



Here are some of the members who attended the District meeting held in Ukiah on April 1, 1955. Pictured, left to right, are: first row, Jack Lemas, Vaughn Graham, Adam Cornel, Oliver Harmon, Dick Lemas and Jerome Woerner; second row, Donald McDonnell, Don Petersen, James Little, Herman Angensand and Edward James; standing, Orman Gaspar, Bert Walters, Robert Meek and Bus Rep. Fred Lucas.

Wage Gain, Dues Check-off—

Members Approve Terms Of Sierra Pacific Contract

Unanimous approval of new contract terms and a rising vote of thanks to the Union's Negotiating Committee highlighted the special meeting in Reno, Nevada, on May 6th. Members from all parts of Northwestern Nevada and the Lake Tahoe area, employed by Sierra Pacific Power Company, were gathered for the Friday night meeting.

Details of the settlement include:

1. Across-the-board wage increase of 3 percent or 5 cents per hour, whichever is greatest, for all employees in the bargaining unit.
2. Additional wage adjustments of 6½ cents, applicable to all steps in the wage range, for Reno Plant Operators, and 1½ cent adjustment for the Chief Operator; these adjustments to be applied before the 3 percent increase is computed.
3. All wage adjustments to become effective May 1, 1955.
4. A check-off system permitting payroll deduction of union dues.
5. Establishment of limited travel for work performed outside of regular basic working hours.
6. An increase in the third shift premium from 8 to 9 cents per hour.
7. A guarantee of a full day's pay for probationary employees who report for work during inclement weather.
8. An improved "long hours" clause which provides "Any regular employee who has worked 8 hours or more between his regular quitting time and his next regular starting time, on regular work days, shall be entitled to a rest period of 8 consecutive hours upon

completion of such overtime work, provided however, that should the rest period extend into his regular work hours, the employee may be required to report for work at the end of said rest period for the remainder of that regular work period. He will, in any event, be paid at straight time for the said regular work period."

9. Mutual agreement on new shifts or changes in present shift schedules.

10. Overtime for the first 2 shifts in a 14-calendar day period due to assigning men to fighting ice on emergency shift schedules.

11. Vacation payment upon termination, except for proven dishonesty, up to a maximum of 10 days for those with less than 10 years and 15 days for more than 10 years of service.

12. Preferential rehiring for regular employees laid off due to lack of work.

13. Establishment of a new classification with an agreed definition of "Service Utilityman" with a wage rate of \$83.00 per week, plus the 3 percent general increase.

14. Agreement to establish a Union-Company Joint Safety Committee to operate within the framework of the contract.

15. Clarification of a number of contract clauses which were previously vague.

16. A 2-year term of agreement for all conditions with provision for a wage reopener on 30-days notice prior to May 1, 1956.

Union negotiators reported that all bargaining sessions were conducted in an atmosphere of courtesy and fairness. Local 1245 was represented in the negotiations by an employee committee including C. E. "Bud" Prime, Jr., Clerical Group, Oroville Owen, Gas Department and Louis Brown, Electrical Department. Assisting the commit-

tee were Business Manager Ron Weakley, Asst. B. M. L. L. Mitchell and Representative Al Kaznowski.

The Power Company was represented by President Frank A. Tracy, Vice-President F. G. Barnett and Treasurer H. P. Dayton.

Negotiations were conducted in Reno during the week of May 1st.

Oakland—

Cities Unit Set for Wage Discussions

Members employed by the cities of Berkeley, Oakland and Alameda, and Key System Electric Department are all concerned with wage talks this month.

The Key System Committee, composed of Brothers Mike Pagliassotti, Norman Walden and Research Director Geo. L. Rice, are scheduled to hold their first meeting with Key management on May 19th. The Union proposal, calling for a general wage increase, increased vacations, establishment of a health and welfare plan, and working condition improvements, has been furnished the transit company in writing.

Meanwhile, committees have been established among the members employed by the 3 East Bay cities to prepare demands for submission to the respective city councils prior to the beginning of the new fiscal year on July 1st.

The Municipalities unit will hold its regular meeting at Union headquarters on Tuesday, June 14th. All members are urged to attend this most important meeting. Refreshments will be served and a member of the Union Executive Board will be present to meet with the members.

The City of Alameda group is deserving of special commendation for their wonderful turn-out at the May meeting. More than 70 percent of members employed by the city attended the regular unit meeting! Well done, men!

Redding—

L.U. 1245 Presses For Citizens Utilities Pacts

Bargaining for an initial contract covering wages, hours and working conditions for employees of Citizens Utilities Company of California proceeds with renewed vigor this week.

Commencing on April 28, the union and management committees have devoted nearly every day to collective bargaining. The sessions will continue until a mutually satisfactory agreement is reached. As we go to press, it is reported that talks have been scheduled for the entire week of May 16th.

The union's committee is composed of employees of the company, in addition to International Local Union representatives. Included are Edwina Bush, Traffic Dept., Alturas; James Dwyer, Asst. Mgr., Susanville; Diane Hastings, Commercial, Redding; Al Hansen, Rep., and Intl. Rep. Della Moore and C. P. "Chuck" Hughes.

Citizens Utilities is represented by General Manager D. H. Steele, and Asst. Mgr. D. L. Oestreicher. It is also reported that Mr. Jacobson, from the parent company office in Greenwich, Connecticut, is flown to California to participate in the negotiations.

Bus. Mgr. Ron T. Weakley announced that he plans to join the

union committee in Redding in the immediate future.

