performing the work, he was restored to his old position.

In new employment, members of the IBEW were given preference wherever possible!

Four hours show-up time was paid to shift workers. Protection against layoff was based on seniority and could be exercised in either an employee's own department or any other in which a job existed which he could perform. The prin-

ciple was quoted as "last man in to be the first man out," in the union agreement.

An employee could take two days off each month, or 12 consecutive days off each year, provided he took the time off without pay.

The agreement stipulated that no Collector, Solicitor, Meter Reader or Adjuster could turn on, blind washer, or remove meters unless he was a member of the IBEW.

All shift men alternated every two weeks. Employees were paid twice a month.

Here are some wage rates established by the 1912 agreement, quoted at random:

Gas Makers ..	\$110.00 per month
Helpers	\$3.00 per day
Pipefitters and	
Blacksmiths	4.00 " "
Lamp-black Men ..	2.75 " "

In the Distribution Department, the following wage rates were agreed to:

Servicemen	\$3.75 per day
Serviceman's Hlpr. ..	2.75 " "
Meter Repairman,	
Tester, Connection	
Maker	3.50 " "
Caulkers & Yarn-	
ers	3.75 " "
Laborers	2.50 " "

These wage rates covered the San Francisco and Oakland districts. Employees in the Sacramento, San Jose, Marysville, Chico and Santa Rosa districts were paid a little less money on an area-differential basis.

Representatives of the Union were granted access to company properties. The agreement contained an "evergreen" clause, with a one-year option for amendments, but without the termination clause we usually find in present-day union contracts.

The agreement was signed more than 42 years ago by IBEW Representative George W. Bell and PG&E executive John A. Britton.

Even in those days, as in the present, the IBEW organized and represented employees in the gas industry, and specifically, on the PG&E system. More than 42 years ago the PG&E and the IBEW bargained collectively for the mutual benefit of the employees, the company, and the consumer public.

The disparity in those days in wage rates and working conditions between gas and electric workers was more widespread, due mainly to craft separation and separate bargaining.

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Milne Talks In S.F. Dec. 1

International President J. Scott Milne will be presented in an address at the University of San Francisco on Wednesday evening, December 1st at 8:00 p.m. His topic is "The Future of Unionism in the United States."

Milne will trace the growth of unions during the past century and give his observations on the future prospects of union programs.

His address, sponsored by the University's Labor-Management School, is a public service feature of the University. The public is cordially invited to attend.

Members of our Bay Area units are urged to attend this forum and meet our International President. Milne is an able speaker and is certain to give us a most interesting message.

Job Bidding— SYSTEM VS. DIVISION

Due to layoffs and rearrangement of personnel on the PG&E system, the question of job security has become an important item of discussion.

While most of the members know the background of the bidding system, we will review it briefly to refresh your memory.

In the 1944 Union Agreement, Number 1 bidders were those in the same classification in the Division with the vacancy. Number 2 bidders were those in the same classification from any other Division, PROVIDED that no one in the Division in which the vacancy existed had five years time in the top rate of the next lower classification. In such an event, the five-year man in the Division was awarded the job.

In essence, employees in the Division got first crack at a job vacancy if they were in the same classification; all other people on the system got the next chance. The five-year clause protected an apprentice from having to remain an apprentice for the remainder of his career. While this five-year "bar" seemed to work out fairly well, considerable agitation developed in the field—caused mainly by the huge expansion of PG&E. Each man, of course, wanted ad-

vancement in his own area. The majority forgot about employees who also wanted to advance but found no openings in their own area, even though they had the seniority.

In 1950, due to pressures of the membership to strengthen Division barriers, the agreement was amended. The Number 2 contender for a vacancy now became the man who was at the top of his rate, IRRESPECTIVE OF HOW LONG HE HAD BEEN THERE. System bidders in the same classification dropped to Number 3 position.

This provision seemed to satisfy the majority for a time. But, when jobs became scarce and the demotion and layoff procedure—which parallels division lines—was invoked, the question of System versus Division bidding became a matter of concern.

The officers of the Union have contended that the broadest possible work opportunities and the maximum protection against demotion or layoff are achieved with the System bidding principle. The provincial attitudes in each district or headquarters are shortsighted, in the opinion of your officers. However, the barriers ARE a

(Continued on Page Four)



The UTILITY REPORTER



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Safety Record Improves

The PG&E Company reported an impressive record of improvement in its safety record for the first 9 months of this year in a bulletin issued late last month.

Total lost time industrial injuries for the period were reported as 135. This compares with 292 lost time injuries during the same period of 1953.

Significantly enough, we believe, the System Safety Committee of Local 1245 has been in operation during the first 9 months of 1954. Established in January by action of the Executive Board the safety committee is charged with the responsibility of doing all in its power to reduce job hazards.

