



1245 Members on Reserve Duty



Pictured here are two Local 1245 members just returned from their annual training duty with the U.S. Navy, and a couple of their shipmates.

At the left is Brother **FRED D. PURMAN**, Lineman from East Bay Division. Bro. Purman is a Boatswains Mate First Class in the U.S.N.R. Next is Research & Education Director **GEORGE L. RICE**, who doubles as a Chief Storekeeper in the Naval Reserve Corps.

Third is **A. R. DAVIS**, Electricians Mate second class from San Jose, and at extreme right is **TED MCGUIRE**, another Boatswains Mate first class who doubles in civilian life as a California Highway Patrolman, assigned to the Marin county office.

These men, in company with 80 other Naval reservists, spent half of this month at sea aboard the Naval reserve training ship U.S.S. THOMAS F. NICKEL (DE 587). The ship steamed south to Acapulco, Gro. harbor, and return.

NEGOTIATIONS ROUND-UP

Talk on Job Definitions

Interim negotiations on Job Definitions and Lines of Progression are proceeding for Central Supply, Steam and Electric Overhead departments of the PG&E as we go to press.

Members will recall that an agreement was reached during the System Negotiations of 1953 to continue departmental negotiations during the regular contract year. Union and Company committees met several times during that year and concluded an agreement covering employees of the Gas Department. A number of noteworthy gains stemmed from this agreement.

Departmental negotiations were then halted during the system negotiating sessions of 1954, but agreement was reached to continue the departmental discussion during the subsequent contract period.

CENTRAL SUPPLY TALKS

In February, 1955, the Company responded to the Union proposals for improvements in Job Definitions and Lines of Progression for the Central Supply Department by submitting their written counter proposals. Actual negotiations commenced on April 7, 1955, with the Union being represented by Brothers Edgar Anderson and Patrick McEvoy of Central Supply, Bus. Rep. Elmer B. Bushby and Asst. Bus. Mgr. Mert A. Walters. The committees were able to reach tentative agreement on all proposals except those dealing with Job Definitions of the apprentice classifications. Negotiations then bogged down for several months, but new attempts are currently being made by both Union and Company committees to resolve their differences and conclude an agreement.

STEAM SESSION ON NOV. 29

The Union committee, composed of Brothers Donald Hardie, A. R. Burns, John Wilder, Carl Peterson, Russell Stone, Ray Swensen and Asst. Bus. Mgr. Walters are meeting with the Company committee on Nov. 29 to again discuss the Steam department problems.

These negotiations, commenced in May, 1955, were stalemated after three sessions when the committees failed to reach agreement on "entry points" for operating personnel and "methods of training for advancement" for maintenance workers. Following a general re-evaluation of the positions of both the Union and the Company, nego-

Continued on Page Four

Local 11 Adopts New Pay Scale

Our big sister Union in the Inside branch of the Electrical trade, IBEW Local 11 of Los Angeles, has concluded its agreement with the National Electrical Contractors' Association, effective November 1, 1955.

The new wage rates call for \$4.23 per hour for General Foreman, \$3.84 for Foreman, \$3.75 for Cable Splicer and \$3.45 per hour for Journeyman Wireman. Apprentices will now have a starting rate of \$1.73 per hour, with graduated increases up to \$2.93 at the beginning of their 8th six-month period of apprenticeship training.

Additional wage increases will become effective on July 1, 1956, which will set the wage rates at \$4.41 for General Foreman, \$4.01 for Foreman, \$3.90 for Cable Splicer and \$3.60 for Journeyman Wireman.

In addition to these outstanding wage rates, members of Local 11 also enjoy union negotiated Health and Welfare and Vacation plans, entirely paid for by the employers.

Our hearty congratulations to the members of Local 11, and Business Manager George E. O'Brien, are hereby extended.

ALL BUILDING TRADES RATES UP THIS YEAR

In line with the gains won by Local 11, the U.S. Bureau of Labor Statistics announced this month that all Building Trades wage rates have increased in the third quarter of 1955.

Wage increases during the 3-month period of July to September

(Continued on Page Two)

Labor Editors Talk Shop

Vital Role of Labor Press Is Stressed at Conference

Topics such as "What Public Relations Can do," "Labor and the Daily Press" and "Labor, Radio and Television" occupied nearly 100 labor editors and union officials at the Sixth Annual Labor Press conference held here on November 19 and 20. The Saturday and Sunday sessions were jointly sponsored by the California State Federation of Labor and the Institute of Industrial Relations of the University of California.

The conference was opened by State Federation President **Thomas L. Pitts**, with greetings also extended by the Federation's Educational Director, **John F. Henning**; **Arthur Carstens** of the Institute from UCLA, and **John Hutchinson**, Labor Programs Coordinator for the Berkeley campus of the State university.

Pitts said that the labor press has the best lines of communications in the state and must keep abreast of current developments. Although Labor, by nature and tradition, is a rebel, he declared, we should not rebel against each other, but rather should air our differences before going to the public.

Pitts predicted that labor election victories already achieved this year point to major victories in the general elections of 1956.

NICKELS AND PEOPLE

William Ring, director of public relations for the Bakery and Confectionery Workers International Union, said that Labor is just now developing a "public relations corps on which we spend nickels. Corporations, on the other hand, he said, spend thousands of dollars in molding public opinion, while they pose as a "public benefactor."

Community affairs activities, labor news broadcasts on radio and TV, and every type of labor public relations must be embarked upon, according to **Ring**. He stressed the "good will" value of the Bakery Workers' annual float in the Rose Bowl parade—this is the only Union sponsored float in the entire spectacle.