Employees of the company voted overwhelmingly this spring to affiliate with Local 1245 in an election conducted by the National Labor Relations Board. There has been no certified bargaining agency on these properties in the past.

PG&E Steam Dept. Talks Proceed

Committees from Local 1245 and the PG&E met on April 28th to commence across-the-table negotiations on the job definitions and lines of progression for the Steam Department.

The meeting was largely devoted to a discussion of the proposals submitted by the Union and the written counter-proposals which the PG&E had prepared. Special emphasis was given lines of progression and related matter, such as job opportunity and training. New suggestions were introduced by both parties and are now being given consideration.

The next meeting will be held during the middle of May.

The Union committee is composed of Brothers Donald Hardie, Pittsburg Steam; Russell Stone, Moss Landing Steam; Carl Peterson, Kern Steam; John Wilder, Station "P"; A. R. Burns, Martinez Steam, and Asst. Bus. Mgr. Merv Walters.

The PG&E is represented by R. J. Tilson, Director of Industrial Relations; V. J. Thompson and Weyland Baumbreit of the Personnel Department; and W. D. Elston, Engineer, Steam Generating Department.

Kagel Hears 5th Arbitration Case

The fifth unresolved grievance to be presented to an impartial arbitrator was heard on April 29th, in San Francisco, by Mr. Sam Kagel, noted West Coast Arbitrator.

With Mr. Kagel as Chairman, the five-man board consisted of Union Representatives Fred M. K. Lucas and Elmer Bushby, while the PG&E Company was represented by R. J. Tilson, Director of Industrial Relations and Earl Foley, Personnel Supervisor of San Joaquin Division.

The present arbitration case involves the conditions of restoration of employment imposed by the PG&E Company upon an employee who applies for leave of absence.

It is expected that Mr. Kagel will render a decision on this case late this month. Full details will be reported in the next issue of the UTILITY REPORTER

Same Unit Officers at June Meetings

Members are urged to make special effort to attend the June meeting of their local unit, to insure a democratic selection of the officers who will serve you for the next two years.

As provided in our By-Laws, candidates for Unit Chairman, Recorder and Executive Committee must be nominated and elected at the June meeting on the odd numbered years. All officers are elected for two-year terms.

The Executive Board and Business Office urge you to cooperate with your fellow unit members in electing officers who will reflect credit upon our union and upon the trade union movement generally.

According to travel editors, you can save a heap of money vacationing in some of those exotic foreign places . . . that is, if you are rich enough to get there.

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Getting 2 Papers?

Office Manager Howard Sevey reports that several members have been receiving 2 copies of the UTILITY REPORTER each month.

If YOU are getting more than 1 copy, please tear off the address section of each paper you receive and mail it to Local 1245, attention Office Manager. This will help us to eliminate duplication in the mailing process—and result in a saving to the union.

That's Your Chair



AFL Secretary-Treasurer William F. Schnitzler (left) and AFL President George Meany (right) point simultaneously to the seat J. Scott Milne (center), newly elected 15th vice president of the AFL, will occupy in his capacity as a member of the Executive Council. Milne, president of the International Brotherhood of Electrical Workers, fills the vacancy created by the death of Daniel W. Tracy, former president of the IBEW.



The UTILITY REPORTER



RONALD T. WEAKLEY Editor
GEORGE L. RICE Associate Editor

Editorial Board: Frank D. Gilleran, President; George Wagner, Grace M. Baker, Herbert C. Macy, Frank Dillon, Howard H. Hill, Marvin Wagner, Ray D. Reynolds.

Published monthly at 1918 Grove street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, A. F. of L.

Entered as second-class matter January 22, 1954, at the post office of Oakland, California, under the Act of March 3, 1879.
 POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price \$1.20 per year. Single copies, 10 cents.

Constitution of Unity

The constitution just agreed upon by the Unity Committees of the American Federation of Labor and the Congress of Industrial Organizations is a model among world trade union documents.

In expression of ideals and aspirations, and in setting up machinery for the achievement of its worthy goals, the constitution is an historic statement that should be carefully read and studied by every trade union member.

Those who have opposed imaginary trade union goblins also might well read this constitution and learn the facts about American trade unionism.

The new federation charter, different in tone and expression from the old one, marks the great strides that have been made by the American labor movement since the AFL was founded 74 years ago.

The charter speaks, therefore, not so much about oppressors and oppressed as about "the achievement of ever higher living and working conditions," the "collective bargaining table," and the responsibility of the trade unions "to serve the best interests of all the American people."

It spells out some of the means of service: 1) opposition to any form of discrimination, racial or religious; 2) firm and quick action against any form of totalitarianism and against corruption in affiliated unions, and 3) continued efforts to try to prevent jurisdictional disputes through such measures as the antiraidering procedures.

The new document shows not only that history has been made, but points the way by which American working men and women can help shape future history for the best interests of all the citizens of this great Nation.

Edward P. MORGAN
says—

On Einstein

I like to think that one of the things that made Albert Einstein a genius among geniuses was his warmth as a human being. He was dismayed by the fame his wizardry brought him. Yet, while he withdrew, while his mind explored recesses of the universe that the rest of us cannot begin to understand, Einstein was no hermit hiding himself from the unscientific state of affairs we call civilization.

His concept that a fragment of matter could produce prodigious energy was one of the inspired calculations that led to splitting the atom and he was one of the scientists who told President Roosevelt that it was possible to make the atom bomb; in fact, he signed the note delivered to the White House which resulted in the major wartime experiment remembered as the Manhattan Project.

