



## Oldtimer Honored

Brother C. E. "DOC" AMES fingers the 35-year IBEW membership pin just given him by Bus. Mgr. RON WEAKLEY at an informal dinner held this month in Oakland. "DOC," who has served the Union for several years as shop steward and Trustee, retired from service with the P.G. & E. Co. this month.

At the extreme left is MRS AMES, who, admitted "Doc," has been just as effective a worker for trade union improvements as he has.

Brother BENNY HEALY, seated at the right, was one of several San Francisco Division friends of "Doc" and Mrs. Ames who attended the dinner held in their honor.

## Florida Hotel Strikers Waging Grim Battle

There's a colorful little card above this writer's desk which proclaims, SMILE! BECAUSE LIFE IN FLORIDA IS WONDERFUL! Issued by the Florida Power and Light Company, the cards were distributed to delegates at the 1954 convention of our International Union.

Life in Florida is NOT wonderful, however, for everyone there. It is certainly far from wonderful for the thousands of hotel workers in Miami Beach, who have been out on strike for the greatest part of this year.

Workers in the billion dollar Florida beach hotel industry finally revolted against long hours, miserably low pay, and animal-like treatment accorded them by management. They joined the Hotel and Restaurant Employees International Union and sought to improve their working conditions through collective bargaining. Management would have none of that. The industry representatives got together and agreed among themselves to refuse to recognize the union. Thus far, they have held to their agreement.

Hotel owners have received major assistance from the courts of Florida. Since hotel workers are not under jurisdiction of the Labor Management Relations Act, they have only state legislation for protection of their right to organize and bargain collectively. Florida has a so-called "Right-to-Work" statute on its books, and this law was NOT designed for protection of the workers. Thus far in the 7-months strike, nearly every management legal action seeking injunctions, restraining orders and rulings forbidding or limiting picketing, has been granted by the Florida courts. Strikebreakers have been recruited and most major hotels continue to operate.

The union, however, has not been idle. AFL President George Meany has placed the full legal, financial and moral resources of the AFL at the assistance of the strikers. Hotel and Restaurant Employees International Union President Ed S. Miller has declared that the union will never cease waging this strike until union recognition has been granted. The strikers, in full agreement with

their International union, continue to patrol what picket lines are still legally permitted to operate—and to organize more and more Miami Beach hotel workers into the union to support the strike.

According to representatives of the California Hotel Workers Union who have journeyed to Miami Beach to assist in the conduct of the strike, the morale of the hotel workers is very high. They realize that future efforts of workers in the deep south to organize into unions will be directly affected by the outcome of their strike. They are in no mood to call it "quits" and return to their jobs on the arbitrary and unreasonable terms of—

(Continued on Page Eight)

## DECOTO PIPE IS 100% UNION

Just a few weeks ago only 12 of the 49 physical employees of the Decoto Pipe Yard of the Central Supply Department were members of Local 1245. Today, thanks to the hard work and perseverance of volunteer teams of organizers, the pipe yard crew is 100 per cent Union!

The organizational work, led by Shop Stewards Ed White and Edgar "Andy" Anderson of East Bay Division, is graphic proof of what can be done by the members themselves when they have the interests of complete union organization at heart.

Brother White reports that, once contact had been established with employees of the pipe yard, the organizing work then entailed home calls, discussion with wives of employees, and explanations of various contract clauses which were of interest to the men. New member Bob Vasilovich of the pipe yard, said White, was most helpful to the volunteer organizers by helping them point out the benefits of good union organization.

The 37 new members signed up by the hard working stewards will be initiated into Local 1245 at the regular meeting of the Hayward Unit, set for Friday evening, October 28th. East Bay Division members who desire to attend will be welcomed at the unit meeting.

## Job Security, Productivity, Safety— West Utility Unionists In Pioneer Wage Studies

Utility Union representatives from California, Nevada and Arizona spent a busy Sunday at Hollywood-Roosevelt Hotel on Oct. 16, analysing factors which bear on present and forthcoming contract negotiations. Major interest was centered on a comprehensive survey of wages, working conditions and fringe benefits which apply in 23 operating companies and utility districts in the Tri-state area.

The cooperative effort of all participating utility unions in the area has produced economic and statistical data which was compiled in the offices of Local 1245 into one of the most comprehensive studies ever undertaken by Western utility unions. All data was prepared by Bus. Rep. Elmer B. Bushby of IBEW Local 1245, based upon information furnished by IBEW, UAWA-CIO and ICWU-AFL Unions in the Tri-State area.

An appropriate companion study, a review of wage increases granted during 1955 by a cross-section of utility companies throughout the nation, was distributed by the Utility Workers, CIO. The Annual Wage Review was prepared by National Representative Edward T. Shedlock in cooperation with the Research and Education Department of the UAWA National Office.

Negotiators and Union officers present at the Conference were unanimous in their praise for the studies, pointing to their value in union educational work and collective bargaining.

Serious attention was given to reports concerning automation, increased productivity and safety conditions as they apply to the job security of utility workers. The tremendous increases in the generation of electric power during the past few years, with relatively small increases in the working forces, was cited as an example of the trend of productivity increases in the industry. In one electric company, it was reported, electric generating capacity has increased by 500 per cent while the work force involved has increased only 15 per cent during the same period.

A U.S. Senate Committee is now investigating the effects of automation on the working force, it was reported. Scientists and research engineers have estimated that if all automatic devices now known were put into effect, nearly four-fifths of the present work force could be eliminated!

Representatives present were warned to give consideration to both the political and economic aspects of these trends. In addition to attention to such factors as the

need for more adequate termination pay, shorter work week and increased job security, we must recognize the need for Congress to give its attention to social legislation which will protect the economy of the country and the living standards of the working people.

The Conference participants

agreed to devote the major emphasis of the next gathering to the subjects of financial standing of utility companies, and their ability to pay substantial wage increases, and the need for new concepts of safety training and enforcement to protect the lives of utility workers.

Following designation of Howard A. Pursell, Utility Workers Local 246, CIO, of Long Beach, as Chairman and Geo. L. Rice, IBEW Local 1245 as secretary, the Conference established January 22, 1956 as its next meeting date.

The Hollywood Conference was attended by delegates from every union of utility workers in the Tri-State area.

## L.U. 1245 Helps Crusade Drives

With the annual fund raising drives of the various United Crusade agencies now going full blast in all parts of the country, reports from the field indicate that Local 1245 members are holding up their end nicely.

For the first time, Crusades in the Bay Area have united and are working cooperatively under the

title "United Bay Area Crusade" to raise more than \$10 million.

In the Richmond Line department, Brother Charles Galyean, Local 1245 member of the Labor-Management team, reports 100 per cent participation. That's a fine record for every other department to shoot for!

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## Stewards Meet At San Francisco

On September 24, 1955, a Seminar was held in the Monterey Room of the Sir Francis Drake Hotel for Shop Stewards and interested members of Local 1245 I.B.E.W. Assisting one another in the presentation of this program were John M. Lappin Jr. of the San Francisco Division, Gerald W. Moran of San Jose and Coast Valleys Divisions, and Geo. L. Rice, Director of Research and Education for the Local Union. Among those attending were: Dorwin E. Robinson, Policy Committeeman from San Francisco, Anthony Zammit of the Steam Department, John Dettmer of the Gas Department, John Wilder of the Steam Department, Harry Reich of the Steam Department, Bradford M. French of the Electric Underground Department, Raymond "Spike" Ensley of the San Mateo Line Department and Jess Urrea of the San Jose Division Gas Department.

Brothers Lappin and Moran report that many good ideas have been developed from the written

comments which were solicited from the members who attended, and will be incorporated in future Seminars, the next one of which will be held in Eureka on Saturday, October 22, 1955.

Also in attendance at the Seminar were: Ronald T. Weakley, Business Manager of Local 1245, IBEW, and L. L. Mitchell, Assistant Business Manager in charge of the staff of Local 1245, both addressed the members in attendance at the Seminar.

Typical comments of Stewards in attendance were: JESS URREA, "Let's face it—we need more educational work, plus training on Union affairs. There can never be too much. Times change, so we should keep pace with them." "SPIKE" ENSLEY, "This is my 3rd Seminar and from everyone of them I've come away feeling that I have gained a great deal of knowledge. Always seem to find something new and constructive. My only suggestion is that they be held as often as possible."

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Here's the San Francisco group that attended a day-long Steward's Seminar at Hotel Sir Francis Drake on a recent Saturday. A report on the Seminar, and list of names of those present, is printed elsewhere in this issue.

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# The UTILITY REPORTER



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## Profits, Dividends Go Up

Major financial institutions in the U.S. are reporting that corporation profits rose to the highest level of the past four years during the first six months of 1955. National City Bank of New York reports that corporation profits after taxes were 31 per cent higher the first half of this year than during the same period of 1954. Dividends to stockholders, too, are going up.

The U.S. Department of Commerce advises that dividends reported paid during the first half of the year amounted to more than \$4.6 billion. That's eight per cent above last year's similar period, and 13 per cent above the 1953 half-year figure.

In the same period, however, the U.S. Department of Labor reports hourly wages in manufacturing have increased only 3.3 per cent, from an average of \$1.80 to \$1.86 per hour.

Putting together the picture of high profits, prices and increased productivity, Al Epstein, Economist for the International Association of Machinists, AFL, commented:

**"Many corporations with profits and productivity at near-record levels can certainly afford wage increases. The facts show that wages have lagged far behind profits. The wage increases would be a shot in the arm as well for farmers. Undoubtedly working families would buy more farm products to reduce the huge surpluses now depressing farm prices.**

"It is only when the workingman shares fairly in the general benefits of productivity, instead of industry taking the lion's share, that prosperity is genuine. The lesson of the 20s was that working people and farmers must receive their fair shares if the nation's economy is to remain stable." Thus Mr. Epstein, an outstanding Labor Economist, is quoted in "The Machinist."

These reports, of course, do not mean that all companies made high profits. Some actually lost money, as happens every year. But on the average profits are at record levels.

Farmers and workers are not so well off, comparatively speaking. Prices received by farmers at mid-July had fallen 23 per cent below their high point of February, 1951. That means that farmers aren't in a position to buy as much of the goods produced by industrial workers as they used to be.

While cost of living figures issued by the U.S. Bureau of Labor Statistics indicate that the price index has held rather constant, there are those who argue that the surveys do not reflect the true picture of living costs.

In any event, all indications point to some rather sharp increases in many price structures in the coming months. We may be sure these price increases, in the main, will be passed on to the consumer. That's us, Brother!

**The handwriting is on the wall. In order to maintain our present living standards—and to seek constant improvements—we must begin to think in terms of substantial wage increases obtained at the bargaining table. Most of our major utility contracts will be open for negotiations in the next few months. Our task—and it is the task of each and every one of us—is to build our strength so our voice may be heard with greatest possible effect at the bargaining tables.**

Peaceful collective bargaining is our way of obtaining changes in wage rates and working conditions. But the bargaining committee and the officers must be representative of YOU if they are to meet with real success.