"NO COMMENT" HURTS

Making friends of labor editors of the daily press is an important part of public relations, advised **Ring**. The usual "no comment" given reporters by labor officials puts us in a bad light—as management spokesmen are nearly always ready and willing to give their views to the press.

"BE FREE, HIT HARD"

Wm. O'Rear, Secretary, Fresno Central Labor Council, stated that the labor press should be free, and

IBEW Wins Out In 100-Day Strike

RICHMOND, Ind.—Approximate-2,500 employees of the Crisley Refrigerator plant, members of the AFL Electrical Workers, were back on the job, victorious in a bitter, 100-day strike at the firm, owned by the Avco Manufacturing Corporation.

The union won a 10-cent-an-hour wage hike and other improvements, in the face of a flock of court suits and company employment of hundreds of "scabs" in an effort to break the strike.

The company agreed to dismiss all civil suits. Also, it agreed to a one-year contract after originally demanding the union sign a three-year pact.

In Washington, IBEW President **Gordon M. Freeman** hailed the settlement as a "great triumph" for our union members. "They held the line for many months and won an agreement they can be proud of," he declared.

above all, interesting. He said he has found it best to "turn the labor editor loose" to get the facts and write as he sees fit.

Wm. Pollard, editor of the "Dining Car Beef Sheet," published by the Brotherhood of Sleeping Car Porters, advised that subscribers should be increased, editorials harder hitting and the labor papers should strive to improve their relations with minority groups.

Bob Ash, Secretary, Alameda County Central Labor Council, stated that it is foolish to try to hide the truth—we must always "call the shots as we see them."

ALL ABOUT REPORTERS

The Saturday afternoon session was led by labor reporter **Jack Howard** of the San Francisco Chronicle, who recently spent a day in jail rather than disclose his "sources of information" regarding a story on the Teamsters' Sebastopol apple strike.

Howard declared that the reporter's job is to get the story, not get across a particular viewpoint. Honesty, according to **Howard**, is of prime importance, as the giving of false information to a reporter will lose his trust in you. While **Howard** admitted that some publishers do set policy on labor news, and set up restraints on their labor reporters, many are honest and want only to have labor spokesmen available who have authority to speak for their unions.

Educational Director Henning interceded to point out that all major San Francisco daily papers had been invited to send labor reporters to the conference. Only the "SAN FRANCISCO CHRONICLE" had accepted the invitation, and has assigned Mr. Howard to the meet.

LABOR AND LEGISLATION

Mr. Andrew J. Biemiller, AFL Legislative Consultant, was the featured speaker at the evening session. A former Wisconsin state legislator and Congressman, **Mr. Biemiller** commented on what he termed the "three most important pieces of legislation to come before Congress in 1956." These are:

- 1—Cut eligibility age for women on Social Security to 62.
- 2—Pay social insurance benefits to disabled workers at age 50.

(Continued on Page Two)

IN THIS ISSUE

Editorial	Page 2
Steward of Month	" 2
Wives Attend	" 2
Research Corner	" 3
It's A Law	" 3
Safety Drive	" 3
G. C. Field Clerks	" 3
Labor Merger to Benefit	" 3
Bus. Manager's Report	" 4
465 Clerical Drive	" 4
Shasta Units	" 4
Missing Members	" 4

Sacramento—

Another 'First' For Local 1245

The first Joint Safety Committee in California power utilities was established between Local 1245 and the Sacramento Municipal Utility District at a special organizational meeting held in Sacramento on November 10. The Joint Safety Committee was achieved in the recently concluded negotiations between representatives of Local 1245 and the District.

The Joint committee is composed of 8 members, 6 to serve as regular members and 2 as alternates. Equal numbers have been named by the Union and the District.

Representing the Union on the initial Safety Committee are: **GLENN LARSON** (chosen as Chairman of the joint committee), **FRANK JONES**, **BEVERLY COYNE** and Alternate **FRED VOGT**. The District will be represented by **EVERETT KAPPENMAN**, **JOHN LUND**, **MERLE BOWMAN** and **AUSTIN CARROLL**. District Safety Supervisor **D. H. BOHANNON** will serve as secretary to the Joint committee and will be responsible for interpretation of the Joint Safety Manual, which is now being prepared for distribution to all employees.

The Meeting of the Joint committee are scheduled for the first Thursday of March, June, September and December. Additional meetings will be held upon the call of

the Chairman, if necessary.

Principal functions of the Joint Safety committee will include:

1. Making quarterly reviews of the accident prevention program.
2. Appraising accident experience.
3. Making recommendations concerning safety rule changes.
4. Suggesting revisions to the accident prevention program.
5. Making safety inspections of all plants and equipment.
6. Reviewing reports of serious and fatal accidents, and accidents resulting in extensive property damage.
7. Appraising the appropriateness of the preventive measures taken to eliminate future accidents of the same nature as a previous accident.

A 2-man subcommittee will be appointed by the Chairman to investigate all serious accidents in order to obtain complete information as to cause and possible remedial actions.

Chairmanship of the Joint Safety committee will rotate between a Union member and a District member on a year-to-year basis.

The Editorial board offers hearty congratulations to the SMUD Negotiations Committee which drafted the program and extends the hope that the Joint Safety committee will enjoy an accident free record for the year and years to come.



The UTILITY REPORTER



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Labor Is Growing

"Fortune" Magazine's labor editor, Daniel Bell, writing in that publication a couple of years ago offered a gloomy prediction for the future of American trade unions. "U.S. Labor," he said "has lost the greatest single dynamic any movement can have—a confidence that it is going to get bigger. Organized labor has probably passed its peak strength."

While this may have been mere wishful thinking on the part of Mr. Bell and his pro big business publishers, the dismal forecast was wrong—very wrong.