Union safety committee members report a healthy increase in the attention being paid to safety practices and rules by the employees in every department of the company. A part, at least, of this added interest may be attributed to the union's determination to eliminate unsafe practices wherever possible.

Unit safety committees of Local 1245 deserve full credit for the part they have played in reducing the number of industrial accidents thus far this year. A continuation of the policy of promoting "safety consciousness" is certain to result in further reductions in our lost time accident rate.

To date, we have been unsuccessful in our efforts to make contractual provision for a Joint System Safety Committee. To carry out our responsibilities in the field of safe working practices the union has had to function on a unilateral basis. Since the employees themselves—the members of our union—are most vitally affected by the adoption and enforcement of proper safety standards, we must contribute our fair share to the over-all program.

While the record shows great improvement it is still not good enough. We cannot afford to relax until we have achieved a perfect record. Ideally, a jointly administered top-level safety committee might go far in such an achievement. Meantime, we must, to the limits of our abilities, strive for that perfect record.

No one can dispute the fact that—SAFETY IS EVERYBODY'S BUSINESS!

NLRB Decisions

The Republican-named majority of the National Labor Relations Board is "re-examining" all policy decisions of predecessor boards, and is reversing those that it believes are not "in the letter and intent of the federal labor law."

AFL headquarters in Washington claims this amounts to the application of "terrific pressure, gradually but inexorably . . . against labor through a process of tightening the restrictions contained in the Taft-Hartley Act, not by legislation but by administrative action."

When President Truman's veto was overridden by the 80th Congress and the Taft-Hartley Law was enacted in 1947, unions escaped the full impact of the act. Democratic-appointed NLRB members, reflecting the thinking of the Truman administration, enforced the law in a way that Taft-Hartley advocates—and management spokesmen—said made the statute relatively ineffective insofar as it concerned "curbs on unions." The Eisenhower-appointed members of the NLRB are changing all that!

The AFL charges that NLRB rulings in recent months have:

1. Narrowed the right of unions to strike.
2. Deprived millions of employees of small business of the protection of federal legislation.
3. Opened the way to employer intimidation of workers by allowing employers to question employees on whether they belong or want to join a union.
4. Taken away the right of unions to answer anti-union arguments by an employer before a "captive audience" of his workers (that is, on company premises during working time) except in a few special cases.
5. Invited employers to "escape penalties for committing unfair labor practices by transferring ownership" of a plant or mill.
6. Encouraged members of an employers' association to lock out their workers (bar them from working) at any time their union strikes a member firm in the association.

These are just a few of the recent policy reversals handed down by the new NLRB. As our International Secretary Joseph Keenan said recently, "The Taft-Hartley Act is a potential time bomb that might go off at any time to stop labor's forward movement and wipe out its past gains."

Steward of Month \$9 BILLION SPENT ON HEALTH!

By JOHN LAPPIN,
Bus. Rep., S.F. Division

On stage, Brother GEORGE E. TURNER! The UTILITY REPORTER has chosen you shop steward



GEORGE E. TURNER

of the month in view of your excellent record with Local 1245.

Born in St. Louis, Missouri, on September 18, 1913, you came to San Francisco in 1943 after having served 11 years with the United States Army. During the North African invasion you contracted bronchial asthma and were subsequently honorably discharged from the army.

After several years at Hunters Point Naval Shipyard, where you were an active union member, you came to work for the PG&E in 1951. Starting as a shift helper at Station A steam generating plant you have been given assignments in a number of San Francisco Division steam plants. Today we find you back at Station A as a Low Pressure Fireman and Chief Shop Steward for the operating personnel.

Although our organizing campaign is not scheduled to get under way until December, you, like many others constantly striving toward 100 per cent organization—the goal of every good trade unionist. In just one week you were able to bring 14 new members into our local union;

There is another equally important part of your life which we hasten to mention: Anita, your wife, Anna, your daughter, and your two sons, George and William. We understand you are very proud of them—and justifiably so.

Congratulations, Brother Turner. We are proud to salute you as Steward of the Month.

Fellows who drive with one hand on the wheel are usually headed for church. Some of them will walk down the aisle—others will be carried.

Aunt: Precious, what did you do in school today?

Precious: We had a nature study. Each pupil had to bring a specimen from home.

Aunt: And what did you take, precious?

Precious: I took a bedbug in a bottle.

Rufus: Did you hear about the man who was murdered last night for his money?

Goofus: Yes. Wasn't it lucky that he didn't have a cent on him at that time?

Use felt for a new decorative touch. Felt does not fray or ravel and you can glue felt (with case glue) directly onto a table top, screen, chest or inside a china cupboard.