But after Hiroshima, Einstein said "atomic energy is not a boon to mankind but a menace." Still, he saw it as such a menace it might scare us into bringing order into international affairs.

He had the doubting, searching mind of the exploring scientist. "I never believed an axiom," he once said. He was appalled at the assembly-line standards that we apply to education. He feared that what he called the "holy curiosity of inquiry" was in danger of being strangled. ". . . This delicate little plant," he said, ". . . stands mainly in need of freedom." The fog of fear that has only begun to lift from American life caused Einstein to remark last Fall that he would rather be a plumber if he had to choose again because a scientist, a scholar, a teacher has less independence today than a plumber.

Is this an exaggeration of fact? Well, according to expert opinion, this man whose mind swept beyond space, couldn't have entered the United States under the immigration laws of 1955.

(This column is excerpted from the nightly broadcast of Edward P. Morgan, ABC commentator, sponsored by the American Federation of Labor over station KGO at 7 p.m., Monday through Friday.)

The Hatchet-Men Are at Work Again

Many union members probably feel that the Wall Street Journal hit the nail on the head with its typographical error on the American Management Association meeting in New York.

"With the help of techniques borrowed from the salesmen, the nation's personnel relations executioners are making an increased effort to trim operating costs, judging from a conference which opened here yesterday."

At Your June Meetings—

Nomination and Election of Unit Officers



New Senator—

Here is Senator-Elect **FRED S. FARR**, Monterey County attorney who won the 25th Senate District seat vacated by the death of Fred Weybret. **FARR**, a democrat, decisively defeated former Assembly Speaker **J. S. SILLIMAN**, the republican candidate.

A Carmel attorney who has often represented labor unions and individual members, **FARR** is widely respected throughout his home county. He will officially be sworn in to the State Senate on May 23, in time to participate in the final sessions of the legislature this year.

Numerous members of Local 1245 in the Moss Landing, Salinas, Monterey, Pacific Grove, Seaside and King City areas worked actively for Senator Farr in the campaign which was concluded on May 3rd.

Research and Education Corner

BLS Reports Gains in Spendable Earnings in West Coast Cities

A statistical report on gains in "real" or spendable earnings for workers in West Coast cities was issued this month by Max D. Kossoris, Regional Director, U.S. Bureau of Labor Statistics, San Francisco.

Purpose of the study is to measure the purchasing power of workers over the period 1940 to November 1954. Thus, all monetary figures of weekly earnings have been converted to 1947-49 dollars for which the Bureau's Consumer Price Index provides a convenient yardstick. Adjustments were also made to compensate for increased social security and federal income tax deductions.

While the study indicates the gain in "real wages" for production workers in the U.S. as a whole averaged 43 per cent during the 15-year period, the California picture is somewhat different.

In San Francisco, for example, the gain in spendable earnings amounted to only 28 per cent during the period. This is accounted for, in part, by the relatively high wage structure which prevailed in S.F. in the pre-war years. San Francisco factory earnings were 22 per cent above the national level in 1940, but the advantage

had shrunk to 14 per cent by November 1954. Gross factory earnings in S.F. averaged \$30.63 in 1940 but climbed to \$83.46 by November 1954. This compares with a national average of \$73.57 for the same month.

Los Angeles production workers, on the other hand, realized gains in real wages which approximate those for the nation as a whole. Starting with average gross weekly earnings of \$28.56 in 1940, wages have risen to an average of \$82.50 by November 1954. When converted to 1947-49 dollars, the difference in net spendable earnings amounts to about 41 per cent over the 15-year period.

The 15-page report, complete with statistical tables, is available from the office of the U.S. Bureau of Labor Statistics, Room 802, 630 Sansome St., San Francisco 11, Calif. Mr. Kossoris and the Bureau are to be congratulated for making available to unions, management and the general public this informative and useful study about the increase in purchasing power which our workers have experienced in recent years.

Help offset the one-party press, radio, TV. Support your LLPE!

Automation a 'Mixed Blessing' For AFL Electrical Workers

By HARRY CONN

WASHINGTON (PAI)—Automatic machinery, with its complex electronic makeup, has not been an unmixed blessing for the 625,000 members of the AFL Electrical Workers. While it has created jobs for some, it has cost jobs for others.

"Members of our union have as much to do with this new equipment as members of any other union," IBEW President J. Scott Milne told Press Associates. "The installation of it, the wiring for current to take care of automatic machinery in both new and renovated buildings have actually meant more work. A vast new industry is being built up by this new equipment.

"On the other hand, many of our workers in the utilities field and in production have found that this equipment has displaced them at their jobs. Automation has cost them and cost them heavily."

Milne was in his attractive but conservatively furnished office on the eighth floor of the IBEW Building. Behind him was a portrait of the late Dan Tracy, his predecessor as head of the big electrical union, who died recently.

"We can't be complacent about this new development even in those areas where new jobs are being created," Milne said with deliberate emphasis on each word. "Automation will come in every field—some of it slowly and some rapidly."

The IBEW head then pointed out how entire industries have been practically wiped out due to technological change.