American trade unions have continued to grow, despite a wide variety of obstacles which could reasonably be expected to preclude healthy growth. As with any dynamic movement, many of these obstacles were self-imposed. The worst of these was the jurisdictional strife existing between some international unions of the two great federations.

Honorable, organic labor unity—and a cessation of needless jurisdictional warfare—has long been a cherished goal of all thinking trade union members and officers. With the issuance of the Convention call for the First Constitutional Convention of the American Federation of Labor and Congress of Industrial Organizations to meet in New York City on Monday, Dec. 5, 1955, the long-cherished dream is fast approaching reality.

A proposed constitution for the merged federations has been prepared and will be recommended for convention approval by the respective Executive Boards of the AFL and CIO.

The preamble of this proposed constitution sets forth the basic purposes of the merged federation:

"The establishment of this Federation through the merger of the American Federation of Labor and the Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.

"We seek the fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions.

"At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the interests of all the American working people.

"We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the rights to which they are justly entitled; to the achievement of ever higher standards of living and working conditions; to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extension of our way of life and the fundamental freedoms which are the bases of our democratic society.

"We shall combat resolutely the forces which seek to undermine the democratic institutions of our nation and to enslave the human soul. We shall strive always to win full respect for the dignity of the human individual whom our unions serve.

"Grateful for the fine traditions of our past, confident of meeting the challenge of the future, we proclaim this constitution."

These serious words hardly sound like the dying gasp of a decadent labor leadership—whose institutions have lost "the greatest single dynamic any movement can have." Rather, they sound like purposeful declarations, carefully enunciated by men and women of high purpose.

The American trade union movement today represents nearly 30 per cent of our entire work force—and the benefits of our self-organization extend to every single segment of our society.

It is impossible to negotiate a wage agreement, a health and welfare plan, a pension plan which will apply to Union members only. Non-union workers in many industries are immediately given nearly equal benefits with those won by Union men and women; small business shares in the increased purchasing power; major corporations can produce and sell more goods and services; doctors, dentists, lawyers and even Indian chiefs come in for their share of the increased wealth.

Shop Steward Of the Month



Gerald W. Meyers

Pictured here is GERALD W. MEYERS, Equipment Operator in the General Construction Division of the PG&E Company.

Bro. Meyers, who works out of San Bruno, has been an employee of the company since early 1950. He joined Local 1245 as soon as he was employed and became a Shop Steward about a year later. He's been most active ever since.

"Jerry," as he's known to his friends, lives in Sharp Park at 155 Hilton Way, with his wonderful wife, Thelma. He has three main hobbies—hunting, fishing—and getting more members into the Union! All three, we'd say, are first-rate hobbies for any good Union member.

According to Bus. Rep. Gene Hastings, "Jerry" does an excellent job of serving the members in his jurisdiction. The percentage of organization in his area is high—and the "beefs" are held to a minimum.

The UTILITY REPORTER is pleased to salute Brother Gerald W. Meyers as our Shop Steward of the Month. Congratulations, Bro. Meyers, and—keep up the good work for the betterment of our Union.

Labor Press Meet

(Continued from Page One)

3—Plug the loopholes in upper bracket taxation, the added revenue to improve schools, hospitals and highways. Oppose all forms of sales tax—which takes its major toll from workers.

Biemiller advised that the AFL Legislative Committee is in constant touch with the 435 Representatives and 96 U.S. Senators and there is little or no legislation which is not of concern to the AFL.

RADIO AND TV

Sunday morning found Claude McCue, Secretary, American Federation of Radio and Television Artists, and Frank Danzig, TV producer, discussing "Labor, Radio and Television." These gentlemen gave interesting insights into the highly complicated techniques of radio and TV productions, and related costs. Several "clues" for getting labor "plugs" into radio and TV broadcasts, with no fee, were discussed.

LABOR AND SCHOOLS

The final panel discussion with "The Labor Press and the Community." Panelists included Charles Dahle, American Cancer Society, George N. Schwarz, Fresno United Givers' Plan, and Dr. Jack London, Professor of Education, U.C. at Berkeley.

Primary emphasis of this panel was on the availability of community services, such as Cancer Society, Tuberculosis Associations, Community Chests, youth and aged people's activities, which are avail-

In short, can anyone honestly say that the benefits of trade unionism start HERE—and end THERE? We think not. We think that the benefits we achieve are passed on to every possible segment of our society—and to our friends in other lands, as well.

This writer is proud to be a part of a great trade union which has labored long and arduously to bring about organic unity—and to bring new economic and social benefits to countless thousands of men and women, even though most of them are unaware of the part our unions play in making their lives richer and more enjoyable.

We are confident that the union-conscious members of Local 1245 will now redouble their energies in completing our organizational drive. By working together—long and hard—under the banner of a merged Federation, and with the assistance of enlightened labor leadership—we can do this job. Let's get on with it, so that everyone can share in the fresh, new benefits we are certain to achieve.



A group of Richmond unit members listen attentively as Bus. Rep. Paul "Cy" Yochem reports on his activities in the East Bay Division. The Richmond Unit meets on the second Thursday of each month.

Bakersfield—

Wives Attend Meeting

For the first time in the history of Local 1245 in the San Joaquin Division of PG&E, wives of union members turned out in large numbers for an area meeting held in Bakersfield late last month. More than 200 members and their wives were in attendance at the busy meeting.

Such problems as safety conditions, wages, effects of automation and job security were discussed for more than two hours. The wives in attendance expressed particular interest in an improved safety program—and urged that wives be invited to future meetings to see "what goes on" at a union gathering.

Bus Mgr. Ron Weakley, Asst. Bus. Mgr. L. L. Mitchell and So. Area Executive Board Member Marvin C. Wagner, with his attractive wife, were also in attendance. Members and their wives expressed themselves as well pleased with the reports from their officers and staff representatives.