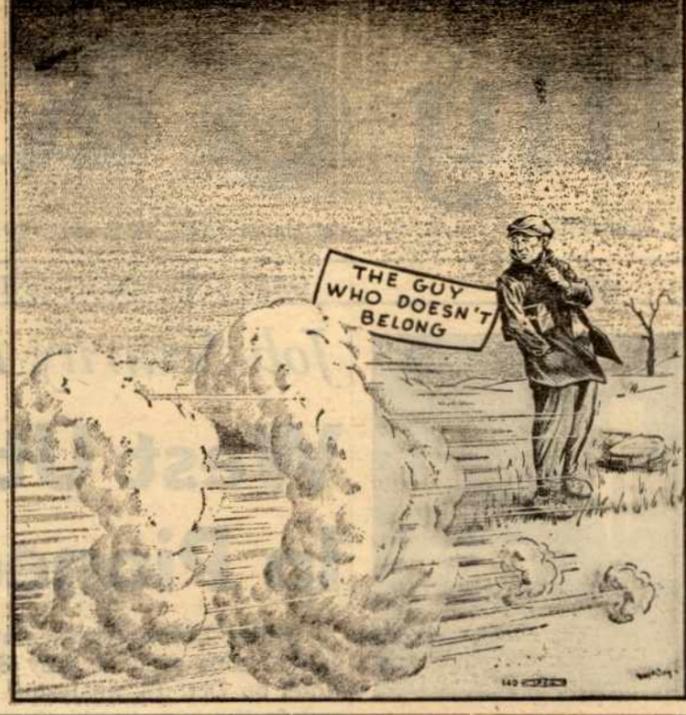
It is up to you to make your wishes known. The best way to do that, in the coming months, is to take an active part in your unit, get every "free rider" in the union, let everybody know how you feel about wages—and give full support to your officers and committee when a majority program has been adopted.

## Political Action Pays Off!

A dramatic demonstration of the value of political action by labor groups may be found in a brief analysis of the impact of the new \$1.00 per hour federal minimum wage.

The U.S. Bureau of Labor Statistics estimates that the wage gains to U.S. workers—will come to \$560,000,000 annually! These gains, of course, will go predominately to workers at the bottom of the economic ladder.

**One fact stands out with great clarity: the organized labor unions of the U.S., working through their legislative**



## Want to Be a Business Agent?

Some comments on union leadership by George Hardy, International Vice President, Building Service Employees International Union, AFL, really impressed us. We'd like to pass some of them on to you, with apologies to Brother Hardy for our editing and shortening of certain paragraphs.

"We need leaders who have guts. Too many leaders just do not have guts, and we use this word advisedly. They just haven't got it to stand up to the bosses. They are afraid of their own shadows.

"We like to pick a man (for business agent's positions) who has worked with the tools of the trade. We like these people better because they know just what it means to feed their families on a pay check which never is large enough to meet all the needs of the family.

"Once we get a man like this, we begin to train him; but remember, before he actually is a producer, before he is an asset to the union, the union must invest in this organizer several thousands of dollars and at least three years of experience in the field. After this training, the man or woman might have the qualifications or he or she might not.

"First, he must know the labor laws well enough so that your union will not be sued for its entire treasury because of some wrong program or action.

"Second, he must have a background of bookkeeping. Union records are important; members are entitled to certain basic benefits and gratuities when they join, and in the Building Service our death gratuity is a study in itself.

"What about the training period? How do we train our future leaders? Perhaps the best method we know of is training on the picket line. We say the picket line because it is the life line of labor, and it will either make or break your union. Anyone who pickets day after day realizes that a strike is very serious; he realizes first hand that the strikers have their livelihood at stake. They must be fed and housed and their families taken care of, all during the strike. This training will either make or break future labor leaders.

"Then, he must understand the contract. A contract is a study in itself.

"Grievances are man-sized tasks for any union representative. No two grievances are the same. Many times, the union must prepare for arbitration, and, in arbitration, you either have the facts on your side—or you lose.

"Then there's negotiations—negotiations, where every word must be carefully thought over before

being spoken, can either mean an extra cent or a s'rike. The grasping of the facts to win that extra penny for our members sometimes takes weeks of meetings, and then, when some member gets up and says, 'this is a phoney deal, a sell-out,' the business agent feels like jumping off the top of City Hall.

"Next time you talk to your business agent, find out where he was last night. Contrary to the belief that he was in a bar, you will probably find that he was at a union meeting, or checking his membership on the job. Watch the next day—you will find him on the job, doing his work, taking on another problem in the never ending battle to improve your standard of living and to help make this place a better nation to raise your family and those who will some day come after you."

(Our thanks to SERVICE UNION REPORTER, official publication of BSEUI Local 399.)

## Eagles Have Good Views on Labor

(CFLNL) Support of the guaranteed annual wage, higher wages for the American working people, and a shorter work week were all endorsed by the 57th annual convention of the Fraternal Order of Eagles, held recently in Milwaukee, Wisconsin.

The F.O.E. delegates voted unanimously for:

1. Extension of the guaranteed annual wage and urging of state legislatures to gear GAW payments with state unemployment benefits.
2. Higher wages so that the great mass of workers can buy what the highly productive factory system is turning out.
3. A shorter work week so that people have more leisure time to enjoy the fruits of their labor.

The Eagle delegates also called for greatly increased unemployment compensation, a reservoir of public works programs at federal, state and local levels which could be put into operation whenever unemployment threatens, and modernization of the social security law, including an earlier retirement age to encourage older men to leave their jobs sooner.



representatives and fair-minded Congressmen, carried this fight for an increase in the federal minimum wage. The members of our unions financed this battle to help their less fortunate fellow workers—by their union dues payments and their voluntary contributions to Labor's League for Political Education.

Who says that labor unions and their members aren't concerned with social justice? And who says that Labor in Politics doesn't pay rich dividends to the working men and women of our nation?

## It's a Law

By GERALD W. MORAN  
 Did you know 5 times as many workers die from caving ditches, trenches and excavations than from other construction work? (In proportion to number of disabling injuries)

Out of every 37 excavation workers receiving disabling injuries one dies. This is not a pretty picture.

Many of these injuries could be avoided by following the rules outlined by the Division of Industrial Safety, Department of Industrial Relations, State of California.

This is the law on Trench Construction:

**Hard Compact Ground**—Trenches 5 feet deep and over 8 feet long must be braced at intervals of 8 feet or less.

**Filled or Unstable Ground**—Sheeting must be provided, and must be sufficient to hold the material in place. Longitudinal-stringer dimensions depend upon the strut and stringer spacing and upon the degree of instability encountered.

**Running Material**—Sheet piling is required for trenches four feet or more deep. Longitudinal-stringer dimensions depend upon the strut braces, the stringer spacing, and the depth of the stringer below the ground surface. Greater loads are encountered as the depth increases, so more or stronger stringers and struts are required near the trench bottom.

California's **Trench Construction Safety Orders** give **Minimum Requirements Only**. They distinctly specify that trenches in filled, saturated or unstable ground must be sheeted to an extent adequate to hold the material in place. It is the employer's responsibility to see that employees are not injured from caving ground.

**DON'T GAMBLE WITH DEATH. PLAY SAFE.** Don't bet your life on soil conditions. Experienced construction men offer this advice:

1. Beware of disturbed ground.
2. Take special precautions where moisture is present.
3. Guard against caving hazards caused by vibration and heavy loads from highway traffic.
4. Guard against material that softens when exposed to air.
5. Protect all men in trenches at all times.

Recent accidents prove it can happen here:

On or about October 12 an employee of P. & E. Construction Company was killed near Centerville in a cave-in. P.G.&E. employees had been working in this same ditch within 2 hours of the accident.

On October 12, 1955, an Auburn P.G.&E. gas worker lost his life in an unshored trench only a little before lunch time. This cave-in could have been prevented with proper shoring.

Bakersfield, General Construction employees working in an unshored trench near Bakersfield were more fortunate. On October 5, 1955, one employee suffered an injury.

**DON'T LET THIS HAPPEN TO YOU. THE SHORED DITCH WILL SAVE A LIFE. IT MAY BE YOURS.**

(Editor's Note:) The purpose of this column is to be interesting and informative to the membership and their families. It has often been said that Law is a very complex procedure and that only a lawyer can interpret what it means. This is all too often the case. But on the other hand there are facts that deal with the law that are clear and to the point. It is through this column that the membership will be informed about the Laws that affect their lives and the lives of their loved ones.

Watch this column next month for the Law on transporting of men.

### LOOKED BAD AT FIRST

A man telephoned the police to report that thieves had been at work on his car.

"They've stolen the steering wheel, the brake pedal, the accelerator, the clutch pedal and the dashboard," he complained.

The police sergeant said he would investigate. Then the telephone rang again.

"Don't bother," said the same voice—this time with a hiccup. "I got into the back seat by mistake."

# Unit Chairmen in Historic Education Conference

## 112 Attend From All Areas; Event Draws High Praise

In a "first of its kind" gathering, Unit Chairmen from all areas of the jurisdiction served by Local 1245 convened at Dwinelle Hall, University of California at Berkeley on Saturday morning, Oct. 1, for a 2-day Conference for IBEW Unit Chairmen.

The 112 participants were welcomed by Mrs. Margaret S. Gordon, Acting Director, Institute of Industrial Relations of the University. Mrs. Gordon praised the Union for its foresight in scheduling educational conferences of this nature, and reported briefly on the services available to labor unions through the Institute of Industrial Relations of our State University.

The welcome of the trade union movement was extended by Robert S. Ash, Secretary-Treasurer of the Alameda County AFL Central Labor Council. Brother Ash, a member of the Community Advisory Council of the University, spoke of the growing interest in union educational programs on the part of labor organizations and of the excellent relations which prevail between the labor groups and the University's Institute of Industrial Relations.

George L. Rice, Director of Research and Education for Local 1245, and Conference Coordinator, then introduced Union President Frank Gilleran and the members of the Executive Board, all of whom were in attendance. Guests present were Int. Executive Council Member Charles Foehn and Ninth District International Representative Henry Hayden.

Some of the flavor of university campus life was noted by the Unit Chairman as they walked across the campus to the cafeteria where luncheon was served. Despite the attraction of throngs of gaily dressed coeds, the University Band and the Saturday afternoon football game at Memorial Stadium, all participants found their way back to the conference hall for the afternoon sessions.

The general session commenced with a discussion on "The Unit Chairman and Union Leadership," led by Conference Coordinator George L. Rice.

"We have gathered here this week end on the beautiful Northern Campus of our State University to work cooperatively together to make Local Union 1245 a better, a stronger, a more effective trade union," said Rice. "Working



**JOHN HUTCHINSON**, Labor Programs Coordinator for the Institute of Industrial Relations, presents a certificate to **LESTER R. REDDIG**, from Davis Yard and Warehouse of General Construction. **LOYD MYERS**, Fresno BTC Council Bus. Mgr., is seated at left, foreground.

in conjunction with staff members of the Institute of Industrial Relations of the University, we will bring you some of the techniques which may prove useful in the discharge of your trade union responsibilities," he stated.

"You men and women—a most important segment of the front line leadership of Local 1245—must necessarily bear the brunt of the unit leadership responsibilities," Rice continued. "Included in these are the tasks of encouraging union organization and transmitting information so that our members may make intelligent decisions—decisions based on all the factual information it is possible to develop and communicate to you."