"Take the case of the granite cutters," he said. "Forty years ago it was a major industry; the union was represented on the AFL Executive Council. Today there are just a scattering of granite cutters around the country. Technological changes and new processes have practically wiped out the industry. **'WE NEVER KNOW'**

"Right now I would say that the requirements of electricity would preclude such a thing happening to our industry. But we never know. We do know that we must take what steps we can to keep the electrical workers from being the granite cutters of tomorrow." Here's what the IBEW faces today:

"Automation has hit us extremely hard in the utility field," Milne said. "This has been particularly true in the substations scattered throughout the cities which are now automatically controlled from a central place. Some are controlled through telephone wire 'carrier current' systems where

generators are automatically cut in and out, raised or lowered."

The IBEW head estimates that approximately 40 per cent of the manpower formerly doing this work have been pushed out of the electrical industry entirely. In some localities, such as Vancouver, B.C., there has been a 100 per cent reduction in the work force.

"In steam power plants we have also been hit hard," he said. "In an average plant where we formerly had 50 workers on a shift—three shifts a day, seven days a week—we now have as low as 10 per shift. And in this category, too, I would estimate that 40 per cent of the manpower is being pushed out of the industry."

Milne called attention to what is happening to the office workers the IBEW represents. In one of the biggest units of office workers, Commonwealth Edison Co. of Chicago, almost 250 employees will be swept out of their jobs next July by "The Monster."

The Monster, the name given by the workers, is a T-shaped gray machine (five feet high and twelve feet long) containing more than 3,000 electronic tubes. It is called a digital computer by scientists. As one of its minor accomplishments, it can multiply 6,483,869,486 by 4,394,486,497 in four-thousandths of a second.

Commonwealth Edison will pay \$29,000 for the use of this Type 702 machine and with the reduction of its payroll of 250 persons expects to save \$750,000 a year.

"In the construction industry, labor-saving devices have been introduced," Milne said. "However, we have yet to feel the impact of them. The installation of new automatic machines has actually made more work.

"The same thing has been true on railroads with the introduction of diesels involving complex electrical work. But the time will come when automation will hit us in these industries, too."

WORKERS MUST BENEFIT

The IBEW official sat back in his chair, saying:

"There is one thing I want to make particularly clear. We have absolutely no objection to this new machine age. We are completely in favor of it, providing that the workers benefit thereby through shorter hours with an increase in weekly take-home pay.

"I firmly believe that in the end automation will bring better conditions for all of us. You see, as a Canadian who became a citizen of this nation in early life, I'm very much aware of this country and its early history. We weathered such storms as the introduction of the automobile. We can weather this new storm. We in the labor movement have a job, however, to protect those who work for a living."

"What is the IBEW program?" he was asked.

"Automation has been a subject of serious discussions in IBEW meetings. We feel that the immediate objective should be a 30-hour week and, as I said before, an increase in take-home pay.

"This increased pay is of particular importance, as we see it. It means that those who are working must materially increase the general purchasing power. This will create more employment in all fields. It's the fundamental approach. In some industries we intend to push for the guaranteed annual wage. But in many others we practically have GAW."

One real problem, Milne feels, is to make the workers realize what automation will mean to them.

"Most of our members just don't recognize the threat until they are actually out of work," he said. "In this respect I feel that the union has a pressing obligation to educate the members as to what automation means so that they will be better prepared to meet its accompanying problems."

Observe Safety Rules

'Round and About

The PHONE WORKERS' BULLETIN, published by Chicago's IBEW Local 399, seems to find our UTILITY REPORTER interesting. Noted that in their March issue, the editors reprinted three of our articles! We're pleased at this recognition—and extend our thanks to Local 399 for the credit lines they gave us.

Costly Politics!

The St. Louis POST-DISPATCH estimates that wealthy Texas oilman H. R. Cullen spent \$750,000 in the 1952 elections to help elect anti-labor candidates to public office. We note that Labor's League for Political Education, A. F. of L., which represents more than 10 million members, spent less than this amount in BOTH the 1952 and '54 campaigns. Total expenditures of the LLPE: 1952—\$249,257.92; 1954—\$485,081.66, for a grand total of \$734,339.66. Seems as though we'll have to do better at getting our yearly dollar to LLPE just to offset the expenditures of ONE wealthy citizen!

That Tax Cut

While on the subject of politics, interesting to note that California's Republican Senators Knowland and Kuechel both voted themselves a \$7,500 yearly salary increase. BUT—they both voted AGAINST the workingman's tax cut bill. That's the bill which would have given us a \$20 yearly tax cut, plus an extra \$10 for each dependent except spouses. Oh, well—this writer would have been \$40 per year richer had the bill not been defeated, but—he still doesn't begrudge the senators the raise to \$22,500 per year salary!

Getting the Journal?

The International Office is mak-

ing a concerted effort to see that every IBEW member receives his (or her) copy of the ELECTRICAL WORKERS' JOURNAL, our excellent monthly magazine. If you are NOT getting the JOURNAL, please advise your shop steward, business representative, or drop a card direct to the IBEW, 1200 15th St. N.W., Washington 5, D. C.

IBEW Wins Again

President Milne reports that the Brotherhood is winning NLRB elections all over the place. Recent victories include General Telephone Co., Muskegon, Mich.; Jeffrey Transformer Co., Santa Monica, Calif.; Lockheed Aircraft Plant, Marietta, Ga., and Kirkman Manufacturing Co., in Georgia. Congratulations to these new members on their selection of the IBEW!

Ford and G. A. W.

Our "spies" tell us that the United Auto Workers, CIO, will reach a good settlement with the Ford Motor Co. in the near future. Terms probably will add up to a 15 to 18 cent package settlement. Included will be triple pay for holidays worked, increased pension benefits, 8-hour call-in pay, a flat increase of 8 cents an hour, and a Guaranteed Annual Wage in the form of supplemental payments to unemployment compensation. We'll see how accurate our information is in the near future!