When a recipe tells you to scald milk, it means that the liquid should be heated to a point just below boiling.



"Okay—the meeting lasted till one o'clock. I believe you! I believe you!"

\$9,400,000,000 is a fantastic amount of money, isn't it? That's what American families spent on medical care in 1952—the latest year for which complete figures are available. Despite the growth of health and welfare plans, only 17 per cent—just over 1 and 1/2 billion dollars—was covered by health insurance programs. It is a safe bet that most of the nearly \$8 billion in costs that were not covered added to the worrisome debts of many families.

Almost more than any other expense, mounting doctor and hospital bills, so seldom planned for in advance, throw the average American family deep into debt. Many try to avoid these bills by neglecting their health.

The need of taking direct action on this problem of health protection or insurance has brought forth a number of proposals.

President Truman recommended a Federal pre-paid medical program. However, it failed to make much progress in Congress. Former Governor Warren of California also recommended a compulsory health insurance measure—which was quickly killed off by the big insurance companies.

President Eisenhower asked for a "voluntary health reinsurance program," which would have set up a revolving fund of \$25 million to ease the risks of the insurance companies. His proposal was defeated in Congress.

Eisenhower's health reinsurance program issue is not dead, however. The President, in a pre-election speech, said he would submit it to the next Congress.

Rep. John Dingell (D., Mich.) immediately blasted the President's renewed endorsement of the health reinsurance bill as showing "how little he understands the magnitude of the health program." Another Congressman reported that Eisenhower has never had to pay a medical bill in his adult life—the Army has provided full care for his entire family.

Principal reasons for Congressional opposition to the reinsurance bill are:

1. It would not extend voluntary health coverage to a single individual. In other words, it would be no help to the lower income groups who really need it.
2. It would not improve health

care for those now covered.

3. It would not reduce costs. In fact, it would have the effect of increasing premium costs by adding insurance premiums to present insurance premiums.

4. Insurance companies don't want reinsurance and see no way it would be useful to them. Only actuarially sound companies can get the government reinsurance and these are the very companies which would not need the bill.

During the House hearings last summer Rep. Arthur Klein (D., New York) posed this question to Henry S. Beers, vice president of Aetna Insurance Co.:

"MR. KLEIN. Can you tell me how this bill, if enacted, would help the large mass of people in this country who earn less than \$3000 a year and who presently cannot afford to have medical insurance?"

"MR. BEERS. Well, I would say that it would have almost no effect in that field at all, Mr. Klein."

No doubt we'll be hearing more about the health reinsurance bill and the need for an adequate health protection program when the 84th Congress convenes in January.

(Statistical data secured from Public Affairs Institute.)

AFL Convention Acts on Housing

Charging that the Eisenhower administration has tragically weakened the nation's housing program with passage of the Housing Act of 1954, the A. F. of L. convention adopted a five-point program for action. Key purpose of the program is to double the rate of residential construction to meet the needs of low and middle-income families for decent housing.

The housing recommendations call for:

1. Resumption of the low-rent public housing program at an annual rate of at least 200,000 units;
2. An expanded urban redevelopment program for slum clearance;
3. Increased federal assistance for housing for middle-income families through reduced interest rates and lengthened amortization periods, with priority for assistance to genuine cooperative and non-profit housing;
4. Full protection of consumers in all housing programs involving federal financial assistance;
5. Payment of prevailing wages to all workers engaged in construction under federal programs.

The resolution was first adopted at the California Federation of Labor convention, held in Santa Barbara during August. It was presented to the National convention of the A. F. of L. by State Delegate C. J. Haggerty.

Sacramento—United Crusade Drive Is Great Success at SMUD

The 1954 United Crusade campaign among employees of the Sacramento Municipal Utility District was a great success, according to Unit Reporter Ken Barnes. The Local 1245 committee was composed of Brothers Jim Cross, Frank Dillon, Ken Barnes and John Hesselton.

Three hundred fourteen employees from the Line and Service Crews, Warehouse, Meter Department, Garage, Underground and Substation crews were contacted by the committee. Total funds collected amounted to \$2,060.30. During the 1953 drive solicitations from the same group of employees resulted in the collection of \$1,600.

Other departments of SMUD were solicited by committees from their own group. The union committee wishes to express their gratitude to all the SMUD employees who helped make the 1954 Fund Drive a great success.

Union wages make Christmas shopping a pleasure. Spend your Union Wages for Union Goods in Union Stores.

WHO WILL HELP YOU?

Did you know that the American Arbitration Association handled a total of 1830 Labor-Management arbitration cases in 1953—and most of them were DISCHARGE CASES?

If you are now a member of IBEW Local 1245, you know the answer. BUT—if you are not, ask yourself, "Who will help me if I am discharged by the Company I work for?"