### Stripp on Parliamentary Rules

Dr. Fred S. Stripp, Associate in Speech at the University, was then introduced. He proceeded to lead a highly interesting and informative discussion on "Parliamentary Procedures and Effective Public Speaking."

Dr. Stripp opened the discussion by stating, "Democracy in America is not indestructible. Fascism or Communism could happen here. But the chances of either one replacing democracy are reduced as voluntary organizations practice democracy at the grass roots level. In the old New England town meeting of the mid-18th century, and in the union meetings of the mid-20th century, American people have done just that—practiced democracy at the grass roots level, Paul Hoffman, President of the Ford Foundation," Dr. Stripp continued, "called our voluntary organizations 'the greatest phenomenon of American Democracy.' Dr. Richard Armour, in his little verse 'Organized Effort' says, 'Father has a business group, mother has her clubs, Sister's in the Brownie troop, and brother's in the Cubs. Everyone is organized, everyone belongs. Badge and card and pin are prized, so are grips and songs. Here's the basis of my rhyme, the burden of my poem; try to find a single time, when everyone is home.'"

"The question is often asked," said Dr. Stripp, "and I know this because my wife often asks it, 'Why do you bother worrying about parliamentary procedure? Who wants to listen to dry stuff like that, and what do you have it for anyway?'"

Proceeding then to give a series of examples, often highly entertaining, of meetings conducted on a haphazard basis without the use of parliamentary rules, Dr. Stripp effectively answered his own question. Conference participants were impressed, by the use of examples, of the advantages of conducting a meeting according to established rules of order.

### Ten Commandments of Parliamentary Procedure

Following an interesting true or false test on parliamentary rules, Dr. Stripp set forth his "ten commandments of parliamentary procedure." Briefly stated, they are:

1. Parliamentary procedure is made for man—not man for parliamentary procedure.
2. Justice and courtesy must be extended to all.



Conference participants from the Marysville area inspect a display board of Union contracts at Union Headquarters during the 2nd day of the Unit Chairmen's Conference.

Bus. Rep. **GENE HASTINGS** is 4th from the left, while Policy Committee member **FRANK MORAN** is at his immediate left.

3. The majority rules. The minority, to exhibit good faith, must seek changes through orderly procedure.

4. The rights of the minority must be protected.

5. Full and free discussion must be allowed. Motions limiting debate or forcing a vote require a 2/3 vote to protect the right to be heard.

6. Take up only one thing at a time in the meeting.

7. Motions have a logical order of rank or precedence. Learn it.

8. The simplest procedure should be used to get the job done.

9. The membership must know what is going on; thus, the chairman should announce the content of each motion, and explain each subsequent step in voting.

10. Power must be derived with the consent of the governed.

In his summary, Dr. Stripp praised the value of two books on parliamentary procedure, written by Mrs. Alice Sturgis, and urged that each unit secure copies. (Editor's note: The books, "Learning Parliamentary Procedure" and "Standard Code of Parliamentary Procedure," are available through the Union office at the reduced price of \$5.51 for both, including tax and postage.)

In his lecture of "Effective Public Speaking," Dr. Stripp stressed that the essence of public speaking is communication with the people to whom you address your remarks.

He discussed, and gave demonstrations on practical aids for a speaker, topic such as the correct posture to avoid becoming unduly tired, the proper use of the "middle muscles" in projecting your voice, and the most appropriate manner of looking at your audience.

"Don't worry about gestures with your hands," said Dr. Stripp. "Just do what comes naturally to you and you'll be all right."

And, on the manner of speaking, he stated, "Think about what you plan to say before you start to speak. Get your facts straight in your mind—and you'll present them in good order."

"Try an occasional 'attention getting' remark for the opening of your speech. Once you have the attention of your audience, keep them attentive by being interesting and intelligible."

The Unit Chairman agreed, following Dr. Stripp's presentation, that effective speaking was not quite so fearsome as they had once thought. And, in the sessions that

followed, it was evident that many were giving practical application to the lessons learned, without delay.

### Workshop Sessions

During the late afternoon period, the Conference participants were divided into four groups for workshop sessions dealing with meetings of the unit executive committee and the unit membership meeting itself. Each group had as co-chairman, a Union representative and an observer assigned from the Graduate department of the University. Union chairmen were Bus. Reps. Gerald Moran, Alfred M. Hansen, W. Scott Wadsworth and Roy D. Murray.

Following the hour-long workshops, the Graduate student observers met with Dr. Stripp and Conference Coordinator Price to evaluate their findings. Their comments included five favorable findings and seven recommendations for improvement of unit executive committee and membership meetings.

On the favorable side were the following comments:

1. A genuine desire on the part of all Unit Chairmen to improve their knowledge of meeting conduct was noted.
2. Their interest was high and they were obviously sincere in their work.
3. The ability potential of the Unit Chairmen was rated very good.
4. The unit leaders in each of the four workshops had done commendable jobs of conducting the sessions.
5. There was exceptionally fine participation by all in attendance at the sessions.

Recommendations for improvement of meetings included the following:

1. More preparation of an agenda, and better understanding of the material presented, would be helpful.
2. Study of all reports and communications before the meeting by the executive committee would give them more thorough knowledge of the subject matter.
3. The use of genuine union issues in all education and practice sessions would eliminate the "horseplay."
4. Chairman should strive to use a combination of good humor and good trade union issues to hold interest in the meetings.
5. A parliamentarian should be appointed for each unit.
6. The Unit Executive Committee (Continued on Page Four)

## Covering the Conference

This special supplement to the UTILITY REPORTER has been prepared in an attempt to disseminate as widely as possible the information presented at the Conference for IBEW Unit Chairmen, held on Oct. 1 and 2, 1955.

Your editors hope that members, and their wives, will take the extra time required to read this section, even though some of the articles are longer than those we usually present.

The benefits of Union educational programs are difficult to evaluate with any degree of accuracy unless the information gathered from workshops and seminars is given the widest possible distribution. We invite your comment, critical or friendly, about this report on our latest educational activity.



Part of the participants at the Unit Chairmen's Conference are shown here, seated in the auditorium of Dwinelle Hall at the University of California. 112 Unit Chairmen, Executive Board members, Policy Committeemen and staff representatives spent Saturday and Sunday brushing up on such subjects as Parliamentary Procedures, Effective Speaking and Union Communication.



Prominent visitors to the Unit Chairmen's Conference were International Representative **HENRY M. HAYDEN**, on left, and International Executive Committee member **CHARLES J. FOEHN**. Brother Hayden is assigned to the Ninth District office and Brother Foehn also serves as Business Manager of IBEW Local 6 in San Francisco.

# Berkeley Conference Is Unionism At Its Very Best

(Continued from Page Three)  
tee should meet, apart from the unit membership, to plan a good, lively agenda.

7. Keep the business of the meeting on items of interest to all members. Individual issues should be referred to the shop steward, the business representative, or other appropriate person, for discussion after the general membership meeting is over.

## Automation is Topic For Discussion

All Conference participants were transported by bus from the University campus to Spenger's Fish Grotto in Berkeley for a dinner session. Principal speaker was Mr. Cyril P. Atkinson, Assistant Professor of Engineering Design at the University, who's topic was "Organized Labor and the New Technology."

Said Professor Atkinson, "The philosophy of the American economy has been to insure the well being of all members of our society. To continue to do this, the products of industry must be made available to the workers through increased wages and leisure time. "If this is not done," continued Prof. Atkinson, "we may find ourselves in the position we had in the 1930's. Overproduction and underconsumption can cause our economy to shrink as the national product becomes less and less."

"As automation is introduced the number of workers required for production goes down," he stated. "It is estimated that, where automation can be utilized, we will need only one-fifth of the present work force to match present production."

Among other significant points raised by Prof. Atkinson were:

1. All workers displaced by automation cannot become maintenance people. Retraining is very important and cannot be overlooked by

unions—but it alone cannot solve the real problem. Unions must push for shorter and shorter working hours, with higher pay, to aid in the solution.

2. Use of atomic energy is the probably answer to the demand for some type of replacement for organic fuels. Breeder reactors have been developed which can now convert uranium into radio-active plutonium without the costly procedures formerly needed. Atomic fuel, which is now somewhat cheaper than gas fuel, means that power plants are going to change.

3. Engineers believe that, by 1956, 50 percent of all new installation of electric generating plants will be atomic powered. Electronic controls in these plants will be replacing the men who formerly did the manual process type of work.

4. The Guaranteed Annual Wage, or some form of improvement of unemployment compensation, is necessary. This, together with shorter hours and higher pay are vital to the maintenance of our economy.

5. It now appears possible that one-half of the country's industry may be automated during the next 25 years, and, with productivity increases of from 300 to 500 percent, we will need no more than one-fourth of our available working population.

In concluding his address, Professor Atkins said, "All of us unions, scientists and business, must move toward the solutions I have mentioned this evening. If we do that the worker 25 years from now, can look back on the conditions of today as we today look back on the conditions during the Luddite period of many years ago." (Editor's note: Luddites were roving bands of workers, during the period 1811-1816, who destroyed new machinery and factories on the theory that progress toward mech-

anization had to be halted or they would all lose their jobs.)

Conference coordinator Rice then opened up a "round table" discussion of "Effective Union Communication."

In his opening remarks, Brother Rice urged that Unit Chairmen think of "communication" as a two-way street—with ideas, information and suggestions constantly coming in to Union headquarters, as well as a continuing outflow of factual information and data from the Union office to the membership. Rice declared that the unit meeting is "the most important tool" for all of us to use in receiving and transmitting information for the enlightenment of our members and the good of the union.

Unit Chairmen participated in the general discussion around the topic of "communication." Some of the comments and suggestions offered by Chairmen from various areas of our jurisdiction are interesting to note.

Bro. Walt Kaufman, Fresno, suggests that the "Utility Reporter" occasionally present picture stories of the Union headquarters operations to acquaint members with the work of the Union staff.

Bro. Fillmore Gregory, Auburn, commended the editorial in the September issue entitled "The Unionist's Wife," and urged each member to "communicate" with his wife and family by bringing pertinent union information to his home.

Bro. Jim Grass, Department of Pipe Line Operations, commended the Union's business office for the great amount of information distributed to unit officers and stewards. Communication breaks down, he reported, in the attempts of some stewards and unit officers to disseminate the information to all members in their areas. He urged each unit officer to devise way and means to get all available information, in digest form where necessary, to the entire membership.

Bro. Frank Moran, Marysville, urged that the Union Executive Board note the unit executive committee minutes and advise units as to their value, or lack of it.

Bro. Len Chastain, San Luis Obispo, urges that steward's submit written reports on all grievances as an aid to communication. He also suggested that any member making a motion at a unit meeting be urged to submit the content of his motion in writing to aid the recorder in keeping the minutes orderly.

Bro. James Martin, Concord, recommended that Unit Chairmen send written reports to the education department of Local 1245 regarding ideas, suggestions and problems that are discussed in the field.

Bro. Robert O'Lincoln, Martinez, suggested a series of articles in the "Utility Reporter" to bring departmental problems to the attention of the entire membership. He also urged that members take their copies of the Union newspaper and the International "Journal" to their local minister, priest or rabbi, as a Union public relations gesture.