Restaurant Note

We've received word that the wholesale price of garlic will soon drop. This should be cheerful news to all operators of Italian-style restaurants—who purchase large quantities of garlic for seasoning of their culinary endeavors!



Dr. Robert Ziegler, director of the AFL Counseling Service in the Veterans' Service Center, interviews a veteran inquiring about GI benefits as Louise K. Loesch, secretary, takes notes. This service is free to all veterans in the Los Angeles area.

LOS ANGELES AFL UNIONS LEAD IN SOCIAL SERVICES

(EDITOR'S NOTE: The following article is an excellent example of the work of the AFL in the field of social services. The Los Angeles Central Labor Council is to be commended for this service which is outstanding in the country. We wish to thank Dr. Ziegler and his staff for this most interesting article.)

By DR. ROBERT ZIEGLER
Director of Veterans Service
Los Angeles Central Labor Council

Early in 1944, the Executive Board of the Los Angeles Central Labor Council, having recognized the need for special services, concessions, privileges and assistance to the returned servicemen and women, established its own Veterans' Employment and Rehabilitation Service, now known as the Los Angeles Central Labor Council Veterans' Service. This was the first service of its kind established in the United States. Vocational, educational, and occupational counseling and guidance for returned servicemen and women was provided without charge. As the influx of veterans grew in numbers, the staff was enlarged and the office became recognized by the Welfare Federation of Los Angeles and since 1945 the office has been operated jointly by voluntary contributions from the unions and an allocation of funds from the Community Chest.

VETERANS' SERVICE: employment and rehabilitation service. The very name indicates the nature of the services. Employment counseling and job placement; apprentice and on-the-job training, counseling and placement. Whatever other problems or difficulty a veteran may have, a sympathetic, eager ear listens and seeks the answer. Shortly after the office was established, programs were conceived, brought into operation locally and presented to our late revered President of the American Federation of Labor, William Green, for possible adoption by the entire AFL, which have saved the returned servicemen and women millions of dollars, assisted them in their reintegration into civilian life, created much good will. Veterans could join unions without paying initiation fees; could work first and pay financial obligations out of earnings; standard apprentice training programs required maximum age limits . . . veterans' ages were frozen as of the date of induction; disabled veterans were given even greater leeway; veterans preference was adopted by all International Unions. Sympathetic understanding on the part of officers and business agents readily brought adjustments when difficulties arose—generally the result of unusual war experiences. Recognition of the desire on the part of thousands of veterans for the attainment of skill resulted in more emphasis being placed on apprentice training. Especially in our Los Angeles area, we have seen great strides in standard apprentice training. Well over 10,000 veterans have been indentured in all standard apprentice training programs through our office. Many tens of thousands have been given employment. Thousands have been

assisted in every phase of rehabilitation. We have visited jails, penitentiaries, hospitals (medical and mental), assisted in court cases. We have been appointed parole or probation officer for many unfortunate veterans who, all too frequently as victims of circumstances beyond their control, became involved with the law. Review of bad discharges from the service, hospitalization, medical care, pensions or compensation, financial aid, legal aid, assistance in settling family problems, etc.

During the 11 years, May 1, 1944 to April 30, 1955, we have given nearly 280,000 services of all descriptions; we received nearly 130,000 incoming phone calls. This not taking into account the influence the office has exercised indirectly.

We have just issued our 11th annual report, for the fiscal year May 1, 1954 to April 30, 1955. The report indicates much needed services are in demand even now, years after the termination of World War II and the Korean conflict. It occurs to us that too many people, snug in their own lives—nice families, good homes, good jobs or professions—fail to realize the plight of less fortunate

people. Our office runs smoothly, avoids the spectacular, shuns publicity about its achievements, exists to serve, to alleviate suffering, to bring some measure of happiness and to make every effort to do its share together with a large number of member agencies of the Welfare Council of Metropolitan Los Angeles, to help those who cannot help themselves or teach them to help themselves. While we still have so many broken bodies and minds of those who fought to preserve our American democracy; while there are so many veterans of former wars confused, bewildered, unsettled and searching for answers to their many problems; while we have our hospitals filled to capacity and hundreds of sick and disabled waiting for admission; our neuropsychiatric hospitals filled to capacity—new, large 1,000-bed hospitals being added to take care of the many in need of treatment, new crops of the flower of our youth are being prepared for . . . repeat performance . . . Yes, they continue to flock to our office or call by phone. Our office, inspired and guided by the noble philosophy of the American Federation of Labor, believes that the only preventive, the only remedy for the world's ills is found in service to those in need of help, the banishing of suffering, providing opportunities for that right to "the pursuit of happiness."

Are You Disabled? New Benefits Are Available

The Utility Reporter presents, as a public service, the following information about Social Security which will benefit all members of IBEW.

Recent amendments to the Federal Social Security Act, including a total disability provision which may benefit you. This change in the law protects future benefits payable to you or to your survivors during the prolonged periods of physical or mental disability.

Increased payments may be made to you at age 65 or to your survivors after your death. The younger you are now, the more important this disability provision is to you. The provision is known as a disability "freeze."