San Joaquin Division Bus. Mgr. W. Scott Wadsworth reports that Executive Board Member Wagner also journeyed to Fresno early this month for another in a series of Area meetings. Next meeting in the series is planned for Merced, on December 1, 1955. All wives of members in that area are cordially invited to accompany their husbands to the Union meeting.

able to all segments of the community.

Dr. London characterized the labor press as "the most important arm of the labor movement," even though most unionists are afraid of publicity and public relations programs. He also emphasized the role labor has played in advancing the cause of free public education in America, and urged unions to take full advantage of the adult education departments which are available for jointly sponsored educational programs.

The Labor Press Conference was attended by Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. L. L. Mitchell, Research and Educational Director George L. Rice, Business Reps. Al Hansen, Elmer Bushby and W. Scott Wadsworth.

Since your Editorial Board strives constantly to improve the quality of the UTILITY REPORTER, it is certain that the many interesting ideas presented at the conference will prove of value for the preparation of future issues.

In Memoriam

Death Claims I.O. Officers, Local Member

The IBEW suffered a double loss during November with the death of two of our top International officers.

WILLIAM A. HOGAN, International Treasurer of the IBEW since 1909, died on November 15th. He was 83 years "young," and had been a union member for 55 years. Bro. Hogan was first initiated in Local 3, New York City, on February 7, 1900.

He was buried from his home at 7 Forbes Blvd., Tuckahoe, New York.

KEITH COCKBURN, International Executive Council member for the Eighth District, Ontario, Canada, suffered a heart attack and passed away on November 16th.

A resident of Stratford, Ontario, Bro. Cockburn had been a member of the IBEW since December, 1928. Only 51 years of age when claimed by death, he had been an International officer since January, 1947.

BRO. BOSWELL PASSES ON

On November 17th, Brother EDWARD BOSWELL of Redding, California, died while on duty for the PG&E Company, apparently from a heart attack.

Bro. Boswell was patrolling a section of line which was out of order when death overtook him. Also on the patrol were HAROLD WESTLAKE, Apprentice Lineman and GUS DURHMAN, Groundman. Boswell held the classification of Clerk Driver Heavy.

The patrol was made in rough, mountain country and involved climbing steep hills. At one point Bro. Boswell complained of difficulty in breathing, but he carried on with his work. A short time later he collapsed and became unconscious. One of his fellow crew members hiked out a mile and one half to the nearest road to secure help, but Bro. Boswell was pronounced dead upon arrival of aid.

Coroner's Inquest was held in Redding on the death of Bro. Boswell, but the findings and conclusions had not been published at press time.

The UTILITY REPORTER and staff of Local 1245 extend deepest sympathies to the bereaved family members of these three fine union brothers.

Local 11 Pay Rates

(Continued from Page One) advanced the average wage rate for all Union construction trades workers in the Nation to \$2.92 per hour. The level of wages on October 3, 1955 was 42 per cent above the average for the 3 years 1947-49. Average wage levels for the entire nation, in effect on October 3, are:

Bricklayers	\$3.49 per hour
Carpenters	3.03 per hour
Electricians	3.18 per hour
Painters	2.91 per hour
Plasterers	3.38 per hour
Plumbers	3.24 per hour
Laborers	2.08 per hour

Union wage rates for skilled tradesmen in many parts of the nation are now approaching \$4.00 per hour. Hourly rates of \$3.65 to \$3.85 are becoming more and more common in many Union agreements in the Construction industry.

Research and Education Corner

(By ELMER B. BUSHBY, Local 1245 Research Department)

A Labor Arbitrator recently ruled that a company official violated the contract ban on anti-union discrimination by using abusive language to a Union steward.

The official used offensive and vile language while discussing grievances with the Steward. The Company's position, in its statements to the Arbitrator, was that the language used was no worse than that usually around the shop.

The Arbitrator, however, was convinced that the official would not have spoken to the worker in such a manner if she had not been a steward handling Union grievances. She had been treated in an abusive manner just for carrying out her Union responsibilities and this is the sort of activity that the no discrimination clause in the contract is intended to prohibit, the Arbitrator said.

He recommended that the official make a public apology to the steward and write a letter to the Union, promising not to discriminate against its representatives in the future.

(Federal Silk Mills vs. Textile Workers Union, CIO.)

WAGES GOING UP

Wage increases were definitely on the upswing in 1955. For example, settlements during the period July through September of 13 cents to 15 cents per hour were almost 3 times as frequent as in the period April through June, and nearly 4 times as prevalent as in the period January through March.

FAILURE TO FILE GRIEVANCES

If workers delay in bringing a contract violation to the Union's attention, they're likely to be faced with this argument when they do file a grievance: "The Union has never complained in the past, so the company's action must be okay." This reasoning does not have any particular appeal to one Arbitrator.

When a Union processed a grievance over the company's failure to comply with a contract section requiring that unworked holidays be counted as days worked for the purpose of determining whether an employee had worked 6 or 7 days in a week, the company's position was that on 4 previous occasions unworked holidays had not been so considered. This action had affected the pay of 35 employees—one of whom had been on the Union negotiating committee, and three of whom had been Union shop stewards—but none of these 35 had complained.

The Arbitrator was unimpressed. It would be a strange doctrine, he thought, that would permit 2100 workers to have their contract rights forfeited by the failure of 35 to file grievances. It would be equally strange, he added, if three out of 100 Union stewards could bind the Union by their failure to assert their rights as employees.

Accordingly, he ruled in favor of the Union in this arbitration case. (Kaiser Aluminum and Chemical Corp. vs. Aluminum Workers Union, AFL.)