Bro. Leo Callahan, Merced, suggested that short educational workshops be established in the field to "sharpen up unit officers" on parliamentary procedure. He urged that stewards make it a special point to keep the bulletin boards posted with the latest information from the business office.

Following adjournment of the evening session, all unit officers were transported to their hotels in Oakland.

A report on the features of the Sunday sessions is contained elsewhere in this special supplemental, under appropriate title headings.

A complete resume of the Conference proceedings has been prepared by the education department of Local 1245 and distributed to every Unit Chairman in our jurisdiction. It is hoped that these reports will be discussed at the next meeting of your unit, to "spread the word" to as many members of Local 1245 as possible.



Participants in one of the 4 workshop groups listen attentively while one of their members makes a point. This session took place at Dwinelle Hall on the University of California campus at Berkeley.



Labor Programs Director JOHN HUTCHINSON of the University's Institute of Industrial Relations presents certificate of Local 1245 and the Institute to EN WHA CHOI, Electrical Engineer from Seoul, Republic of Korea. Bro. Choi, a member of the Electrical Workers Union in Korea, has been a frequent visitor to Union headquarters during his visit to the U.S.A.



Here's another group of Conference "students" hard at work on their notes while listening to a speaker. This group studied with Panel "B," under chairmanship of Bus. Rep. ALFRED M. HANSEN, who may be glimpsed, seated 2nd from the right.

## Attending Chairmen's Meet

Here is the complete list of Unit Chairmen (or their substitutes if unable to attend), Policy Committeemen, Union Officers, Staff Representatives and guests who attended the CONFERENCE FOR IBEW UNIT CHAIRMEN on October 1 and 2.

- Walter A. Kaufman—Fresno
- Alfred Kaznowski—Bus. Rep.
- Harry P. Kelly—Wishon Power House
- Harry J. Kessler, Jr.—Sacramento Utility Dist.
- Walter G. Kreusch—Barstow
- John M. Lappin, Jr.—Bus. Rep.
- Lester Liddicoat—Lodi
- James G. Little—Ukiah
- Fred M. K. Lucas—Bus. Rep.
- Perry E. Lykins—Colusa
- Patrick F. McEvoy—East Bay and Central Supply
- Clifford J. McMahan—Humboldt
- Herbert C. Macy—G. C. Exec. Bd. Member
- Ed Marliani—Jamestown
- James Martin—Martinez
- L. C. Middlekauff—Castro Valley
- L. L. Mitchell—Asst. Bus. Mgr.
- Frank E. Moran—Colgate
- Gerald W. Moran—Bus. Rep.
- Roy D. Murray—Bus. Rep.
- Loyd Myers—Sec.-Bus. Mgr., Fresno Bldg. and Const. Tra. Council
- Addis O'Connor—San Jose
- Robert O'Lincoln—Walnut Creek
- John B. Osborne—Paso Robles
- Herbert Owens—Alturas
- Dean Pennebaker—Marysville
- Donald I. Peters—Watsonville
- Carl L. Peters—Bakersfield
- Bill Poole—Marysville
- Lester R. Reddig—Davis
- Harry Reich—S. F. Steam Dept.
- W. J. Reid, Jr.—Woodland
- Ray D. Reynolds—Central Area Exec. Bd. Member
- George L. Rice—Dir. Res. and Edu.
- Elmer Ritsch—Stockton
- George E. Roberts, Jr.—Chico
- Dorwin E. Robinson—S. F.
- Benjamin F. Rodgers—Santa Maria
- John Root—Santa Cruz
- Howard M. Sevey—Office Mgr.
- Milton Shaw—Salinas
- Vernon J. Thomas—Auburn
- Francis J. Uschmann—Soledad
- John Vierra—Novato
- W. Scott Wadsworth—Bus. Rep.
- Marvin C. Wagner—Southern Area Exec. Bd. Member
- Mert A. Walters—Asst. Bus. Mgr.
- Gerald F. Watson—Shasta
- Ronald T. Weakley—Bus. Mgr.
- Wendell Wilson—Manton Power
- Paul W. Yochem—Bus. Rep.
- Anthony Zammit—San Francisco
- Albert A. Allen—Caribou
- Lewis E. Anderson—Eureka
- Grace M. Baker—Recording Sec.
- Charles A. Beach—Oakland
- Robert Bevers—San Joaquin
- Thomas N. Baker—Paradise
- Donald S. Bolyard—Marysville
- Louis Bonino—Alameda Bureau of Water and Power
- James Branstetter—Shasta
- Elmer B. Bushby—Bus. Rep.
- Harold E. Buss—Oakdale
- Franklin Butler—Sacramento
- Leo Callahan—Atwater
- David D. Carpenter—McArthur
- Leonard Chastain—San Luis Obispo
- John S. Chirrick—Taft
- En Wha Choi—Seoul, Korea
- Clarence E. Collier—Oroville
- John P. Conley—Garberville
- H. P. Connolly—Santa Rosa
- George E. Davis—Salinas
- John Dettmer—San Francisco
- Frank J. Dillon—Vice President
- James D. Dwyer—Citizens Util. Co.
- Ray Ensley—Sunnyvale
- Oscar Fellin—North Bay
- Shirley Field—Charmichael
- Charles J. Foehn—Business Mgr., Local 6, SF
- Frank D. Gilleran—President
- Eugene C. Glorvigen—Vacaville
- Rogelio Godinez—Susanville
- Francis E. Goss—Bus. Rep.
- Donald E. Grandstaff—Chico
- James W. Grass—Dept of Pipe Line Operations
- Fillmore Gregory—Auburn
- Clifford R. Hagle—Los Banos
- Raynold W. Hamp—Placerville
- Alfred M. Hansen—Bus. Rep.
- Henry Hayden—Int. Rep.
- Eugene F. Hastings—Bus. Rep.
- William D. Heathorn—De Sable
- John A. Heselton—Sacramento
- Jean T. Hiam—San Jose
- Jerry Hicks—Marysville
- Howard H. Hill—Northern Area Exec. Bd. Member
- Robert K. Hudson—Hayward
- Robert W. Irwin—Shafter
- Edward A. James—Bus. Rep.
- Svend C. Jensen—Napa
- Dennis H. Jones—Monterey
- Arthur M. Justis, Jr.—Emigrant Gap
- George W. Kaiser—Sierra Pacific Power Co.

## The Mail Bag

### International Brotherhood of Electrical Workers

910 Central Tower, 705 Market St., San Francisco 3, California  
Mr. Ronald T. Weakley, Bus. Mgr. I.B.E.W. Local 1245,  
Dear Sir and Brother:

I was very happy to attend the meetings held at the University of California October 1 and 2, 1955.

The Local Union officers and staff show foresight in bringing together all Unit Chairmen and Officers for educational purposes and round table discussion of the many problems associated with Union activity. It is a well known fact that we learn from one another and we often learn unconsciously. The job of Union leadership is to see that the Union not only survives but progresses.

Many important and interesting subjects were discussed during the two-day sessions and I take this opportunity to comment briefly on one in particular which a majority of the Unit Chairmen discussed. It was the "free rider." Only a very small minority of Union contracts allow a man to "ride free" at the expense of others. I could sense the unfairness and bitterness expressed by our loyal members in the field. In exchanging views we heard directly from the grass roots of our Union of their concern to deal with a most troublesome condition; a condition which is against the unwritten law of men everywhere of a small minority being allowed to share in the benefits of banding together without sharing the responsibility and small cost.

Thank you again for inviting me to participate in the meeting, and I feel sure that the benefits obtained will make IBEW Local Union 1245 a better and more cooperative overall unit to serve all members.

With best regards,  
Fraternally,  
/s/ HENRY M. HAYDEN,  
International Representative.

The Utility Reporter

Dear Sir:

I would like to take this opportunity to thank Business Manager Weakley for inviting me to attend the Unit Chairman's Conference which was held at the University of California Oct. 1 and 2, and also to compliment George L. Rice for the way he set up the Unit Chairman courses.

It was certainly inspiring to see over 125 members of the different Units from 1245 attending the general meeting and the different sections learning parliamentary procedure and how to conduct local Unit meetings.

I think more locals who have Units within their organization should take a lesson from Local 1245 in regard to educating their members on how to hold constructive meetings.

I was certainly glad to receive a diploma along with the other members of Local 1245 who attended this Conference. I wish more officers of other Unions could have had the opportunity of attending these classes as I had, and I know they would have received as much benefit from the Conference as I did.

I think Local 1245 should keep up the good work, particularly on this educational program as the more education the members receive the easier it is for the officers to handle their organization and thereby give the members good service.

Fraternally,  
CHARLES FOEHN,  
Business Manager,  
Local Union 6, IBEW  
Member, International  
Executive Council,  
IBEW

Your Heart Association says: "Your 'symptoms' may or may not mean heart disease. Don't guess and don't worry. See your doctor and be sure."

# Conference Is Step To a Secure Future

Business Manager Ronald T. Weakley, addressing himself to the question of "The Future—Where do We Go From Here?", made the final presentation at the Unit Chairmen's Conference on Oct. 2.

"All through the story of our growth as a union," said Weakley, "we find that we are continually involved in coping with forces outside of the narrow scope of employe-employer relationships. The courts, administrative bodies, boards and other law enforcement agencies have a great bearing on our activities. Also, the rest of organized labor, our International Union, and the general public affect our decisions. It is the responsibility of your officers and the business staff to be aware of these outside influences and to evaluate them in connection with our program. It is also our responsibility to attempt to influence outside forces to act in the best interests of our people."

In setting forth several points of future program, Weakley advised:

"Using this Conference and the lessons drawn from the past, you as leaders can spur organization. This is a must before we can do anything for anyone. You know that organization has paid off and you can prove it with facts and figures. Remembering the terrible price of being unorganized and disunited, you can prove the case for not letting this happen again.

"We are in a fight for survival as we approach the age of automation. You have heard about the effects of current mechanical replacement of manpower. You have listened to authentic reports of the plans which will further reduce the work force and job opportunities for our people. Here again, we find that industry has a program. Not just one employer but all of them.

"This calls for effective, organized program by all utility unions to keep from being whipsawed to death by organized management. Years of experience and months of hard work have developed the beginnings of solidarity among the workers of our industry, at least in the area immediately surrounding our Local Union. Representatives of some 30,000 utility workers are meeting and striving for at least a basic program to build membership and support at the various bargaining tables.

"We look at our structures, our organizational strength, the understanding and support of our members, and the strength of management. We find weakness in all of these factors.

"... you will note that much has been done on the West coast to be ready for the merger (of the AFL and CIO). Our inter-union utility conferences are proof of this. We shall expend every effort toward the eventual idea of one Union in the industry. This is just as sensible as one Union on a given property.

"The support given Scott Milne and our Brotherhood will continue to be given to President Gordon M. Freeman. We want one Union on our properties and one Union covering the entire utility industry and that is the International Brotherhood of Electrical Workers.

"The understanding and support of our members is our only strength as leaders. This is the reason for the Conference. We know that the record of accomplishment, the educational program and the tireless efforts of your officers, staff, yourselves and our shop stewards, have all served to improve this factor. However, we must redouble our efforts because no human being will follow leadership on a program which he or she does not understand.

"Now as to what we propose as a program in order to organize our people and to obtain their understanding and support.