To qualify for this disability "freeze" you should:

1. Be totally disabled now and unable to work.
2. Have a disability which lasted 6 months or more.
3. Been under 65 when disabled.
4. Have worked in employment

AUTOMATION

A handy, capsule, cut-rate definition of automation, synthesized by Labor's Daily from many sources, is this: In mechanization, a man thinks for the machine. In automation, a machine thinks for a machine. That is, in automation a machine digs a hole experimentally, measures it, decides it isn't the right kind of a hole, fills it up again and digs another hole.—Labor's Daily.

or self-employment under Social Security 5 years in the last 10 years before the disability began and 1½ in the last 3-year period before the disability began. (At least 5 years under Social Security).

Should you meet these conditions, you must file an application to freeze your benefit amount. Those over 65 can qualify if they were totally disabled before reaching age 65. Until June 30, 1957 your payments can be "frozen" as far back as January, 1942. After that date the Social Security Administration can only go back 12 months.

For example: John Doe worked under Social Security for wages in excess of \$3000 per year from January 1, 1937, through 1941. In January, 1942, he became totally and permanently disabled. He will be 65 in September, 1957. If John does not file a disability freeze claim, his payments will be about \$30.00 monthly. If he files his disability freeze claim by June 30, 1957, his monthly payment will be \$88.50. Should he die before age 65 after filing his freeze claim, monthly payments to his wife and minor children will be \$200 instead of \$45.00.

If you think you are eligible for this freeze provision or if you know someone who is, have the attached coupon completed and mail it to the nearest District Office of the Social Security Administration, or to:

THE SOCIAL SECURITY ADMINISTRATION

1509 Clay Street Oakland 12, California

SOCIAL SECURITY ADMINISTRATION DISABILITY INQUIRY

Name and Address

Social Security Number

Date of Birth

Approximate Date Disability Began

Railroad Employment After 1936?

Military Service After 1939?

THE NEW "AMERICAN PLAN"

The "open shop" is a term full of meaning for trade union members. It means:

- Non-union men on the job.
- Non-union wage scales on the job.
- Lower wages.
- Longer hours.
- The right to work only on terms set by employers.

Back in the 1920's the "open shop" was called "The American Plan." Now it is called the "right to work." Both terms mean the same thing.

The right to work in an open shop was preserved for the benefit of most big American employers until Congress guaranteed workers the right to organize under the Wagner Act of 1935. Only then did the American Plan cease to bear fruit.

Fifteen years of unparalleled growth for labor unions followed passage of the Wagner Act. But banking and business interests soon sought and found legal means to protect the "right to work" in an open shop when the Taft-Hartley Act became law in 1947.

Among the many injustices of the Taft-Hartley Act are two open shop provisions: first, workers are, with one exception, guaranteed "the right to refrain from" joining unions and from collective bargaining; second, by Section 14(b), all workers are, without exception, guaranteed the "protection" of state laws in exercising a "right to work" without joining unions.

Let us examine this new "right to work" carefully.

- Is it in the Constitution? No.
- Is it in the Bill of Rights? No.
- Can you use it to get a job? No.
- Can you use it to keep a job or to prevent you from being fired? No.
- Does it protect your wages, hours and working conditions? No.

The plain meaning of "right to work" laws is:

- Non-union men on the job when the employer wants them.
- Non-union wage scales on the job when the employer orders them.
- Penalties, fines and injunctions against any group of union workers who protest.

These laws ban the union shop even where the workers want it, even where the employer desires it, and even where all workers are union members.

This is why it is so important to defeat or repeal these infamous "right to starve" laws in every state in the Union and to wipe Section 14(b) of the Taft-Hartley Act off the books.

(Excerpted from an article by MARTIN P. DURKIN, President, AFL Plumbers Union and former U.S. Secretary of Labor.)

"Right to Work" Unrest

MONTGOMERY—Alabama Gov. James E. Folsom said here "There has been more labor unrest in the first three months of my second administration than there was in the four years of my first term."

The reason, he feels, is the "right-to-wreck" law which the Alabama Legislature put into effect. By "right-to-wreck," he was referring to the so-called "right-to-work" laws, that is, compulsory open shop for unions, other than lawyers, dentists, and others.

Governor Folsom had made the statement when he rejected a request to send the militia to assist strikebreakers in Birmingham, but ordered reinforcement of the state highway patrol there.

He said that he did not intend "to use the state militia as a strike-breaking organization."

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

There has been much in the news of late concerning Organized Labor's challenge to the industrial giants of the South. The situation reminds one of San Francisco in the early 30's, because there are strange developments and significant happenings involved in a number of the Southern strikes.

Around here, the working people just plain got fed up with the shabby treatment afforded them by the management and the result was the general strike of 1934. The South, however, was expected to continue to put up with economic and social ills—just because they always have. It is ironic but Southern attraction to industrial enterprise through "right-to-starve" laws and depressed wage rates, has resulted in a new concept of the division of wealth in the South.

Many reports indicate a general wakening of the Southern people to the fact that they are the goats when it comes to producing goods and services at low wage levels, while their cost is the same in the South as in the rest of the nation.

Railroad and telephone workers surprised some labor leaders by their determination to take their place as a recognized social and economic force in the Southern communities. There are moral as well as economic issues involved.

While the railroad dispute has been submitted to arbitration, to date the telephone strike goes on. With the A. T. & T. bitterly refusing to arbitrate on the one hand, support for the striking workers is mounting steadily on the other.

Many civic officials, judges and prominent citizens have demonstrated their sympathy for the cause of the strikers. Governor James E. Folsom of Alabama blames the compulsory open shop laws for "making the South a guinea pig and a test tube."