THE UNION DOES HELP!

Wage data compiled by the U.S. Bureau of Labor Statistics shows that wages in Union plants average 10 cents to 20 cents per hour HIGHER than in non-union plants in almost 90 per cent of the 306 different occupations studied by their Labor Economists.

Sen. Paul Douglas Says . . .

Labor Merger to Benefit U.S.

(So much misinformation has been spread about the forthcoming AFL and CIO merger that it is an event when a public figure outside labor puts the facts on the record. U.S. Senator Paul H. Douglas of Illinois, a great friend of labor, did just that recently at the convention of the Illinois State Federation of Labor at Rock Island. Here are excerpts from Senator Douglas' address:)

While the division between the CIO and the AFL has in the past stimulated each side to organizational efforts, it has also created bitterness, divided purposes and mutual raiding of membership. The forthcoming union should create greater brotherhood in the ranks of labor and should free all your energies for common tasks instead of turning them against each other. I congratulate you all on this fine achievement.

Of course any such union will have its difficulties. But men like George Meany, George Harrison, Al Hayes, Joe Keenan, Walter Reuther and Dave McDonald can, and I'm sure they will, work together, and the same thing is true within our own state. It will be a happy day when you meet not merely as the AFL or the CIO, but rather as the AFL and CIO.

Many people are asking, however, whether such a merger does not create dangers for the community by giving labor much greater power. That of course largely depends upon the uses to which this power is put. But first people should realize that the interests of labor are not opposed to those of society but rather are probably the most important part of society itself.

There are for example about 16,000,000 members of the AFL and the CIO. Taking the ratio of two and one-half people to every employed person, we get a figure of approximately 40,000,000 people who are direct members of the family. This is about a quarter of the total population.

Another quarter probably falls in the group directly eligible for membership, so that labor unions may speak in the future for half of the population. Now a half is not the whole, but it is far closer to it than the small groups which here and there still privately sneer at labor and insist that they are society.

The truth of the matter is that I have found labor on the whole to be concerned with the general welfare as well as with its own interests. Labor has backed us up in our struggle to conserve our natural resources, to protect the health of the community, to protect consumers against gouging by selfish monopolists and slick operators.

Of course there are black sheep here and there in labor's ranks. So are there in business, teaching, and the other professions. Here and there a union will follow selfish policies. But this is also true of industry. On the whole however, the average is high and it is up to us all to make it higher.

Greater power should bring with it humility, not arrogance, a stronger will to use it for the public welfare, and a greater sense of brotherhood and stewardship.

If we keep our unions free and democratic in their internal operations, encourage discussion and criticism and carry on union activities in the full light of day, we will provide the self-correcting forces to keep union life healthy and sound.

(Courtesy of "The Machinist")

Gentleman Joseph X. Paup, the poor man's philosopher, comments that virtue basically consists of insufficient temptation.

It's a Law

By GERALD W. MORAN
Business Representative

Did you know there were 121 California workers disabled and 14 killed, in agricultural pursuits alone, while being carried to or from their jobs during 1950? These are shocking figures.

Many of these injuries and deaths could have been avoided by following the rules outlined by the DIVISION OF INDUSTRIAL SAFETY of the California Department of Industrial Relations, and the California State Vehicle Code.

These are some of the points of law on the transportation of workers:

A SEAT FOR EVERYONE — there must be a seat for everyone. And seats must be strong and FIRMLY SECURED. Such things as loose planks, boxes and barrels are NOT acceptable as seats.

All seats at the sides or end of a truck, or across the width of truck, must have back rests that are properly secured in place. If sides and end gates of stake-body trucks are in good condition and FIRMLY in place, they are acceptable as back rests.

TO AVOID CROWDING — allow at least 18 inches of seating space per person.

BUS TYPE TRUCKS—every bus type truck that is not canvas covered or loaded from the rear MUST HAVE AN EMERGENCY EXIT, which should be at least 24 inches wide. The inside of this emergency exit must be clearly marked "EMERGENCY EXIT." Any heater used in a bus type truck must be of a type approved by the Division of Industrial Safety.

IF YOU HAVE A STAKE BODY TRUCK—you must see that the sides and end gates are well built and KEPT IN GOOD CONDITION. They should be at least 42 inches high. If you have a pickup, you may use the back rests as an enclosure PROVIDED THE TOP OF THE BACK REST IS AT LEAST 36 INCHES ABOVE THE PICK-UP BED. The rear of a pick-up MUST be blocked off by chains, cable or straps to a height of at least 42 inches above the bed. Tail gates and ends must be up and properly secured in place before any truck may move.

TRUCKS USED OCCASIONALLY FOR CARRYING WORKERS—if your truck is only occasionally used for carrying workers (and mainly for some other purpose), here are some rules that MUST be followed:

Workers MUST ride in the cab, whenever possible.

Flat-bed trucks MUST be protected on the end and sides.

Pick-up tail gates MUST be closed, or similar protection provided, and workers MUST sit on the truck bed or on temporary seats that are SECURELY FASTENED.

If these safety precautions are not followed, then NOT MORE THAN TWO WORKERS may ride on a truck bed, and they MUST hold on to suitable grab irons rigidly fastened to the truck.

SECTION 685 OF THE CALIFORNIA VEHICLE CODE STATES:

"Trucks used primarily OR regularly for the transportation of workmen shall be:

(a) Equipped with seats securely fastened to the vehicle.

(b) Equipped with a railing or other suitable enclosure on the sides and end of the vehicle not less than 30 inches above the floor of the vehicle.

(c) Equipped with steps, stirrups or other equivalent devices so placed and arranged that the vehicle may be safely mounted and dismounted.