1. **Union Security**—the whole discussion today proves it to be essential in order to reach other goals.
2. **Job Security**—this covers the question of maintaining a job, strengthening the principles of seniority, adapting ourselves to automation and mechanization while safeguarding the employment of our people through shorter hours.
3. **Wages**—a substantial increase in wages to maintain and to improve the take home pay of our members.
4. **Training and Safety**—we must

While mechanization and skills increase, the need for safety increases. Constant policing, legislation and labor-management cooperation must be utilized.

5. **Important Fringes**—here, the trends of labor, the desires of people and the weighing of value against pure wages are the issues to be considered by negotiators.

"While these points are general, they do form a basis for consideration by your leaders and the membership. All of them are necessary items for the workers in our industry to obtain."

"Of course, a constant observation of all events which may affect our position must be made. Our position is flexible and yet we have a basic program to work from.

"Whatever the final package that is presented to our employers may be, it will include both consideration of unit recommendations and the suggestions of the Business Of-

ice. Thus, it will be a program which is developed from the internal channels and the external factors which guide your negotiators.

"When decisions of great moment must be made, the responsible officers of your Union will make them as best they know how. When time permits, assistance, guidance and direction will be given by the membership.

"At any rate, and in the final analysis, the membership through democratic vote will decide the total issues.

"There are times when the peace must be broken if we are oppressed or attacked. A Union never knows when such will be the case and we must be prepared. To evaluate, analyze and to act intelligently is our mode of operation. To agitate, obscure the facts and encourage mob rule is not our way of conducting our affairs."



Dr. FRED S. STRIPP is caught by the candid cameraman during his discussion on Parliamentary Procedures. Dr. Stripp, an Associate in Speech at the University, won the respect and admiration of the Conference participants for his humor and good fellowship, as well as for his ability as a lecturer.

provide for adequate training in order that our people may acquire the skills necessary to keep them in the work force. The amount of unskilled and semi-skilled workers needed is diminishing while the skilled worker is in short supply.



A group of Conference participants look on as certificates are presented during the luncheon which concluded the Unit Chairmen's Conference on Sunday, Oct. 2.

At the extreme left is Bus. Rep. FRED LUCAS, next is Humboldt Policy Committeeman C. J. "RED" McMAHAN. Our Korean friend, EN WHA CHOI is in the left foreground, and at the extreme right foreground is Bus. Rep. ELMER B. BUSHBY.

## Bushby and Walters Talk Union History

The "cause and effect" relationship—the understanding of the present status of Local 1245 in terms of the history of unionism in our utility bargaining units—was given major attention during the Sunday session of the Unit Chairmen's Conference.

Speaking on the subject of "Developments and Significance of Local Union Organization" were Bus. Rep. Elmer B. Bushby and Assistant Bus. Mgr. Merv A. Walters.

"Although signed agreements probably existed before 1900," said Bushby, "the first of which we are aware is one signed in 1900 by a San Francisco Local of the IBEW and the Independent Light and Power Company, after a strike of less than two weeks. It provided \$3 for an eight-hour day for Linemen.

"In 1905 a holding company was incorporated in Nevada for the purpose of merging the San Francisco Gas and Electric Company—composed of 25 predecessor companies, and the California Gas and Electric Corporation—composed of 117 predecessor companies—into what shortly thereafter became the Pacific Gas and Electric Company. Concurrently, an agreement between seven local unions which comprised the IBEW Pacific District Council and the California Gas and Electric Corporation was transferred to the newly formed Pacific Gas and Electric Co. So, here in 1905, we find the IBEW on the property of the PG&E Co., a fact few of our members today realize."

Brother Bushby then related some of the provisions of the 1905 Union Agreement.

- 1—An 8-hour day except for Operators who had a 10-hour day, 7-day week.
- 2—Time and one-half pay for overtime work up to midnight.
- 3—Double time for overtime work after midnight and on Sundays and Holidays.
- 4—Union Shop.
- 5—Wage rates of \$4 per day for Foremen, \$3.50 for Linemen and Electricians, \$2.50 for Apprentices

and Helpers, and \$75 to \$90 a month for operators.

Bushby continued with a report which detailed early day IBEW attempts to enact safety legislation, numerous subsequent mergers of Western power companies, the introduction of the "American Plan" of the 1920s, and the long struggle starting in 1937 to again unionize the PG&E Company.

Following this historical review, Assistant Bus. Mgr. Walters reported on some of the effects which resulted, directly or indirectly, from pertinent historical events.

"It may be true," said Walters, "that a large part of this history was largely concerned with organization on the properties of the PG&E Company and its predecessors. This is only true because the greatest number of utility workers was directly involved there. It would be well to remember that we are all utility workers, and that which concerns one part of the membership will, of necessity, involve the rest. Therefore the history of Union organization throughout our jurisdiction is of importance to all of us."

Continuing with his report on the "effects," Walters discussed the emergence of the vertical theory of trade unionism, the chartering and organizing of IBEW Locals 50 and 1324, the International Union supervision of the Local Unions which resulted in amalgamation of all into the present day Local 1245, and the emergence of Local 1245 as a respected part of the trade union movement.

"Local 1245 has embarked on a program of taking its rightful place with other trade unions," said Walters, "through affiliation with central labor councils, Labor's League for Political Education and the State Federations of Labor in California and Nevada.

"Today," he continued, "with friends in other elements of the trade union movement to aid us in legislative achievements, enactment of safety legislation and other matters, we stand on the threshold of many future gains and accomplishments."

## Big Changes in Industry Loom

Unit Chairmen from all areas of our jurisdiction heard Assistant Bus. Mgr. L. L. Mitchell speak of "The Effect of Industrial Changes on the Labor Force" on Sunday, October 2nd.

"Many eminent economists today are predicting a new type of industrial society as a result of changed production methods," said Mitchell.

"History reveals that people have been faced with similar problems before now. They didn't always do a good job of solving them. In looking back, we know that the Industrial Revolution was one of the major reasons for our nation's rapid growth and development into one of the leaders of the world. It also helped produce the highest standard of living in the world.

However, it barely missed creating a slave class of people as well. Only because of the courage and strength of a few was this prevented. The social and economic problems created were such that working men fought with every means within their power. Factories were burned, machinery smashed and violence was the order of the day. Management browbeat and exploited women and children, using the laws and courts to retain all the profits for themselves.

"Time has proved both sides wrong. In order to maintain an industrial economy it is necessary that the benefits be more wisely distributed."

"What we see today, however, is rather alarming," Mitchell continued. "A new business philosophy is being formulated. Another type of industrial revolution is on the horizon."



Bus. Rep. ELMER B. BUSHBY is "stopped" by the camera during his discussion on "Developments and Significance of Local Union Organization." The picture was taken at Union headquarters on Sunday morning, Oct. 2.

## Iowa Farmers Think Unions OK

Des Moines.—Most Iowa farmers think that unions are a good thing.

That's the story of a recent poll by Wallace's Farmer & Iowa Homestead, an influential farm publication. The poll showed unions receiving a 56 percent favorable vote to 30 percent unfavorable. The undecided numbered 14 percent.

Unions had the strongest support among young farmers with those in the 20-34 age group generally favoring unions by 69 percent. Farmers 50 and over showed a 45 percent margin for unions to 34 percent opposed.

Mitchell then detailed a series of industrial changes which are now being undertaken, such as use of central repair facilities, central control stations, mechanical billing devices, telemetering devices, and other types of mechanical and automatic equipment—all of which result in replacement of manpower.

One of the management reasons for the desire to have machinery replace manpower might be found in a recent statement by a PG&E official, according to Bro. Mitchell.

PG&E Vice-President J. K. Horton, speaking at the Edison Electric Institute, reportedly said, "Each time we can effect \$500 in labor savings it equals \$7,500 in sales, in its final effect on earned surplus."

Mitchell continued with a report on the decline in the number of PG&E employees, as reflected in the company's 1954 Annual Report, despite increases in customers served and production of power. He detailed numerous other aspects of the Company's financial report, including the increase in dividends, reinvestment of profits, application of the most recent rate increase and the effect of "fast write-off" depreciation schedules on the financial structure of the Company.

In his summary statement Mitchell declared,

"Labor has gained national prominence and has a long and honorable history. It has lived through violence and terror. It has overcome hate and prejudice and has established its right to exist. Its sole purpose is and always has been to advance the well being of the working man.

"We are entering a period which can lead to the highest benefits ever achieved by any society. The situation is such that we cannot depend on these benefits being voluntarily shared. The trends indicate that management intends to retain the benefits for themselves. We cannot let history repeat itself.

"Our duty is to see that our rights are properly protected. Much will depend on our promptness, our vision, and the leadership we provide. Our membership must be fully aware of the issues and the dangers we face. Your understanding and actions as we face this challenge will determine our achievements of the future."

Mitchell closed by quoting from Professor Norbert Wiener of the Massachusetts Institute of Technology, one of the leading authorities on automation, who said,

"We must see that we make human use of human beings."



Here are more of the members from Fort Bragg Unit No. 3717 who helped with the successful organizational campaign. From the left are JACK LEMOS, FRANK ESTERBROOK, DON PETERSON, ED DUGGAN and BOB CERIANI.

## Santa Barbara— CONFERENCES CAN BE FUN

"Since meetings only exist to help us do something else, it follows that the real results will pay off at some future time. Meetings are a communication tool."

This statement will undoubtedly sound familiar to the Unit Chairmen who attended their Conference on Oct. 1 and 2. But—it wasn't said there, at least not in quite this manner.

The statement was made by Richard Beckhard, Executive Director of Conference Counselors, New York City, at a "Clinic on Planning, Conferences and Workshops," conducted at Hotel Samar-kand in Santa Barbara on Oct. 19 through 21.

Since Local 1245 is involved with the planning and conducting of nearly every type of meeting, large and small, it seemed especially appropriate to attend a Clinic to obtain some fresh information on meeting planning. Research & Education Director Geo. L. Rice, accordingly spent an interesting three days in doing just that.

The Clinic staff, in addition to Mr. Beckhard, included Helen Hammarberg, San Houston, Warren H. Schmidt and Paul H. Sheats, all Ph.Ds, and all associated with the University of California at either Berkeley or Westwood Village.

The Clinic is designed for organization leaders who have a regular responsibility for planning and conducting conferences, conventions, institutes, workshops, training seminars etc. Topics covered were many and varied, but included Initial Planning, Training Conference Personnel, Program Development, Management of the Conference, Evaluation and Reports and Follow-up. Every session was provocative and highly instructive to all the participants.

Forty-three delegates from all parts of the state, representing labor unions, community welfare agencies, business and fraternal associations and educational institutions, were in attendance. While it would be difficult for any of them to report specifically what they learned, since the Clinic was primarily concerned with ideas, it is safe to say that every delegate was thoroughly impressed with the values derived from efficient planning, conducting and follow-up of their respective conferences.

Not the least of the benefits was the attractive reference book, containing selected materials on various phases of Conference planning and management which each delegate received. It is safe to say that the copy given to our Local 1245 delegate will prove most helpful in the planning of our future institutes and training seminars.

### "Buy Union Insurance"

The following resolution was adopted unanimously by the 53rd Convention of the California State Federation of Labor, held in San Diego, Aug. 15-19, 1955. We are pleased to print it for your information and consideration.

