



## Local 1245 Raises \$16,000 for Disaster Aid



Here is a group of our Santa Cruz Unit brothers who pitched in to help the American Red Cross with flood clean-up work following the disaster in their city. L. to R. are: ART BARSON, ROY CASTIGLIONI, JERRY SLAUGHTER, ORVILLE THOMAS, HAM WITHAM, BILL HIRTH, RAY KRANICK, BILL SHARFENSTEIN, RED HARPER, BUD WRIGHT, DANNY VALENCIA and CHARLIE PARKER. (We are indebted to Bro. TERRY DREW for the picture.)



Smiling broadly are WILLIAM MORRISON, Shop Steward, Alameda Bureau of Electricity, Bus. Rep. ALFRED M. HANSEN and LARRY KING, Chairman of Municipalities Unit No. 2211. The occasion? These good members had just handed Hansen more than \$200 as a contribution to the Disaster Aid Fund from the 30 member-employees of the Bureau.

## New York Teamwork Wins 25½c Boost for Con-Ed Group

History was made in the recent negotiations between Consolidated Edison and the unions representing its 23,000 employees. For the first time IBEW Local 3's negotiating team and the Utility Workers Union's negotiating committee sat down together across the table from Edison management. This co-operation, made possible by the CIO-AFL merger, brought splendid results: wage increases ranging from fifteen to forty-four cents an hour and averaging over twenty-five and a half cents.

Not only did the joint negotiation achieve a fine agreement, but it was achieved in record time. Negotiations under the reopening clause could have continued until February 28, after which either party could request arbitration. The new agreement was ratified by the members Thursday evening, January 26.

### WAGE INCREASES

The agreement provides for two general wage increases: ten cents an hour across the board, retroactive to January 1, 1956, and an additional three per cent of the January 5, 1957, rate payable in two steps, January 6 and July 7, 1957. All employees will receive five cents under this general increase on January 5 with the balance, depending on the individual employee's rate, on July 7.

Each member employee with the title of Mechanic A or higher who is at the top of his wage range on June 30, 1956, will receive an additional increase of five cents an hour as of July 1, 1956. Another large group of employees, mainly in the physical department will receive an additional five cents effective January 1, 1956. The purpose of this

increase is to speed up the advancement of employees in the lower wage brackets.

### AGREEMENT

Management also agreed to continue the existing program of five cent increases every six months for those below the maximum of their title and to give each employee with twenty-five years or more of service five cents an hour more than his wage schedule would otherwise entitle him to.

A major benefit for new employees is an increase of nine dollars a week in the hiring rate for male employees and six dollars a week for female employees. The wages of recently hired employees will be adjusted in line with this improvement.

The average wage of the union (Continued on Page Five)

## Our Members to Receive Funds To Help Offset Big Flood Losses

Meeting in special session on Friday, February 17th, the Executive Board of Local Union 1245 voted to conclude the Disaster Aid Fund Drive, effective the same date, and to take immediate steps to get the monies into the hands of members suffering property damages during the December floods.

The final report on all funds collected, including that voted from the Union treasury by the Executive Board, was given by Disaster Aid Fund Trustee Howard M. Sevey. Total contributions came to \$16,337.70—a substantial sum which will be heart-warming news to our members who suffered the loss of their homes, furnishings, clothing, automobiles and other property.

The formula adopted by the Board for disbursement of fund was recommended by Yuba City Unit No. 3612, whose members suffered the greatest losses when the Feather and Yuba rivers broke through the Shanghai Bend levee and flooded large areas.

Percentage payments will be made to members filing a claim against the fund, based on the amount of their loss, the family income level and the number of dependents in the family.

Here is the payment formula as recommended by the unit at a joint clerical and physical meeting and adopted by the Union's Executive Board.