Contact your IBEW shop steward and join today with the thousands of workers who are footing the bill to give you a voice in your working conditions and job protection.

All workers in the community, as well as on the job, benefit from the important and essential functions performed by Unions. Therefore, it is vital that all should share in the cost of providing these services.

ARE YOU A WEAK LINK?

Employees who are not members and who pay no dues are a weakness in any Union. The strength of IBEW Local 1245 depends directly upon the number of members who are in good standing in the Union. The Union representatives cannot meet your employer on a "man to man" basis unless that employer KNOWS that the Union has strength (in numbers) and full knowledge of the conditions.

The Union cannot enter into negotiations with your employer unless it has sufficient funds with which to operate. Union membership is NECESSARY to build strength.

Just how do you stand? Are you a member of Local 1245, carrying your fair share of the load, or are you a "weak link" in the chain?

Join today with the thousands of your fellow employees who need your added strength.

'Round and About

National Labor Relations Board reports, usually pretty grim these past few months, contained one encouraging note early this month. Physical, office and clerical employees, special representatives and salesmen of BROOKLYN BROOKLYN GAS CO., Brooklyn, N. Y., came into the IBEW with a bang. Result of the Board-conducted representation election showed 203 votes for IBEW, only 10 against. We're pleased to welcome these gas workers into our great International Brotherhood.

Seems as though a good many of our top-flight union members are retiring these days. The latest is Brother CHARLES MEYER KNUTHSON of De Sabla Division. The "hard-headed Swede," as he is affectionately known, became a gentleman of leisure at the end of October.

A Flume Repairman and Relief Sub-Foreman, Charlie worked for PG&E for 18 years. He has done



CHARLES M. KNUTHSON

plenty of hunting and fishing in the mountain country and plans to continue with that activity. But a little travel is scheduled first. Charlie plans to journey to Alaska to visit his son. The UTILITY REPORTER wishes Brother Knuthson the best of everything in the years ahead.

The district meeting held in Ukiah on Friday, November 12, was a good one. Members from the units at Fort Bragg and Santa Rosa joined with the boys at Ukiah for an interesting union meeting and a fine social. Research Director George Rice drove up from San Francisco to report on the recent decisions of the NLRB and their potential effect on our union.

The next joint meeting the boys plan is to be a dinner gathering for members and their wives. We know this too will be a real success.

A recent issue of the San Diego appropriate language.

Mr. Dooley Tells About Labor's Stand

EDITOR'S NOTE—The late, beloved American humorist Mr. Dooley (whose real name was Peter Finley Dunne) wrote this wonderful description of Labor and Capital in 1924.

"It was different when I was a young man, Hinni'say. In them days, capital an' labor was friendly, or labor was. Capital was like a father of labor; givin' it 'is board an' lodgin's. Nayther interferred with th' other. Capital wint on capitalizin' an' labor wint on laborin'.

"In them golden days a wurrakin' man was an honest artisan. That's what he was proud to be called. Th' week before illiction he had his pitcher in th' funny papers. He wore a square pa-aper cap an' a leather apron, an' he had his ar-rm around Capital—a rosy, binivilint ol' guy with a plug hat an' eyeglasses. They was goin' to th' polls together to vote fr' simple ol' capital.

"Capital an' labor walked ar-rm in ar-rm instead iv' havin' both hands free as at prisint. Capital was contint to be capital, an' labor was used to bein' labor. Capital come ar-round an' felt the ar-rm iv' labor wanst in a while, an' every year Mrs. Capital called on Mrs. Labor an' congratulated her on her score.

"Th' pride iv' ivry artisan was to wurruk as long at his task as th' boss cud afford to pay th' gas bill. In return fr' his fidelity he got a turkey ivry year.

"At Christmas time, capital gathered his happy fam'ly ar-round him, an' in th' prisance iv' th' ladies iv' th' neighborhood give him a short oration. 'Me brave la-ads, says he 'we've had a good year. (Cheers.) I have made a millyon dolairs. (Sinsation.) I attribute this to me supeeryor skill, aided by ye'er arnest efforts at th' bench an' at th' forge. (Sobs.) Ye have done so well that we won't need so many iv us as we did (Long and continyous cheerin'.) Those iv us who can do two men's wur-ruk will remain, an' if possible do four. Our faithful sarvints,' he says, 'can come back in th' spring,' he says, 'if alive,' he says.

An' th' artysans tossed their caps in th' air an' give three cheers fr' Capital. They wur-ruked till ol' age crept on thim, an' then retired to live on th' wish bones an' kind wurruds they had accumulated."

The Business Agent

(Reprinted from Oregon Teamster.)