#### RESOLUTION NO. 39 Buy Union Insurance from Union Agents

Whereas, The principle of patronizing union-made goods and union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, This principle has proven itself to be sound on both moral and practical grounds whenever and wherever it was applied in an intelligent and collective fashion; and

Whereas, This fundamental principle applies to insurance with the same force and for the same reasons as it applies to any other commodity or service; therefore, be it

Resolved, That the 53rd convention of the California State Federation of Labor go on record that all insurance purchases, wherever possible, be transacted through union agents affiliated with the AFL.

Drunk, leaving the bar:  
Goodnight, Marilyn Monroe—  
wherever I am."

Provision is made for a wage re-opener at the end of the first year.

According to Bus. Mgr. Ralph Leigon of the IBEW Local, terms of the settlement include a 7 percent general wage increase, and improvements to holiday provisions, sick leave and shift differentials which will add an additional 6 cents per hour to the total package.

Based on the present weighted average wage of \$2.23 per hour, the average of the pay hike will approximate 15½ cents. Linemen, now receiving \$2.57 hourly, will be raised to \$2.75.

The new agreement also makes provision for negotiating separate wage schedules for the power company's new steam plant, which is still under construction.

Bro. Leigon reports that the Union had originally asked for a total of 33 cents per hour in increases, including fringe benefit costs. The Company first offered 3 percent, but slowly inched up to the 7 percent figure after 10 negotiating sessions.

Local 357 is the first Western utility union to enter negotiations since formation of the Tri-State Utility Conference. Using the minimum demands recommended by the Conference as a base, the Union's negotiating committee was able to achieve a substantial victory for their membership.

Complete details of the new agreement will be reported in our next issue.

## Brain Machine Is Now Union

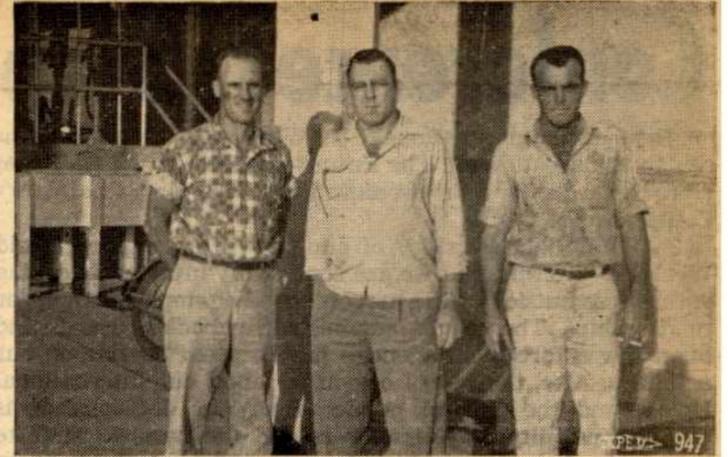
Elmira, N.Y.—UNIVAC, the machine with the superhuman brain, is now entitled to carry the union label.

Lodge 826 of the International Association of Machinists (AFL) has just signed the first union-shop contract in history and the first union-label agreement in the business machine industry with Remington-Rand, Inc., manufacturers of the electronic computer as well as typewriters, adding machines and filing equipment.

Asst. Bus. Mgr. Mitchell were in attendance at the meeting.

(EDITOR'S NOTE: Mr. Rodgers is presently being severely criticized by the Cannery Workers' Union, which charges that while a pile of unfair labor practice charges involving the bitter apple cannery strike in Sebastopol await action in Washington, Mr. Rodgers is in San Francisco being entertained by Winston Caldwell, President of the California Association of Employers, against whom the charges have been filed.)

Buy Union—Be Union!



## S.M.U.D. Negotiators

From the left are GENE PEMBROKE, JOHN HESELTON and HENRY KESSLER, the Negotiating Committeemen from S.M.U.D. who, assisted by Bus. Aep. AL HANSEN, recently wrapped up their negotiations with representatives of the District.

The terms, which were ratified by the membership at the October unit meeting, include: 7½ cents an hour, effective September 25th, a jointly administered Union-management Safety Committee, and a stipulation that the wages and working conditions can be reviewed on July 1, 1956.

## Lee Andrews Resigns; Two New Business Representatives Are Named to Staff

Bus. Rep. LEE R. ANDREWS, the popular traveler through the Department of Pipe Line Operations and Southern Area of General Construction of the PG&E forces, resigned this month from the staff of Local 1245.



ANDREWS turning to work. The best wishes of the officers and staff of Local 1245 go with Bro. Andrews in his new work.

Meantime, Bus. Mgr. Weakley announced the appointment of two new business representatives to serve territories of the PG&E system, and the reassignment of Bus. Rep. Al M. Hansen to general organizing duties.

New man in Stockton Division is EDWARD A. JAMES, who held a hatful of union posts in the North Bay Division, where he was employed as a Lineman. Bro. James, who resides in Ukiah with his wife, Joan and two children, had served as Member, System Negotiating Committee; System Review Committee; North Bay Policy Committeeman; North Bay Grievance Committee; and shop steward and executive committee member in the Ukiah area.

Replacing Bro. Andrews is Bro. FRANCIS E. GOSS, who will serve the Department of Pipe Line Operations and the Southern area of General Construction Department.

Goss, formerly Chief Steward in the Oakland area and Chairman of his unit, resides in Castro Valley with his wife and three children. He was employed in the PG&E's Gas Department in East Bay Division.



### WATCH OUT FOR THIS ONE!

Have you ever heard of the "National Right to Work Committee?" Well, if you haven't yet, you will soon.

It's another front for Big Business in its effort to shackle labor with the chains of union-wrecking legislation in the 30 states which allow the union shop.

The president of the Committee is a gentleman by the name of Fred A. Hartley, Jr. That is enough to stamp the Committee for what it is inasmuch as Mr. Hartley is the hyphenated half of the Taft-Hartley Act.

In a letter mailed to persons it hopes will join the group, the Committee says, "We now have affiliate Committees in several communities throughout the South, and local supporters are working on the organization of others in a number of areas in the United States."

The number of areas where such supporters are NOT working can probably be counted on your fingers.

The latter also boasts that "a large number of business firms and industrialists" have contributed "several thousand dollars" apiece to the Committee.

The board rooms of Big Business echo with loud talk that the workingman doesn't want union security—that he is somehow "forced" to join a union.

But you will remember that for more than four years, the Taft-Hartley law included a provision requiring all the workers in a bargaining unit to vote secretly as to whether they wanted a union shop before this type of arrangement.

During that period, 46,146 elections were held at which 5,548,982 workers cast votes. Over 91 per cent of the votes favored the union shop. Negotiation of a union shop clause was authorized in over 97 per cent of the cases.

Congress finally saw how silly it

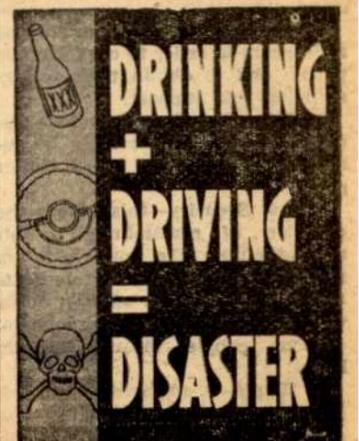
was to spend millions of dollars for election in which the results were so overwhelmingly one-sided. So in 1951, it repealed that provision of Taft-Hartley.

### HAVE YOU JOINED?

It costs only a dollar to become a member of Labor's League for Political Education, the non-partisan political arm of the American Federation of Labor. The dollar will help elect candidates to public office who will fight to knock out the section in Taft-Hartley that allows states to pass right-to-wreck-the-unions measures.

See your LLPE collector today and ask him for a membership card. Every dollar collected is reported monthly to your International Union and your State League. And 50 cents in cash goes back automatically to your State League. The other 50 cents is kept separate in a national reserve fund for use in the most critical Congressional campaigns.

To be democratic, a union needs an active, interested membership.



NATIONAL SAFETY COUNCIL

# 'Round and About

Brother FRANKLIN BUTLER advises that three lucky men from the Placerville area have been successful deer hunters this year. The trio, Brothers H. L. FARLEY, and WM. AKIN of the Camp 5 water collection crews, and DON YOUNG, member of a Placerville line gang, now feasts on venison—while we're lucky to get beef stew!

## WE'RE GROWING FAST

Here's a statistic to cause us all to stop and think. In our nation a baby is born every eight seconds, while a death occurs every 21 seconds. This results in a NET GAIN of one American every 12 seconds. Now you mathematicians can go to work—and project the population increases for the next few years!

## LOCAL 11 APPRENTICES

At a ceremony at Hollywood-Roosevelt Hotel on Oct. 3, IBEW Local 11 members proudly watched 117 of their apprentices graduate to the ranks of Journeymen Electricians. The first electrical union in California to prepare apprentice standards after passage of the Shelley-Maloney Act, Local 11 has aided more than 1,200 young men in becoming journeymen craftsmen. That's a wonderful record, we think!

The top apprentice from each of six districts was presented with a \$50 bond by the Union and a wrist watch by the Los Angeles Chapter of the National Electrical Contractor's Association.

## NEW MEETING LOCATION AT GREENVILLE

Members in the Quincy, Almanor and Greenville area have elected to hold future meetings at the American Legion Hall at Greenville.

Employees of the P.G.&E. Co., telephone operators of the Citizens Utilities Co., and C.U.C.C., telephone construction crews make up the membership in this area. Future meetings will include members from both companies.

Officers of the unit are Chairman STANLEY JOHNSON from Keddie, Vice Chairman ED RUNOW from Canyon Dam, Recorder EVAN BRUNNING from Quincy, and Shop Stewards HARRY WELSH from Greenville, FAY WADSWORTH from telephone construction crews, and SAM VOGT from Quincy.

Regular meeting night is the third Wednesday of each month. Any members visiting in the area or vacationing in the Almanor district are invited to attend.

## DE SABLA DIVISION MEETING AT CHICO

Members of the Chico unit played host to all De Sabla Division members at an area meeting held on Sept. 28, at Veterans Hall in Chico. Unit Chairman DON GRANDSTAFF served as chairman of the joint assemblage.

Business Manager RON WEAKLEY and Assistant Business Manager VERN MITCHELL were in attendance, and made reports on the aims and progress of the union. Additional reports were made by TOM BLAKE from Paradise, JAMES GIBBS from Willows, CHARLES HASTY from Belden, De Sabla Policy Committeeman GERALD WATSON.

Members who journeyed from Storie and Caribou were applauded for the spirit shown in traveling such distances to attend the meeting. Highlights of the affair was the informal "Coffee Hour" which followed the meeting, giving members an opportunity to renew acquaintance with their business manager and his assistant, and hold discussions with other members throughout the Division.

## REDDING UNIT HOSTS NORTHERN COUNTIES MEMBERS

The AFL Labor Temple at Redding was the meeting place of members in Shasta, Trinity and Tehama Counties for the area meeting held on Wednesday, Oct. 12. Attendance was drawn from Red Bluff, Corning, Weaverville, Hayfork, General Construction Camp at Millville and both P.G.&E. and Citizens Utilities employees at Redding.