DON'T GAMBLE WITH DEATH ON THE HIGHWAYS!

Never allow workers to ride on top of the cab or side rail, on the running boards, on fenders, on the hood, or with their legs hanging over the end or sides of the truck. MAKE SURE that drivers are licensed to operate the trucks, that they know and obey the Vehicle Code, AND THAT THEY DO NOT DRIVE TOO FAST.

Make sure that the equipment is in good condition and that the brakes are checked frequently.

TOO MANY workers are killed or severely injured while being car-



Local 1245 Business Representatives again become students. These classes, given during the bi-monthly staff meetings, were conducted by Mr. TED WEYN, of the U.S. Department of Labor.

The group seated, from l. to r.: are: FRED M. K. LUCAS, ED JAMES, ELMER B. BUSHBY, AFLRED M. HANSEN and HOWARD SEVEY. Standing, from the left, are: MERT A. WALTERS, L. L. MITCHELL, TED WEYN, ROY D. MURRAY, GENE F. HASTINGS, FRANK GOSS, W. SCOTT WADSWORTH and GERALD MORAN.

UNION SAFETY DRIVE GAINS

At meetings held in Fresno on October 29 and Auburn on November 16, additional Unit Safety Committees were activated to serve in the San Joaquin and Drum Divisions of the PG&E Company.

Pointing out that SAFETY is vital concern to every employee and members of his family, System Safety Committee Chairman Marvin C. Brooks and Asst. Bus. Mgr. Mert Walters outlined the program of the System Safety Committee and discussed activities of the Unit Safety Committee members.

"By maintaining adequate safety standards," declared Bro. Brooks, "the life, limbs and earning capacity of every member can be protected and his job security enhanced accordingly."

The essential responsibilities of Unit Safety committeemen, according to Brooks and Walters are:

1. Promote an attitude of safety consciousness among the members by every available means.
2. Use the provisions of the Union Contract to the fullest in the improving of safety standards.
3. Assist in the preparation of data and evidence for use in seeking necessary revision and extension of existing safety laws and rules.

Unit Committeemen were urged to investigate every instance of hazardous conditions and unsafe working conditions and to make appropriate reports to the Union's System Safety Committee so that corrective action may be sought.

Additional area meetings concerned with activation of Unit Safety Committees are scheduled for the coming months. Next such meeting will take place in Eureka on November 30.

Meantime, the Union's Executive Board has authorized the purchase of complete sets of Safety Orders, issued by the California Division of Industrial Safety, for distribution

ried to or from work. DON'T BECOME A STATISTIC. There are no second chances in this game.

Next month—look for "It's a Law" on Boiler Inspections.



Statement of the Ownership, Management, and Circulation required by the Act of Congress of August 24, 1912, as amended by the Acts of March 3, 1933, and July 2, 1946 (Title 39, United States Code, Section 253) of The Utility Reporter, published monthly at Oakland, California, for September, 1955.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Intl. Brotherhood of Elect. Wrks., #1245, 1918 Grove St., Oakland, Calif. Editor, Ronald T. Weakley, 1918 Grove St., Oakland, Calif. Managing editor, George L. Rice, 1918 Grove St., Oakland, Calif. Business manager, Ronald T. Weakley, 1918 Grove St., Oakland, Calif.

2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.) International Brotherhood of Electrical Workers, Local Union 1245, A. F. of L., 1918 Grove St., Oakland, California.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner, and any such stock and securities in a capacity other than that of a bona fide owner, and any such stock and securities in a capacity other than that of a bona fide owner, must be given.)

5. The average number copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding date shown above was: (This information required from daily, weekly, semi-weekly, tri-weekly newspapers only.)

Sworn to and subscribed before me this 12th day of October, 1955. Evelyn L. Maddoch, Notary Public, Alameda County, Calif. (My commission expires February 24, 1958)

Stockton—

G.C. Field Clerks Meet to Discuss Program

General Construction Field Clerks from such widely separated points as Bakersfield in the South and Weaverville in the North met at the Stockton Hotel on Saturday, November 19 to air their mutual problems. Those in attendance represented the Line, Station, Gas and Hydro divisions of General Construction. The meeting was called and conducted on an open basis.

It was the consensus of opinion that a definite wage inequity exists between the rates of pay for General Construction and Divisional Clerks. The absence of accurate job definitions, setting forth the duties of the classifications, was also pointed to as a hardship on the Field Clerks.

Asst. Bus. Mgr. Mert Walters, who conducted the meeting, pointed out that Local 1245 would seek correction of the inequities which exist for Field Clerks, provided the Clerks themselves would lend all possible assistance. In this connection, all Clerks were urged to submit a written descriptive statement concerning the duties of their own job as a first step toward seeking corrective action.

Following an analysis, at Union headquarters, of the statements submitted by the Field Clerks, another meeting will be called during February, 1956, to map a definite program and decide upon a course of action.

The Stockton meeting was the second such gathering of G. C. Field Clerks. On September 24, at Union headquarters, a number of Field Clerks gathered for an open meeting and "started the wheels" in motion for correction of their inequities.

All Field Clerks are now urged to get their written job statements in to Union headquarters in the immediate future.

San Diego—

Local 465 Pushes Strong Clerical Organizing Drive

Following the lead of IBEW Local Unions on many utility properties, our sister utility local union in San Diego has also undertaken an organizing campaign aimed at the clerical employees of the San Diego Gas and Electric Company.

Local 465 has represented the physical and operating employees of the San Diego utility for many years, but the Clerical forces have remained unorganized.

However, the desire to be union-

both feet. Hughes has assigned Asst. Bus. Mgr. Lawrence E. "Larry" Townsend and comely Bus. Rep. Jean Weaver, representing the Clerical workers, to this project.