Judges, in many instances, have refused injunctions sought against the unions. Prominent citizens and even part of the Southern press are incensed over the arrogant attitude of Southern Bell Telephone.

Another significant item is the organizing drive of the Hotel Workers in Miami Beach, Florida. The plush hotels are being picketed by the employees who have long suffered almost unbelievable abuses in the midst of wealth and luxury.

Black Retires as PG&E President

PG&E's President James B. Black culminates 43 years of service with the nation's largest utility when he officially steps out as President on June 1, 1955. He will become the Chairman of the Board of Directors, a post which has been vacant since 1908.

Black, now 65 years of age, joined the Great Western Power Company, predecessor of the PG&E, upon his graduation from the University of California with a degree in Mechanical Engineering.

He became president of PG&E at the age of 45, and has led the company through its post-war \$1,500,000,000 expansion program, bringing the gross assets to around \$2,200,000,000. This is the greatest public utility expansion in the history of the industry.

Norman R. Sutherland, vice president and general manager, will be the new president. At the same time, on June 1, Robert H. Gerdes, vice president and general counsel and a director, will become executive vice president and general counsel.

Sutherland, like Black a native San Franciscan, formerly served as commercial manager, then San Francisco Division manager, then vice president in charge of sales, then as vice president and assistant general manager. He has 42 years of service with the company.

Gerdes, born in Oakland in 1904, graduated from the University of California Law School in 1928 and became assistant to the general counsel of PG&E the following year. His new post will give him responsibility over the firm's law, treasury, comptroller and purchasing departments and the office of secretary.

One kitchen man at the Roney Plaza Hotel reported working a 61-hour week for the paltry wage of 68 cents an hour take home pay. A 58-year-old maid at the Sea Isle Hotel reported earning \$5 a day for cleaning 17 large rooms.

Surrounding this is a very high living cost area. The poverty of these workers and their families is both obvious and a disgrace to a very profitable industry.

A request for an injunction against peaceful picketing was refused in the Miami Beach courts. Some of the management-inspired "incidents" have only produced an ex-convict scab who made the jail for drawing a gun on a policeman.

Other "incidents" in the Southern strike scene has been blown up in the nation's press. One striker was shot in the back of the head—in "self-defense," according to the guard who shot him. Reports of bombings, sabotage, etc. have come out of this struggle, but, in view of the magnitude of these strikes, a very small percentage of strikers have been involved in such incidents. What is lost in the press is the general orderliness and peaceful determination demonstrated by many thousands of men and women on the picket lines.

The Mail Bag

KNOW WHAT'S GOING ON!

April 18, 1955

Events that take place in Washington—or clear across the world today, may affect you and your family tonight. And as a worker and member of the American Federation of Labor, you know how vital it is to have these events interpreted objectively—with no bias in favor of one group or another. You know that it's important to you to have labor's viewpoint represented in the news.

EDWARD P. MORGAN is your man. He is your reporter.

Every Monday through Friday night at 7, KGO and the American Broadcasting Company bring you this distinguished and experienced news analyst in 15 minutes of news PLUS! EDWARD P. MORGAN explains in terms easy to understand the important economic and political developments here and abroad. He points out exactly what this means to you!

Remember, to be a good union member you should be an aware union member. To be a good American, you must be an aware American. We urge you to listen to EDWARD P. MORGAN—NEWS on KGO RADIO, 810 on your dial, every Monday through Friday night at 7.

Sincerely yours,
American Broadcasting Co.
277 Golden Gate Avenue,
San Francisco 2, Calif.
UNDERHILL 3-0077.

Hanna Is Named Apprentice Head

Charles F. Hanna, Mill Valley, was appointed Chief of the Division of Apprenticeship Standards, California Department of Industrial Relations, following retirement of Archie J. Mooney on April 30th. Hanna will serve at the pleasure of Governor Knight, who appointed him.

Born in Broadview, Montana in 1913, Hanna has been a California resident since 1922. A former business representative for the Carpenters' Local Union 1599 at Redding, Hanna has also served as delegate to the Redding Building Trades Council, the Redding Central Labor Council and the California State Council of Carpenters.

He has been Assistant Chief of the Division of Apprenticeship Standards since 1948. Prior to then, he has served as Area Supervisor and Field Representative.

Mooney had served as Chief of the Division since its creation by the Legislature in 1933. He is widely known and respected by all segments of labor and management in California. He is a resident of San Francisco.

We are particularly interested in what happens to the workers in these Southern service industries. All three of the aforementioned disputes involve workers who serve the public. Principles of law are being established in the Southern courts. State and federal seizure is being contemplated in the Telephone strike. Compulsory arbitration is being talked about. The "bigness" of A. T. & T. is being discussed as an issue.

When this wave of economic power struggles is over, it very probably will result in a betterment of the conditions and wages of many Southern workers. Good and bad laws will, no doubt, be enacted. But, in the final analysis, a new day is coming for the so-called "Sleepy South" and the workers who produce its goods and services.

Large economic unbalances in our nation are unnatural and, like water seeking its own level, so will economic areas tend toward equality. When industry "runs away" to a cheap labor market area, inevitably the union organizer will appear on the scene. Self-organization blossoms and all the laws designed to render workers impotent and helpless will not stop organization for social and economic improvement.

All of this affects the working people in the nation's areas where higher wage levels and standards of living are being threatened by depressed, unorganized areas, which furnished dangerous competition in the market places. While out here, we like to think that we are a bit more settled down, we must remember that some 20 years ago the same struggles beset us.