Recomputed losses will be based on the following:

1. Credits of 50 percent of reported loss.
2. Credits up to 25 percent of the loss will be based on the family income in accordance with the following wage schedules:

- |                             |     |
|-----------------------------|-----|
| a) \$78.00 or less per week | 25% |
| b) \$78.01 to \$86.00       | 20% |
| c) \$86.01 to \$94.00       | 15% |
| d) \$94.01 to \$102.00      | 10% |
| e) \$102.01 to \$110.00     | 5%  |
| f) \$110.01 or more         | 0%  |
3. Credits up to 25 percent of the loss will be allowed, based on the number of dependents in family, as follows:

- |                     |     |
|---------------------|-----|
| a) Two dependents   | 10% |
| b) Three dependents | 15% |
| c) Four dependents  | 20% |
| d) Five dependents  | 25% |

The Board also ruled that all payments will be made by checks, to be presented at Unit meetings where the recipient members reside but that any award of less than \$5 will be disallowed. An additional Board ruling authorized the editors of the UTILITY REPORTER to print the amounts contributed to the fund by the members of each participating Unit.

Funds raised by the membership, and reported by their units, are as follows:

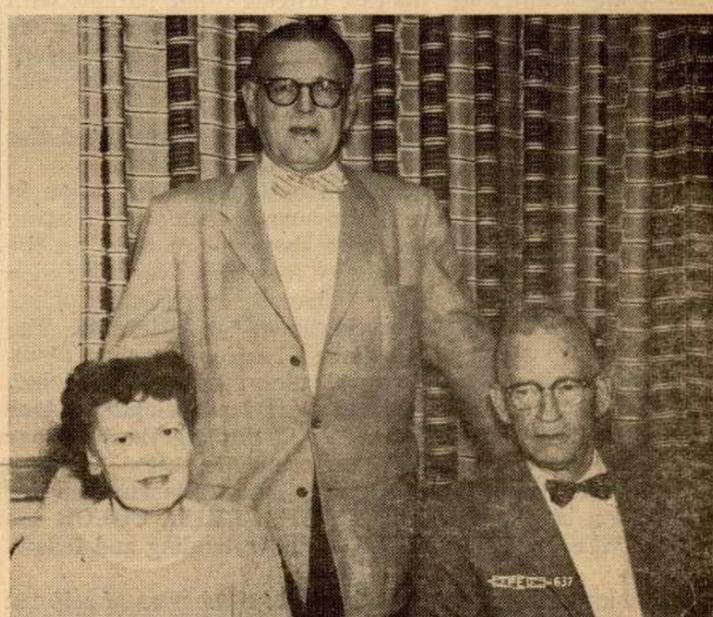
| SAN JOAQUIN DIVISION |           |
|----------------------|-----------|
| Unit                 | Amount    |
| 1111 Fresno          | \$ 208.75 |
| 1112 Bakersfield     | 111.00    |
| 1114 Taft            | 50.00     |
| 1117 Wasco           | 4.00      |
| 1118 Wishon          | 55.00     |
| 1123 Merced          | 23.00     |

| COAST VALLEY DIVISION |          |
|-----------------------|----------|
| Unit                  | Amount   |
| 1211 Salinas          | \$ 69.50 |

(Continued on Page Seven)

### IN THIS ISSUE

|                        |        |
|------------------------|--------|
| Editorial              | Page 2 |
| Steward of Month       | " 2    |
| Governor's Conference  | " 3    |
| Bay Living Costs       | " 3    |
| Wives at Redding       | " 3    |
| Research & Education   | " 4    |
| Mail Bag               | " 4    |
| Safety Is Insurance    | " 4    |
| SMUD Exams             | " 5    |
| COPE Replaces LLPE     | " 5    |
| PG&E Earnings Jump     | " 5    |
| Training Plans         | " 6    |
| GOP Drive on Labor     | " 6    |
| Union Wins Arbitration | " 7    |
| Clerical Organizing    | " 7    |
| Bus. Mgr.'s Report     | " 8    |
| Berkeley Exams         | " 8    |



Miss THEORA GURR, Fresno, Ninth District I.V.P., OSCAR HARBAK, and JACK BELL, Secretary-Treasurer of the California State Association of Electrical Workers, pause for a moment during the February 18 session of the State Association. Miss Gurr assisted Secretary Bell in recording the convention proceedings.

### Fresno—

## STATE IBEW VOTES TO HOLD SEMI-ANNUAL CONVENTIONS

The California State Association of Electrical Workers, meeting in special session at Hotel California on Saturday, February 18, voted unanimously to meet twice yearly in the future. Previous conventions had been on an annual basis, with the delegates convening the weekend prior to the regular convention of the California Federation of Labor.