These two young Union officers, according to Bro. Hughes, have been carrying on an intensive, well-planned campaign among the Clerical employees, and gratifying results are already apparent. While both Bro. "Larry" and Miss Weaver are new to the ranks of Union organizers, they more than make up in enthusiasm and that good old "missionary spirit" what they lack in professional experience.

The officers, members and staff of Local 1245 wish Local 465, Bus. Mgr. Hughes, and Reps. Townsend and Weaver the best of success in their good work of organizing and representing the Clerical workers of the Southern utility.



Jean Weaver

ized has been expressed by growing numbers of the Clerical workers, so Local 465, under the leadership of Business Manager Vernon W. Hughes, has moved in with

Missing Members

(SAN FRANCISCO DIVISION)

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
J. H. Alford	326641
Walter Allen, Jr.	326485
James G. Andrews	326642
Bill R. Angell	576409
Robert J. Azzaro	725452
William C. Belaski	231577
Ira Bray	326647
Martin Breuer	329753
O. C. Brooks	493802
Avis M. Bryd	494109
Eugene Campedel	328582
Frank Carroll	326649
Anthony S. Ciminero	327496
Robert W. Deboi	329527
Chester O. Edgar	232449
Richard H. Everett	765529
Richard Feil	326455
Gaylard A. Forsythe	231580
Joseph E. Frith	328355
Linwood N. Gaylord	326670
James H. Gaynor	72793
Peter Piannini	326671
Darland Gilchrist	231581
Byron Hampton	327497
James Hampton	494118
Duane A. Hickmon	765103
Raleigh Hughes	326678
Thomas Hurley, Jr.	327160
Randolph Jones	328883
Robert R. Mackin	232188
James Manley	326480
Paul L. Maslow	328369
James A. Miller	725275
John Moran	576415
Marcel Morantont	725458
Carl Ownesby	329558
Arthur Wm. Pennington	73433
Donald E. Phillips	232194
Arnold G. Rosales	327499
William Schar Schmidt	765540
Robert B. Sloan	179576
Selden Smith	494132
Andrew Valenzuela	231592
Robert D. Warfel	326399
Walter C. Warren	193246
Andrew J. Weber	328324
John D. Welti	231870
Max L. Woodward	576417
Leo Yost	493333



Lawrence Townsend

Shasta Units Hear Fed V.P.

Members of the Redding and Red Bluff units were fortunate in securing the attendance of Brother Robert Giesick at their November meetings.

Brother Giesick is a vice president of the State Federation of Labor and special Business Representative of the Five Counties Central Labor Council at Redding.

Introduced by IBEW Central Labor Council Delegate Donald Downing at Redding and Robert Sargent at Red Bluff, Brother Giesick spoke on the subjects of Central Labor Council Aims and Operations, the importance of organizing the unorganized in all fields, and the excellent work done for labor organizations by the Labor's League for Political Education.

According to Brother Giesick, "there is need for every member of a Labor Organization to become an organizer of the unorganized, if the Labor Movement is to survive the attacks being made on it by anti-union forces." He pointed out the importance of labor people patronizing only those shops displaying "Union Shop" signs and hiring Union people.

Of the LLPE, Brother Giesick stated "The dollars we donate to this organization become the soldiers of our political army," and encouraged voluntary donations from all union members. He further stressed the importance of the work of the LLPE in helping to elect "friends of union people to legislative offices where the interests of union people can be protected."

Brother Giesick's remarks were well received by all members in attendance, and hearty invitations were extended for his early return.

Observe Safety Rules!

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

We note in the daily press and other means of mass communication, a pre-election "bogyman" appearing on the scene. The front men, who are setting the stage for dress rehearsals, are trying to build up the "bogyman" to stardom.

These front men are Republican Senators Knowland of California and Goldwater of Arizona.

Now we are not concerned with the party labels of these two gentlemen but we are concerned with their charges that a conspiracy is being developed by American labor to take over the country.

Labor is going to be attacked through the "big scare" technique and will be the "bogyman" which is designed to obscure the election issues.

Our members in California and Arizona are part of the American labor movement and the two aforementioned gentlemen are their public servants just as much as with farmers, businessmen and housewives.

This "conspiracy" charge is directed at the merger of the AFL and CIO which will strengthen labor's position in representing wage earners and their families.

Goldwater's charges that labor will use slush funds on a massive scale and "violent coercion" in a "conspiracy of national proportions" to control next year's election, are both baseless and ridiculous.

First, on money. Everyone knows that the big money boys spend untold amounts in elections in order to push their grab-bag programs. The television propaganda costs are beyond the wildest dreams of any union which might wish to match TV time devoted to the campaigns of anti-labor candidates.

As far as "violent coercion" is concerned, any sensible person knows that the secrecy of the bal-

lot box is sacred and no one is "coerced" into following the dictates of anyone while behind the voting box curtain.

So much for the wild charges of the Arizona labor-hater whose own personnel policies in the operation of his business are among the most Neanderthal.

Senator Knowland takes the same line but on a different tack. In his speech before the United States Saving and Loan League Convention in Miami earlier this month, he concocted another bit of makeup for the "bogyman."

He is quoted in "Labor's Daily" as having stated that: "There are some in the ranks of the new labor combine who visualize taking over control of the Democratic Party in this country, as they have in the State of Michigan, and making it into the equivalent of the British Labor Party."

"They hope by capturing a great existing party to retain the name, the traditions and the ties and loyalties of generations. By 1960, if not in 1956, they plan thereby to gain control of the governmental control of this country."