This article is dedicated to the unsung hero of the labor movement—the Business Agent! His day to day activities, seemingly trivial and unimportant, rarely publicized and often maligned nevertheless constitute one of the most vital cogs in the machinery of Union functions. Without the business agent the performance of the necessary duties of the local union would be greatly hampered.

He must be a jack-of-all-trades and a walking book of knowledge. The federal and state law must be second nature to him. Any questions on Social Security? Ask the business agent! What about unemployment compensation? Ask the business agent! Where can you find a job for your brother-in-law? Ask the business agent!

However, his primary function is enforcement of the labor contract. He is an expert on every contract signed by the Union and in every contract that he polices is as familiar to him as his own name. And he sees to it that the employer and the workers abide by the terms of the agreement. In the course of a short period of time he may investigate and settle hundreds of grievances, the great majority of which would be routine and never get beyond the parties directly involved.

He is an organizer, constantly alert for new opportunities to bring to the unorganized the improved wages, hours and working conditions already enjoyed by his members. He knows that every person working for low wages and under poor conditions threatens the standards enjoyed by the organized.

His day is long. Eight hours of work per day is something he fights to get for others. He is "on call" 24 hours per day. Union meetings must be attended several nights per week and often on Saturdays and Sundays! "Policing" his jobs is a never-ending affair that must be constantly attended to.

His compensation? Broken down to a cents-per-hour basis, it is not too high. A wise person once said "Never hire a business agent on an hourly basis. The overtime would break you in a week." And he wasn't exaggerating too greatly.

As Union members, there is one thing for you to always keep in mind—the Business Agent is there to perform services for you. See to it that the rights and conditions guaranteed to you in your contract are not violated.

"What does he do in his spare time?" someone asks. My guess is that he catches up on some of the sleep he loses because of long hours and worrying over your problems.

Anti-Unionism Hit By Priest-Teacher

Little Rock, Ark.—The Rev. J. L. Twomey, regent of the law school at Loyola University in New Orleans, described anti-unionism as "one of the most dangerous forms of subversive activities."

Rev. Twomey said this is true because the reactionary forces that fight unions are, in fact, fighting against man's God-given and constitutional rights.

The Catholic priest pointed out that organized labor is the voice of the "small, inarticulate people" in our nation. He noted that Arkansas, with its so-called "right to work" law, ranks 47th among all states in per capita income. He said there is nothing Arkansas needs more than "a strong organized labor movement."

AFL's Flannery Gives Facts Behind the News

Harry Flannery, A. F. of L. radio commentator, is heard five nights a week over most Mutual stations. Flannery gives the facts behind the day's events. You can check your local newspaper for time and station.

You'll have better and more uniform results in baking if you have ingredients at room temperature when you mix them. They will blend more readily that way, too.

Research and Education Corner

THE NEW SOCIAL SECURITY LAW

The Old Age and Survivors Insurance law (known to most as Social Security) is vastly changed as a result of action of the 83rd Congress. These changes, in fact, represent one of the few acts of the Congress which has won widespread labor approval.

Said AFL President George Meany: "Perhaps the most gratifying aspect of this legislation lies in the fact that, at long last, the basic principles upon which the old age and survivors insurance system is based appear to have finally won acceptance on the part of both of our two great political parties."

"To the extent that this proves to be true, this action should safeguard the system against future partisan attacks."

Here are some of the changes in the law as modified by the 83rd Congress:

Millions more workers are brought under the protection of the social security law beginning January 1, 1955. These include self-employed farmers, clergymen, self-employed professional people (but excluding doctors, dentists and allied professionals), hired farm workers, household workers, employees of State or Local Governments, employees of the Federal government, citizens employed outside the U.S., employed fishermen and employed "homeworkers".

MUST HAVE S.S. CARD

If you know of someone who is now covered by the law, who does not have a social security card, advise him to get one without delay. Applications are available at every post office (Form SS-5) and can be mailed to the social security office nearest your home.

If you (or your wife) are self-employed, you will need your account-number card when you make out your social security self-employment tax report. This is a part of your individual income tax return.

BENEFITS INCREASED

People now receiving old-age and survivors insurance will have their monthly payments increased beginning with the check to be mailed in October. The minimum payment of \$25 is raised to \$30, and the old maximum payment of \$85 has gone up to \$98.50.

Families of retired workers and survivors of those who have died will also get increases. These will range from as little as \$3.70 to as much as \$29.20 per month, depending upon the number of survivors and their relationship to the deceased worker.

The new law increases benefit payments for workers retiring in the future in these three ways:

1. By counting earnings up to \$4,200 each year, commencing in 1955.
2. By dropping out some of the years of lower earnings (or no earnings) in figuring average earnings.
3. By using a new formula for figuring the worker's benefit from his average earnings.