Redding Unit Chairman ANDREW BROWN extended a welcome to all visiting delegations, on

behalf of the Redding host unit. Special commendation was accorded the delegates from Weaverville and Hayfork who travelled many miles over mountain roads to attend the meeting.

Local Union officers in attendance were Assistant Business Manager MERT WALTERS, Northern Area Executive Board Member HOWARD HILL, and Shasta Division Policy Committeeman GERALD WATSON.

"It was the best attended meeting ever held by local 1245 in the Northern Area" according to some of the old-timers present. Reports made by Brothers DON DOWNING and JAMES BRANSTETTER were received with enthusiasm. Officers HILL and WALTERS invited to return at their first opportunity.

## Job Steward Of the Month



Our featured steward this month is Brother FILLMORE GREGORY, better known to fellow employees as "Greg" and to his wife as "Bus."

First employed by the P.G. & E. Company in 1946, Bro. Gregory has been shop steward in the Auburn Electric Department for the past 6 years. In addition to diligently carrying out his steward duties during these years, "Greg" has substituted for the chairman of the Union Grievance Committee whenever needed. He has also served as Auburn Unit Recorder for several years.

Hailing from the "Windy City," Chicago, Illinois, Bro. Gregory now makes his home in Auburn with wife, Leah. He has attended night classes at Sierra College, in Auburn, concentrating on mathematics.

Greg's special hobby, friends advise, is "horses." When pressed for details, we were given to understand this means racing horses—the kind you bet on. When you can't find the Gregory's home on a week-end, they're probably at Bay Meadows or Golden Gate Fields, waiting for that "long shot" nag to come in on a \$2 ticket to win.

As to daily union activities, members report that Greg gets right to work when he sees a contract violation. He has no hesitation in contacting the appropriate foreman or supervisor to straighten out problems. Such action on his part has earned him the respect of members and management alike—and helped hold grievances in his bailiwick to a minimum.

Brother Gregory was demoted from Clerk-Driver, Light during the layoffs of 1954, and now works as a Groundman. From personal experience he knows the value of good union organization, so signs up new employees whenever one comes on the job. The result: 100 percent union membership in his group.

Always ready to volunteer for extra union assignments, Greg has the hope that his contribution will help further the aims of Local 1245. His most recent "extra" assignment was to attend the Unit Chairman's Conference at Univ. of California early this month, as substitute for the Auburn Unit Chairman who could not attend.

Greg saw World War II service in the navy, aboard the U. S. S. SOLOMON ISLANDS, a small aircraft carrier.

The editors of UTILITY REPORTER are pleased to salute

## State Fed Sets Annual Press Meet

SAN FRANCISCO—(CFLNL)—

The AFL's sixth annual labor press conference will be held Saturday and Sunday, Nov. 19-20, in Fresno, it was announced this week by C. J. Haggerty, secretary-treasurer of the California State Federation of Labor.

Haggerty said the annual conference will be sponsored jointly by the State Federation and the University of California.

All sessions will be held in the Hotel Fresno in the downtown area of the San Joaquin Valley city.

Major theme of the 1955 conference will be "Public Relations and the Labor Movement."

Opening day attention will be directed to three major areas:

1—Labor and Community groups, such as the United Crusade and the American Cancer Society; 2—Labor and the Press, featuring presentations by representatives of major dailies in both San Francisco and Los Angeles; 3—Labor and TV-Radio usage.

Following Saturday's devotion to public relations approaches, the Sunday program will deal exclusively with makeup and format problems facing labor editors.

Complete conference programs will be mailed all affiliated unions within the next two weeks, Haggerty said.

The conference primarily is intended for AFL editors, and union officials responsible for labor publications. However, the sessions are open to all interested AFL members.

The UTILITY REPORTER plans to send representatives to the Conference.

## Missing Members

When a member fails to report a change of address—he is MISSING so far the records of Local 1245 are concerned. This means he doesn't get his newspaper, his Journal, or his union dues receipts.

Please look over this list of MISSING MEMBERS. Should you know any of them—ask them to send in their correct address to the union headquarters. Or, better still, just jot down the name and correct address on a post card—and send it in to us. We'll certainly appreciate your help and cooperation!

Name	Card Number
F. Albert Baxter	D-11292
Harvey G. Chubb	176046
Marshall A. Clark	576109
James H. Craig	724712
Conrad Elmore	232055
Othel H. Gay	498788
Fred D. Goodrich	330065
William Heptner	575827
Gerald E. Herzog	177759
Hollen C. Hogan	176627
Dennis D. Holmes	765533
William Kilcrease	232042
Joe Kroeker	327956
William F. Lane	323017
Tony Lauria	325909
John R. Loughran	179009
Charles E. Lynn	725165
Loy L. McCormick	576097
LeRoy H. McKinley	C-73217
Harold Miller	328163
Joseph S. Oliveira, Jr.	177684
Frank H. Parkes	175621
James Rogers	856331
Miles S. Sanders, III	175466
Guy Smith	325882
Robert R. Staton	725374
William J. Sumner	178504
Byron L. Van Dyke	856333
Ernest E. White	180090
Willard E. Williams	179071

## TEXAS TALK

They're telling the story of two Texas Oil men who had lunch and then went to an auto agency where they admired a goldplated Cadillac. The salesman said the car would cost \$28,000. "That sounds reasonable," said one, as he reached into his pocket for the cash, "I'll take two."

"Just a minute, Avery," the other Texan interrupted, and he reached into his own pocket. "You took the lunch tab—I'll catch this one."

Brother FILLMORE GREGORY as our Shop Steward of the Month. We wish you every success, Brother Gregory, in continuing the good work as Shop Steward which you have always done so cheerfully and well.



Pictured here are Reverend and Mrs. CARL A. WALLIS and Brother and Mrs. WALLY STINEBAUGH, all of Santa Maria. Rev. Wallis joined with employees of the Santa Maria district on September 19 at a retirement dinner honoring Brother and Mrs. Stinebaugh.

Everyone dined on king-size steaks prepared by Brothers MERLE BRANSON, TRUE MYERS and ED HYSKELL. Helping out on the kitchen detail were Bros. CARTER HOLLIS, RICHARD EDIE and FRANK ANTHONY.

Shop Steward ROBERT STAAB served as master of ceremonies for the affair.

The editors join with the many friends of Grace and Wally Stinebaugh in wishing them many happy years of happiness in their new-found leisure.

## Mail Bag

The Editor, Utility Reporter

Dear Sir:

The Rules by which this Committee, San Jose Automotive Accident Review Committee are governed, are few in number, but the one that gives us the greatest challenge is the first rule titled Objective. To quote, "it shall be the objective of this Committee to make every effort to reduce motor vehicle accidents by making all motor vehicle drivers conscious of good defensive driving habits."

How can this Committee do such a job as outlined above. We are not allowed interviews with an employee who was responsible for an accident, so how can we make this employee conscious of his bad driving habits?

I know that this Committee can point out the basic cause of an automotive accident to the driver involved, but have we gone far enough in trying to put a stop to the avoidable type of accident?

One of the many ways in which to help eliminate avoidable accidents is to have the sincere interest and cooperation of all drivers in the Pacific Gas & Electric Company. How can we do this?

One possible way would be to have a competitive award plan. Safety needs to be attractively and competitively promoted. Promoted in such a way that all drivers will want to take part in it.

As an example, the Black Hills Power & Light Company sponsored a Safety Slogan contest among its employees which helped to make the employees safety minded. Why can't a plan of some sort be started which would help change the state of mind of our many drivers?

As our records will bear out Pacific Gas & Electric Company drivers have a deep sense of responsibility as regards the safety and prevention of injury to human life but again our records point out they lack this same sense of responsibility when it comes to property damage. Most of our accidents can be classified as minor accidents. Minor to such an extent that with a little defensive driving tactics the accident could have been avoided.

It was my feeling that by suggesting to the Company that they consider the advantages of a Safety Award Plan that the spirit of competition throughout the vehicle driving personnel would act as an incentive to cut down these minor accidents. However, the Suggestion Committee feels that awards of this type would tend to set up unhealthy competition. I don't agree—we all need competition and recognition to bring forth the best in each of us.

WALTER G. MORRIS, Union's System Safety Committee Member.

## Labor, Management Cooperate In Fund Raising for UBAC

Along about this time of year, the United Crusade headquarters Speakers' Bureau chief, pert Mrs. Alma Bellas of Oakland, is scrambling for civic minded men and women to talk about United Crusade.

Her speaker's bureau consists of men and women from every segment of the community, including labor and management representatives. Here is what these volunteers have done so far in the campaign:

125 volunteer speakers have filled 232 engagements, reaching 23,116 potential contributors;

Among these were 9 Union spokesmen, who made 17 speeches; 339 film engagements have been met, reaching 15,403 people;

11 tours through United Crusade agencies have been undertaken by 320 people; and

2 engagements were filled by recordings, reaching 150 people who would not otherwise have been contacted.

We think this is an excellent example of volunteer community part-fund raising drive.

And how about it—have YOU made YOUR contribution or pledge to your local United Crusade yet? We hope you will, and SOON!

## FOR BUSINESS AGENTS ONLY

Since this was told to us by a union business agent, it ought to be all right to retell:

In a certain part of the West there was once born an exceptional colt. This colt was nothing short of sensational. Not only could it talk fluently, but it also showed a definite flair for electricity. In due time the colt grew up to be a horse—and a darned good electrician. Being a smart horse, it naturally joined the union.

Year in and year out the horse took an active part in Union affairs, so that when it came to pass that the business agent died, a great many members were in favor of making the horse agent. There were pros and cons, but finally the pros won out and the horse became the business agent.

Two of the cons were discussing the election outcome a few days later.

"At least," said one of them, "for once we have a whole horse for our business agent."

## 2ND YEAR VITAL

The second year of a child's life may be the most important one from the standpoint of mental health, according to a researcher at the Medical Center on the Los Angeles campus of the University of California.

# YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

This month's column is devoted to a subject which is of vital concern to our members and their families. Although the word "Safety" is, to some people, just another word, it might be well to see what is involved here.

First of all, no one in his or her right mind desires to inflict physical injury upon themselves or other persons. We maintain a close watch on our children because we know that danger lurks everywhere and a child does not know this. We erect safeguards, put lethal pills or weapons out of reach, and devise all sorts of protective items in order to avoid injury.

As a child grows and his mentality develops, there comes the understanding of self-protection. Safe surroundings and the instinct of self-preservation prevent so-called accidents. As times goes on, many lessons are learned which become weapons in the life-long battle against injury or death.

When an individual is employed, he or she assumes certain risks inherent in the activities of a certain job. The job should be learned properly in order that the employee is productive and efficient. The hazards of the job must be known and training for safe working habits must be offered and absorbed.

To many of us, the word "Safety" gets tiresome and denotes some sort of vague recognition of self-protection. It also may bring to mind speeches by bosses, the book that the Company issued or even some slides or films which were usually dull.

Only when a person is hurt on the job does the word safety become really significant. A lineman who took a heavy charge of elec-

tricity and survived, a fitter whose arms bear scars from ignited gas, a machinist with emery particles buried in his face, all these boys know what it means.

The wife and children of injured or dead workers know what it means.

We in the office of your Union know what it means. We get reports all the time about this or that person being hurt or killed. Wives are visited, convalescing member tell us the stories of accidents. Death certificates are obtained for processing benefit claims. Yes, we learn much about the word Safety.