Perhaps some day the responsibility for treating workers decently and giving them a just share of the income they produce will become a universal principle of all industry. In the meantime, we see the battle raging in the South which always breaks out when workers seek dignity in the midst of oppression.

Milne Elected AFL Vice Pres.

J. Scott Milne, president of the International Brotherhood of Electrical Workers, was elected 15th vice president of the American Federation of Labor at the spring Executive Council session. The vacancy was created by the death of Daniel W. Tracy, former president of the IBEW.

Milne has the distinction of having served in every official capacity with the IBEW. He became its president a year ago when Tracy resigned. He joined IBEW Local 125 in Portland, Ore., in 1918, and later became business manager and financial secretary of the local. In 1929, he was international representative; in 1936, vice president in the Ninth District, and in 1947, international secretary.

The new AFL vice president has been active in behalf of the labor press for some time. He is president of the International Labor Press Association.

Swap Column

24 VOLUME SET, ENCYCLOPEDIA BRITANNICA, with 1952 and '53 year books, a dictionary and walnut book case, all perfect condition; original cost over \$400; to swap for \$225 cash. Contact: Grace M. Baker, 2044 Alameda Way, San Jose. CH 3-2923.

WANTED!

CONTRIBUTORS TO THE SWAP COLUMN, to swap for good will, a better and more interesting paper, and a chance to trade a useless item (to you, that is) for something which you will find useful and enjoyable.

(EDITOR'S NOTE: The "Swap Column" is open to any member of Local 1245, free of charge. Simply send in your swap item, giving your address or telephone number for contact purposes. The UTILITY REPORTER will print your item, reserving only the right to edit or shorten your copy.)



JOHN F. HENNING, Research Director for the California State Federation of Labor, addresses the gathering at the dinner which marked the conclusion of the 8th Annual State AFL Educational Institute. Also pictured, l. to r., are JOHN HUTCHINSON, Labor Programs Coordinator, Institute of Industrial Relations, University of California; ARTHUR CARSTENS, Institute of Industrial Relations, UCLA; THOMAS L. PITTS, President, California State Federation; HENNING, and WILLIAM DEAN, Vice-President, Santa Barbara area, California State Federation. This week-long affair was held at the Miramar Hotel, Santa Barbara.



Here's another group pictured at the commencement dinner of the AFL Educational Institute in Santa Barbara. L. to R., Mrs. BOBBE CAMPBELL DORSEY, Democratic candidate for State Assembly last fall; GEORGE DORSEY, Editor, the Santa Barbara Star; JOHN DONAVAN, Printing Specialties Council of the Los Angeles AFL; a delegate from the Sugar Workers Union, and our own ED CHAVALD, Local 1245 delegate from Lafayette. Research Director GEO. L. RICE, on the business end of the camera, hurried back to the plate of good food!

Martinez— Retiring Member Will Be Honored

Brother Lewis E. Holden, who will retire from service with the PG&E Company in July, will be honored by his fellow unionists at a dinner next month.

Martinez Unit No. 2313 has planned a gala dinner party for Friday, June 10 at the Midway Restaurant, located on Clayton Road in Concord.

Holden, who is highly regarded by all his fellow members, is an Insulation Mechanic at the Martinez Steam Plant. Fellow members at the steam plant will be glad to furnish details of the dinner—and sell you a ticket.

Our Third Year

This is the first issue in the third year of the life of our UTILITY REPORTER. Our paper has emerged regularly, once each month, during this critical period of the development of Local 1245. We continue to have shortcomings, and we freely admit this. It is the constant aim of the Editorial Board and the editors to improve the quality and readability of the paper. But, we can only do so much without your constant help and encouragement.

There is a continuing need for reports from the field—from you. We know that you want to help to improve our little journalistic effort. And you can do just that.

We have said it before, but—we'll say it again. The newsy bits of information must come from you who are readers. When something happens in your community—drop us a line and tell us about it. These bits of information, which have a bearing on the lives of our members, have proved among the most popular items in the paper. We want to continue to please our readers, but, we simply must have your help to do that. How about it—will YOU send in an item for our next issue?

Patient: "Doctor, are you sure this is pneumonia? Sometimes doctors prescribe for pneumonia and the patient dies of something else."

Doctor, with dignity: "When I prescribe for pneumonia, you die of pneumonia."



DR. ROBERT BRADY, University of California Professor of Economics, is pictured addressing delegates to the State AFL Educational Institute. His topic: consumer economics—or, how to get the most for your money! Other interesting topics discussed at the week-long Institute included: credit unions, automation, effective public speaking, health and welfare plans, pension plan administration and Union Meeting Conduct.

Educators from the University of California, both Berkeley and L. A. campuses, worked with AFL leaders to make this the best educational institute thus far presented.

Local 1245 was represented by Asst. Bus. Mgr. MERT A. WALTERS, BRO. ED. CHAVALD, of Lafayette, and Res. Director GEO. L. RICE.

TB CRASHES TV

A series of TB programs on television, entitled "With These Weapons," is being presented by Station KQED, Channel 9, on Monday evenings from 8 to 8:30.

The films, with titles such as "Unsuspected," "Fair Chance" and "Inside Story" were produced by the San Francisco Health Council in coordination with KQED and the San Francisco Tuberculosis Association.

For information you can't afford to miss about the disease, tuberculosis, we heartily recommend this series.

Deepest part of the Atlantic is nearly six miles, in the West Indies near Puerto Rico.