EARNINGS LIMIT BOOSTED

Beginning in January, 1955, you can be paid old-age and survivors insurance even though you may earn up to \$1,200 in the year. Retired workers, 72 years of age or more, may accept their checks regardless of the amount they earn. And workers between the ages of 65 and 72 may still continue to draw benefits even though their earnings exceed \$1,200 per year.

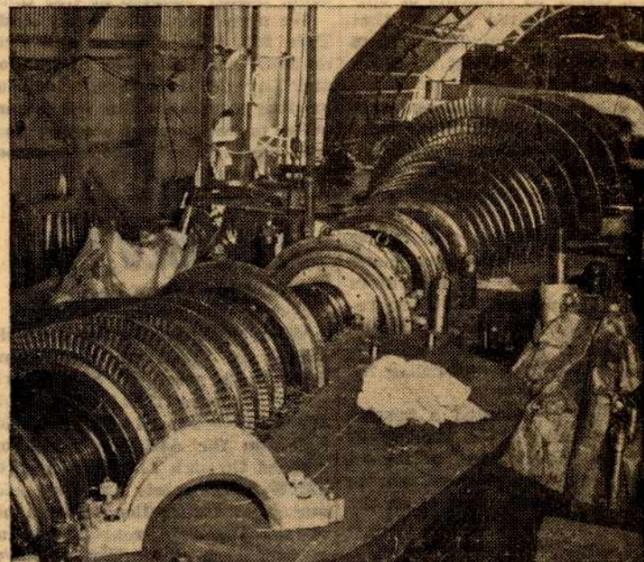
Here are some examples of the new monthly retirement payments:

Average monthly earnings after 1950	Retired worker	Worker and wife together (if both are 65 or over)
\$350.00	\$108.50	\$162.85
300.00	98.50	147.80
250.00	88.50	132.80
200.00	78.50	117.80
150.00	68.50	102.80
100.00	58.50	87.80
50.00	30.00	45.00

Best news for our PG&E members who will retire under the Company's pension plan negotiated with Local 1245 last year is the fact that these social security benefits are paid IN ADDITION TO the company pension. This is important to bear in mind when you compute your retired earnings.

Nearly all of us have some family member or close friend who will be affected by the changes in the social security law. Do a good turn—see to it that they are acquainted with the provisions of the new law—and that they receive all the benefits they are entitled to. If you have specific questions, drop in to your nearest social security office—or write a note to the Union office. We'll be glad to help you in any way we can.

IN NEXT MONTH'S ISSUE—we'll go into detail on the changes in benefits paid to survivors of a deceased worker—and the new benefit structure for disabled workers. Watch for this article—it may be of particular value to any of us.



WHAT THE INSIDE of a big steam turbine looks like. Enclosed in a specially-moulded shell when ready for operation, the turbine is turned by high-pressure steam blowing against the vanes. The turbine shaft is attached to the shaft of a generator and electricity is produced as it rotates. Steam pressure is 1,800 pounds per square inch where it enters the turbine. Picture was taken at the new \$80 million PG&E power plant at Pittsburg, Calif.

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

The number one objective of our union now is organizing the unorganized. During the past few years we have had to win elections, reorganize the operating and financial structure of the local union, engage in almost constant negotiations, try to iron out long-standing grievances and neutralize organized disruption.

We have been hampered in these endeavors by the lack of complete organization. In fact, it is a tribute to your officers, committeemen, shop stewards and business staff that good leadership has been available to do the job, notwithstanding the handicaps we have faced.

When we contemplate an organizing drive we must give careful thought to objectives and methods. Education along these lines must be part of any organizing program. When we must defend our existence we cannot effectively recruit new members. During our struggles many of us have actually developed defensive attitudes which must be shaken off before we can effectively undertake an aggressive organizing program.

The record of this organization

AFL Is Seeking an End to Discrimination And Segregation in U. S.

By WILLIAM BECKER
AFL Committee to Combat Intolerance

Inspired by a report from its executive committee summarizing the aggressive fight carried on by affiliated unions against discrimination and segregation, the American Federation of Labor, at its recent 73rd Convention in Los Angeles, adopted a number of important resolutions aimed at preserving civil rights and equality for all Americans regardless of race, color or creed.

In its review of the fight against bigotry and its companion, discrimination, the executive committee said:

"With the strong support and leadership of many of our local affiliates, notable advances have been made in a large number of local communities toward the elimination of discrimination and segregation. While the pace of progress is by no means equal anywhere, in community after community racial barriers have been removed in schools, public housing, places of amusement and recreation, local transit lines, motels, theaters and restaurants."