Labor Unions have fought the front line battle against unsafe working conditions. Those whose selfish interest is money continually fight against adequate safety provisions in our law.

This Local Union is on record time and time again in its policy of promoting Safety. We spend money on it. We attend conferences. We appear before committees, we organize field union committees, and we endeavor to provide Safety education.

In spite of all our efforts the job is not being done. One of the prime reasons is the lack of a first class joint labor-management committee in our various jurisdictions. Efforts toward this have been and are being made. We must step this up. However, we must fill the gap be-

tween now and the time we get this problem licked

First, we shall continue to promote Safety as a policy of our Union. We shall continue to press for joint committees. We shall continue Safety education.

Along with this, we shall step up the immediate policing of Safety.

When our members violate Safety rules, they are subject to various disciplinary penalties. This we must accept and only where unjust punishment is meted out, do we interfere. Therefore, it is up our members to observe safe working practices or face the consequences either in injury or punishment.

As to management, they have certain responsibilities as well. When they violate rules, cause injury, or fail to provide adequate safeguards, we will vigorously endeavor to fix responsibility and to press for correction and/or proper disciplinary action.

This phase has become a necessity due to the manner in which some managements exercise what they consider to be a "management prerogative"—the handling of Safety.

When a member of our Union is killed on the job, when flagrant violations of rules and laws are involved, then we must become a party to investigation, immediate correction, and possible prosecution. This will anger some people but not half so much as certain intolerable conditions anger us. If controversy or conflict is our only course, we shall not shrink from utilizing such a course if we are to protect the interests of our members and their families. You will hear more and more about this matter of Safety until there are less and less accidents. Review your rules, observe them on the job learn the State Safety Order and learn the safety provisions of the Labor Code. All of them are designed to protect you.

Remember, he who causes the death of another may not sleep so well, but the victim sleeps forever.

## Consumers Boycott Hot Apple Products

With the admonition, "Buy fresh apples—don't buy apple products," the California trade union movement instituted a consumer boycott to aid the striking cannery workers of Sebastopol, California, as they enter their third month on the picket lines.

Endorsed and supported by the State Federation of Labor, the consumer boycott is being sponsored by labor councils and local unions all over the West.

Following is a list of the brand names of apple products of the major canners who refuse to recognize and bargain with the union. (Please remember, the boycott of these brands is intended to apply ONLY to canned applesauce or apple products.)

- |                   |               |
|-------------------|---------------|
| Lady's Choice     | North Coast   |
| Sebastopol Calif. | Leadway       |
| Gravenstein       | Del Haven     |
| Applesauce        | Sun Blest     |
| Palmdale          | Hotel Foods   |
| Apple Land        | Richmore      |
| Wellman's         | S. E. R.      |
| Lakemead          | Table Queen   |
| Dietreat          | Golden Ray    |
| Valley Bloom      | Windsor Hills |
| Highway           | Monarch       |
| Appletime         | Royal Pride   |
| Home Garden       | Market        |
| Stokely           | Mono          |
| Point Loma        | Iris          |
| Fills the Bill    | Sauce for the |
| Smart and Final   | Goose         |
| Pay Day           | Home Garden   |
| Open House        | Westlake      |
- Principal apple canneries and processors involved are: Sebastopol Apple Growers Union; Sebastopol Cooperative Canners; O. A. Hallberg & Sons, Graton; Manzana Products Co., Inc.

The Sebastopol canneries were struck last summer when the management refused to recognize and bargain with the cannery local union of the International Brotherhood of Teamsters, AFL.

Most skilled workers in the canneries were paid 95 cents an hour, and were required to work long hours under dangerous and unhealthy conditions. Such work is specifically exempted from the state law relating to the working hours of women and minor children, so union organization offers these workers their only chance to improve wages and working conditions.

The strike has been marked by the abduction and savage chain-beating of Union Organizer William Grami, and by the jailing of "San Francisco Chronicle" reporter Jack Howard for refusing to reveal the sources of his information about the union's activities when ordered to do so by the Superior Court in Sebastopol.

## Grim Florida Battle

(Continued from Page One)

ferred by the management. Financial assistance for the strikers is being sent to Florida from all parts of the Nation. Nearly every local union in the Hotel and Restaurant Employees International Union—and there are several hundred—is dispatching financial aid to the strikers. Every striker in need is being provided with enough assistance to secure food, shelter and clothing for themselves and members of their families. But there is much suffering, nonetheless. Many workers, for example, have purchased small homes in the area, and are now not able to meet the payments. Telephones in the homes of striking hotel workers are now a rarity—but neighbors are reported to be more than willing to share their telephones. Unpaid-for automobiles are turning up with "for sale" signs on their windshields. But there are no complaints.

One of the greatest morale boosters, according to observers, is the knowledge that union men and women all over the Nation are hoping for victory for the strikers. Resolutions passed at union meetings, boycotts aimed at Florida's huge hotel industry and reports from the labor press all over the U.S.A. are real sources of encouragement to these people. Recent attempts by the trade union movement to induce the American Legion to abandon its convention set for Miami created nation-wide interest.

We don't know when the hotel workers will win their strike. We do know the fortitude and perseverance they have displayed is worthy of victory—and of our highest respect. These men and women—the great majority of whom receive far less than \$1.00 an hour for their labor—have proved again that workers cannot be oppressed forever by arbitrary employers. Despite the pressures of a wealthy industry, anti-labor courts and hostilities of a "Right-to-Work" state, they carry on. We wish them well.



## Over the Top

Here is the Local 1245 Union committee which sparked the United Crusade fund raising drive in the Operating department of Sacto. M.U.D. this year.

From the left are: GRANT SHOPE, KEN BARNES, DICK NEIDER-OST and CECIL RAY. Under the chairmanship of JOHN HESELTON, these men did an outstanding job for United Crusade. They are proud to report that the men at S.M.U.D. topped all previous years in their contributions and pledges.

## "A" Members OK Dues Hike

Results of the official referendum ballot mailed each "A" member of Local 1245 were tabulated and referred to the Executive Board by the Election Committee of Local 1245 on Oct. 15.

Five hundred and ninety-nine, of our more than 1,100 "A" members voted their ballots and mailed them to the Union Committee. 416 voted "YES," 177 "NO" and six ballots were declared void.

The proposal, an amendment to Article X, Section 2 of our International Constitution provided for the addition of two new paragraphs.

The first declares that, effective Jan. 1, 1956, each "A" member who is working for any employer not paying toward the IBEW Pension Fund, shall pay \$1 a month additional for pension purposes, and that this amount shall be increased to \$1.60 on Jan. 1, 1957.

The second new constitution provision requires each Local Union, utility joint board, utility system council, railroad council and the International Office to contribute an amount equal to one per cent of the gross wages paid the officers, representatives and employees of the Union who are "A" members.

Since the great majority of members of Local 1245 are "BA" or non-beneficial members, the increase in dues for pension purposes, if approved by a majority of local unions in our Brotherhood, will affect only a small percentage of the membership.

The Union election committee was composed of Brothers Antonio Tortorelli, Judge; Joseph S. Kreins, and William Yochem, Tellers. Ballots were tabulated at Union headquarters on Saturday, Oct. 15.

## E.W.B.A. Meets With Muni Unit No. 2211

The designation of Municipalities Unit No. 2211 as the Local Union's lodge of the Electrical Workers Benefit Association has just received approval from International President Gordon M. Freeman. In a recent letter to Business Manager Weakley, President Freeman ok'd the single monthly E.W.B.A. meeting, held at Union headquarters in Oakland on the second Tuesday evening of each month.

As stated in the Preamble to its Constitution, the E.W.B.A. is organized "For the purpose of uniting Electrical Workers in an association for their mutual benefit and protection and in order to provide for the immediate necessities of their families and dependents and to this end, to create and maintain a fund or funds by regular and uniform monthly contributions from all its associates, which fund or funds are to be used for the benefit of the associates and their beneficiaries. . . ."

The "fund or funds" referred to are, of course, the IBEW Death Benefit and Pension Benefit trust funds, contributed to jointly by the "A" members of the Brotherhood and their employers in the Electrical industry.

Any "A" member of Local 1245 will be welcomed at the regular meetings of Unit 2211 and the E.W.B.A. local lodge at Union headquarters. Refreshments are always served by the Unit's hospitality committee following the meeting.

## Bouquets to TV's "You Asked for It"

The television show "You Asked for It" rendered a tremendous service to Utility Workers everywhere by the presentation of a demonstration of Pole Top Resuscitation on the program for Sunday evening, October 23.

Guests on the program were two "pole partners" linemen from Omaha, Nebraska Public Power District. One of the men had seen the identical demonstration on the "You Asked For It" show several months ago. Shortly after viewing the film, his "pole partner" came into contact with a high voltage line while working at the cross arms of a pole. He was rendered unconscious and would certainly have died were it not for the speedy action of his television-viewer partner. In only 33 seconds, the partner raced up the pole, secured his safety belt and began the pole top resuscitation, using the techniques as he remembered them from the TV program. He must have watched the film carefully, for he did everything just right—and saved his partner's life.

Your reporter was so impressed with the value of this TV film presentation for use in Linemen's Safety Training, that inquiries have been addressed to Mr. Edwards, producer of the show, to determine if a copy of the film is available for the Union's use in our Safety program. We certainly hope this film can be obtained—and made available to every workman in a Line Crew in our entire jurisdiction.

We are happy, indeed, to salute the producers, actors and sponsors of "You Asked For It" for repeating this program in the hope that more lives may be saved.



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"Hey, Sam! You know our union is against any splits in the ranks of labor!"

## Help the Crusade

(Continued from Page One)

East Bay Division Union Co-chairman Daniel McPeak reports the drive is doing well. Brother McPeak advises that Bro. Francis McCarthy is chief solicitor in the Oakland Line Department, where the pledges are coming in fast.

San Joaquin Division representative Scott Wadsworth reports that the Crusade collections seem to be going well in all parts of the Division. This is nothing new for the San Joaquin brothers—we remember other years when they were "first with the most" for this worthwhile community welfare activity.

The slogan "Everybody Benefits—So Everybody Gives" is surely a fitting one for United Crusade fund drives. Which reminds your reporter that one of his youngsters benefits from Crusade supported agencies in several ways. For instance, she's a member of a Brownie troop—which receives financial aid through the Girl Scouts of America; and—she gets swimming lessons from the American Red Cross instructors—another Crusade supported agency. Take a look at your own family—we're certain you'll find at least one way in which you benefit from Crusade financed activities.

So—help your unit to reach the 100 per cent goal. Make your contribution or sign that pledge card without delay.

## More Automation

"We hear the word automation frequently used, a fancy word for automatic machinery; the unions that stand up to industry and say you may have automation and with our blessings, but if you think we aren't going to reap our part of the benefits from automation, you will have a fight on your hands—those unions don't have to fear automation.

"Let's forget all about the defensive in this and give the offensive all that we have at our command."

(From an article by W. T. O'Rear, Secretary, Fresno Central Labor Council, in the San Joaquin VALLEY LABOR CITIZEN.)

Sounds as though Bill could be talking for the special benefit of Utility Unions, doesn't it?