Wow! This great "power" supposedly would be applied by a labor movement, which has organized a little over one-fourth of the workers in America. We can just see how the big boys will quake when the 17 odd million organized workers all vote a straight Democratic ticket. Of course, this will never happen. They would all have to register first. Also, the Democratic Party would have to convince all Republican union members to switch their votes.

When the AFL and CIO merge next month, one of the main reasons for the merger will be a major topic of discussion. This topic will be political action. It might more properly be called "political counter-action."

The American labor movement is and has been under heavy attack during the last few years. The "States Rights" doctrine which compounds the crime committed by Taft-Hartley. The "Right to Work" frauds being perpetrated against workers. The constant, government permitted, stranglehold on the means of mass communication for anti-labor, pro-big business propaganda. The attack on Federal aid to education. The smear technique in vogue with some elected lawmakers. The "lawmaking through rule and edict" of the present National Labor Relations Board in its "interpretations" of the Labor-Management Relations Act. Yes, these are some of the reasons for merger, unity, and political counter-action by organized labor.

Goldwater and Knowland are not half as scared of the merger as the members of labor unions are at the direction in which we find our elected lawmakers and executives going.

The press, radio, TV and magazines will invade our homes with a steady drumbeat of "conspiracy," "Labor Bosses," "Creeping Socialism," etc.; all paid for by the same old guys who bought the Dewey buttons.

Let's see what the respected and responsible elected leaders of the American labor movement have to say about these phony charges. Maybe there is another "conspiracy," another "slush fund" and another "violent coercion" to be concerned about.

Remember, a labor union exists for the welfare of workers and their families and for NO OTHER REASON. Can Goldwater, Knowland, or the lifeless corporate structures say the same? Beware of him who would tell you to be meek in the face of the destruction of the American labor movement.

'SD DAY' DEC. 1 SMUD Seeks New Hydro Developments to Meet Expected Water and Power Shortage

The second annual "S-D Day," or Safe Driving Day, is set by Presidential proclamation for Thursday, Dec. 1, 1955. The challenge to every community in the nation will be: NOT A SINGLE TRAFFIC ACCIDENT DURING THE 24-HOUR PERIOD—IN DAYLIGHT OR DARKNESS.

A representative committee appointed by the President has engaged in 30 days of public educational activity prior to "S-D Day." The committee points out that there are now nearly 60 million motor vehicles on our streets and highways, and this number will increase to 80 million by 1965.

Last year, traffic accidents KILLED 36,000 people, INJURED someone every 25 second—a total of 1,250,000 injured—and COST an estimated \$4.4 billion in medical bills, property damage and other expense.

Twice as many industrial workers were killed in auto accidents as in industrial accidents during the past year!

Among several SAFE DRIVING TIPS published by the Committee are:

1. Be sportsmanlike on every drive.
2. Obey all traffic regulations.
3. Don't drive when you drink.
4. Remember, danger increases with darkness: at sundown, reduce speed so you're within range of your headlights.
5. Be extra alert at intersections.
6. Always signal your intention to turn or stop.
7. Check your brakes, lights, windshield wipers, tires and steering.

Traffic hazard problems cannot be solved with a "day," or with any short-term device. Eternal vigilance, when driving or walking on streets and highways, is the only way to stay alive and well. Let's all do our part to save life, limb and property.

In anticipation that power demand will outgrow the present low-cost power supply by 1960, the Sacramento Municipal Utility Dis-

trict has proposed the development of water and power facilities of the Upper American River.

The proposed project, to cost an estimated \$85 million, would generally parallel U. S. Highway 50 north from Placerville and east on the western slope of the Sierras. Construction would include ten reservoirs with a storage capacity of 287,590 acre-feet of water and four powerhouses having an installed capacity of 206,000 kw. 900 million kwh of electrical energy per year would be developed when the project is completed.

Spokesmen for the Utility District point out that during eight and one-half years of operation, peak power demands have increased 130 percent. Average per customer use of electrical energy by residential consumers has increased 62 percent during the period.

Voters in the area served by the District will vote December 6 on revenue bonds to obtain funds for financing of the project. The bonds would be repaid from District revenues only.

District officials point out that construction of the project would conserve wasted flood runoff water for beneficial uses, produce more low-cost electric power and create additional recreational areas in El Dorado County.

If the bonds are approved by the voters, Federal Power permits granted, State water rights obtained and final engineering plans completed, construction could begin in 1958 and continue for an estimated 10 years, dependent upon the power and water demands in the area served.

Negotiations

(Continued from Page One)

tiations have now been resumed.

ELECTRIC O. H. TALKS START

November 22 of this year saw the first negotiating session of the joint committees to work out Job Definitions and Lines of Progression for employees of the Electric Overhead Department.

The Union committee is composed of Brothers Oscar Fellin, Patrolman, Santa Rosa; Frank McCarthy, Clerk Driver, Heavy, Oakland; Adrian Light, Troublemaker, Stockton; and Mert Walters, Asst. Bus. Mgr. This committee, assisted in advance preparations by Brothers Frank Wisel and Robert Bevers from the San Joaquin Division, and Fillmore Gregory from Drum, had prepared all data relating to the Union's position during the summer and early fall months.

Committee members report that a number of tentative agreements were reached at the initial meeting with the Company representatives, but that certain differences still exist. Additional negotiating sessions will be scheduled in the near future in an attempt to amicably conclude the Electric Overhead agreement.

Meantime, plans are underway to establish Union committees to represent members in the Electric Meter department and the Department of Pipe Line Operations.

When selected, these committees will be called to Union headquarters to study available data and draft the Union proposals regarding changes in Job Definitions and Lines of Progression in these departments.

As progress is reported by the various committees, it will be noted in future issues of UTILITY REPORTER.

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Attend Union Meetings!