Among the resolutions passed by the convention in the field of civil rights are the following:

A resolution calling for the "elimination of the discriminatory clauses of the McCarran-Walter Immigration Act by revising the present unsound and unjust quota system, by re-establishing equality for all citizens, both native and naturalized, before the law, and exempting from deportation and prosecution former members of totalitarian organizations who have proved, either as residents or citizens of the United States, that they have become valuable fighters for freedom and against all kinds of dictatorship."

A resolution applauded and supported the United States Supreme Court decision against segregation in public schools and called on all groups to join in implementing the decision.

Passed a resolution that "labor will insist on fair labor procedures for teachers and administrators under the new code of unsegregated public schools."

Condemned jim crow housing in a strong resolution and called for its abolition.

Unanimously adopted a resolution reaffirming AFL support of the United Nations and calling on the United States Government to "utilize the United Nations in the future to a greater degree than it has in the past."

A resolution was adopted condemning the anti-labor voting record of Senator Joseph R. McCarthy and questioning "his sincerity as an opponent of Communism at home and abroad." The resolution carried with it a strong condemnation of Communism.

and the gains made during the past few years are things to be proud of. As we compile facts and figures relating to our accomplishments we find that we have a good product to "sell" to the non-member. We can take pride in our record—and we should do so.

When an employee who hasn't been with us in our efforts to improve wages and conditions asks, "What will the union do for me if I join?" we can offer logical and convincing arguments. When we ask, "What have you done to help the thousands of your fellow workers who organized the union and paid for the improvements you enjoy?" he has no logical or convincing justification for his non-participation.

There is an old European proverb that concerns a fellow who, when called on to help his brothers harvest the crop, declined to pitch in and work. He preferred to go fishing. When the crop was harvested a big feast was prepared. When the harvesters had gathered around the festive board this fellow was right there and asked, "Where is MY big spoon?"

Of course, not all non-members should be placed in this category. Some do not even understand what a union is. Others have never been approached and asked to join. Still others have had their minds poisoned against the union by a few malcontents and disrupters.

The job before us is difficult—but not impossible. Stewards and unit officers must have program and guidance. We have been developing this program for some time at the line officer level. Detailed examinations are being made concerning the extent and concentration of non-members. Lists of names, addresses and headquarters are being prepared. Bulletins, leaflets and other printed matter are being readied for use in advertising the record through use of factual data.

We believe that we offer an excellent investment in security. We believe a stable, well organized union must have broad and democratic participation if it is to do its

System vs. Division

(Continued from Page One)

matter of contract and the employer will be reluctant to remove them.

Should the majority attitude in the field favor a return to System-wide bidding, the Union will endeavor to negotiate a change. This important question deserves your thoughtful discussion at unit meetings during the next few months.

It is suggested that discussion of this matter be considered under the "Good of the Union" portion of the agenda where no motions are entertained. Thus, over a period of many meetings, we may become prepared to offer unit recommendations to the Negotiating Committee. The proper recommendations can then be presented just prior to the June 1956 contract reopening date, rather than being hastily adopted at this time.

We urge you to thoroughly study Title 205, "Job Bidding and Promotion," and Title 206, "Demotion and Lay Off Procedure," in your existing practices. You will be enabled to recommend changes that will benefit the greatest number of our members.

1912 IBEW Pact

(Continued from Page One)

collective bargaining sessions. When anyone tells you that the IBEW is "just an electricians' union," 42 years of history will easily disprove that myth. This, added to the record of system-wide unionism for ALL employees organized through Local Union 1245, IBEW-AFL, points up the pride our great International Union has always taken in representing all classifications of workers employed by public utilities.

Does spattering fat from a skillet annoy you. Then fit a collar of foil, about four inches wide around the pan. Use a double thickness of foil for the collar.

proper job. We believe such an organization is an asset to an employer rather than something to be afraid of.

When one believes in his or her union, is armed with the facts concerning a record of accomplishment, has plenty of determination, he or she CAN organize non-members. The officers, committeemen and staff representatives will help all they can. It remains, however, for the steward and the member on the job to sign up the non-member wherever he or she appears.

Our organizing program will go into effect on December 1st. Let's get the spirit of a united membership into action for "OPERATION ORGANIZING."

Salinas— Stewards Attend Day-Long Session

Stewards from several headquarters in the Coast Valleys Division devoted Saturday, November 13th to a Grievance Seminar.

The educational conference, conducted by Asst. Bus. Mgr. Verne Mitchell and Bus. Rep. Gerry Moran was held at Hotel Cominos, Salinas. Twelve shop stewards from Salinas, Monterey, King City and nearby areas were in attendance.

The changes in the new PG&E agreement, as well as its application to daily problems, were thoroughly discussed. The Grievance machinery provided by the contract was fully explained and a series of sample grievances were processed by the "students."

All the stewards agreed that the session was an excellent one and called upon the Business Office to continue with this type of educational program.

Judge Brandeis Said . . .

These are the words of the late U. S. Supreme Court Justice Louis D. Brandeis:

"I should say to those employers who stand for the open shop, they ought to recognize that it is for their interests as well as that of the community that unions should be powerful and responsible; that it is to their interests to build up the unions, to aid as far as they can in making them stronger, and to create conditions under which the unions be led by the ablest and most experienced men.

"A large part of all union activity today, and in the past, has been devoted to the struggle for existence; and that fact accounts also for a large part of union excesses. As nearly as possible, union existence should be assured so that efforts of the leaders might be devoted to solving the fundamental and difficult problems of discipline and organization and the working out of other problems of the trades."

The old farmer's grandson wanted to go to college and become a doctor so he could specialize in obstetrics, but Grandpop was against it.

"Why, sure as shootin'," declared the old man, "he'll spend all that time learnin' all about how to treat them there obstetrics—and then somebody'll find a cure!"

Insist on a Union Clerk when making your Christmas purchases.



"How come I'm diggin' holes again this week?"



Here are a group of shop stewards and active members of our Bakersfield Unit. The boys gathered at Carpenters' Hall recently for a day-long grievance training session conducted by Asst. Bus. Mgr. Verne Mitchell. They report the session was very well received and that the lessons learned will materially assist in more effective presentation of grievances.

These We Must Have Jobs, Equality, Homes, Health

Chicago.—Now that the election is over, labor must buckle down to the big job of putting across its program for the welfare of the country, AFL Secretary-Treasurer William F. Schnitzler declared here.

In an address before the convention of the American Federation of Grain Millers (AFL), Schnitzler emphasized that labor always has relied more heavily on accomplishment than on criticism of its opponents. He said:

"The American Federation of Labor is far more than a mere instrument of protest and opposition against injustices, inequities, and wrongs. This great federation could never have survived for its more than 70 years, nor could it have grown to its present stature, on such a negative platform.

"We have progressed because we have coupled our protests with programs for constructive action, because we have had something to offer to workers and to the public at large—something that met the needs and the aspirations of the people and the practical requirements of the times.

"The working people of America know what their problems and needs are. They know what they want and what they have a right to demand and to expect. A diet of second-rate slogans and second-best statistics may serve the purposes of a political campaign, but they will not long serve as a substitute for enlightened government.

"The working people of America want to go forward each year toward a better life. They have a right to demand the kind of government that will make it possible for them to do so.

"We want decent homes to live in, better schools for our children, and better medical care for our families.

"We want a higher minimum wage for our exploited brothers. We want more and better opportunities to earn a decent living—without having to break ties with home communities, uproot our families and travel hat-in-hand for

many miles in blind supplication for jobs that do not exist.

"We demand fair play from our government and an even break in our relations with our employers, without the vindictive intervention of a hostile agency in denial of our rights as free and equal citizens of this republic. We want a stronger, a more secure, and a more prosperous America, exercising its role of leadership in a responsible and non-partisan manner as the foremost of the free nations of the world.

"These pressing needs, these legitimate desires and these just demands constitute the heart of the program of the American Federation of Labor. All of our efforts must be dedicated to their fulfillment.

"In the pursuit of these objectives, we have less to fear from our adversaries than from our own default. In the long run, our progress will depend, not upon what those who oppose us do or fail to do, but upon what we do or fail to do in behalf of our own objectives."

Word Definitions

Now that the election is over, here are a few "political" definitions which you may enjoy:

POLITICIAN.—The only animal who can sit on the fence and keep both ears on the ground.

POLITICAL BEDEFELLOWS.—Those who like the same bunk.

POLITICAL SUCCESS.—The art of obtaining campaign expenses from the rich to get votes from the poor on the pretext of protecting each from the other.

STATESMAN.—(a) A dead politician. (b) One who lies awake at night thinking how he may do something for everybody; while a POLITICIAN lies awake at night thinking how he may do everybody for something.

U.S. Chamber of Commerce Opposes Union Collective Bargaining

The United States Chamber of Commerce continued its startling propaganda war on U. S. labor unions this month with release of the November issue of "Economic Intelligence," monthly organ of the national organization.

In direct contrast to positions taken by local Chamber of Commerce units throughout America, the national body blasted collective bargaining as a menace to the

welfare of America.

The U. S. Chamber sheet declared: "The purpose of collective bargaining is to destroy individual bargaining, to create a labor monopoly. This enables the labor leader consciously to withhold labor from work, to paralyze a company, an industry, or a whole community, and to insist upon terms suitable to himself and perhaps his followers."