Under the newly adopted arrangement, State Conventions of the IBEW will be held in February and August of each year.

The special session was conducted by President W. H. Diedrichsen, who is Business Manager of San Mateo IBEW Local 617. Jack Bell, Bus. Rep. from Los Angeles' Local 11, is secretary-treasurer and California Legislative Representative for the association.

Regional board members include H. J. Tornwall, Eureka, R. T. Weakley, Oakland, H. T. Gundersen, San Jose, R. L. Bruce, Fresno, L. R. McCall, and L. B. Hoffman, Los Angeles, W. A. Ferguson, Santa Ana, and H. D. Parker, San Gabriel. Area reports on working conditions, employment prospects and wage gains of the 50 California IBEW local unions were given by the board members.

Ninth District International Vice President Oscar Harbak discussed the organization of electrical workers in the copper mining industry of the West and reported on the current status of a directive concerning travel time, issued by International President Freeman. The copper mining industry em-

loys approximately 2,000 workmen who come under jurisdiction of the IBEW, according to V. P. Harbak. There has been some confusion with respect to organizing procedures, he reported, as the mines are located in portions of three International Districts, the 7th, 8th and 9th. Vice presidents of the three districts recently met and agreed that 7th District I.V.P. Edwards would assume full charge of all organizing campaigns in the copper industry. A full-time international representative has been assigned to assist I.V.P. Edwards.

Mr. Harbak strongly recommended to the 150 delegates in attendance that they schedule the first day of the August convention for trade division meetings. This, he stated, would give representatives from inside locals, utilities, radio and television, manufacturing, and other divisions an opportunity to meet separately to discuss problems of special significance to their own branch of the trade.

A highlight of the convention was (Continued on Page Five)

**The UTILITY REPORTER**

Editor: RONALD T. WEAKLEY  
Associate Editor: GEORGE L. RICE

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

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## 1956 ELECTIONS CALENDAR

|  |  |
|--|--|
| <p><b>CONSOLIDATED DIRECT PRIMARY ELECTION AND PRESIDENTIAL PRIMARY ELECTION</b></p> <p>Last day to register or transfer for the Consolidated Primary Election . . . <b>APRIL 12, 1956</b></p> <p>First day to apply for absentee ballot . . . <b>MAY 16, 1956</b></p> <p>Last day to apply for absentee ballot . . . <b>MAY 31, 1956</b></p> <p>(War voter may apply at any time not later than May 31, 1956)</p> <p><b>ELECTION DAY . . . JUNE 5, 1956</b></p> | <p><b>GENERAL ELECTION</b></p> <p>Last day to register or transfer for the General Election . . . <b>SEPT. 13, 1956</b></p> <p>First day to apply for absentee ballot . . . <b>OCT. 17, 1956</b></p> <p>Last day to apply for absentee ballot . . . <b>NOV. 1, 1956</b></p> <p>(War voter may apply at any time not later than Nov. 1, 1956)</p> <p><b>ELECTION DAY . . . NOV. 6, 1956</b></p> |
|--|--|

### Express Your Opinion at the Polls—VOTE!

## Shop Steward Of the Month



**ORMAN C. GASPAR, Apprentice Electrician-Relief First Operator at Mendocino Sub-station in the North Bay Division of the PG&E Company is our selection for SHOP STEWARD OF THE MONTH.**

Brother Gaspar has been a PG&E employee since August of 1947. He currently works out of Ukiah, where he resides at 208 Rosemary Lane with his family.

A Shop Steward since 1952, Brother Gaspar has been a member of Local 1245 since the December, 1951 merger with IBEW Local 1324, to which he formerly belonged. Widely respected by union members and supervisors alike, he has a reputation as a hard working, conscientious Union Shop Steward.

Brother Gaspar served as Recorder of Ukiah Unit No. 3714 for nearly four years, until his appointment last December as Union member of the North Bay Division Grievance Committee.

A native Californian, Brother Gaspar completed his education in the state and then served three years with the U.S. Army Corps of Engineers. After receiving his honorable discharge from the service, he became a PG&E employee.

The UTILITY REPORTER is pleased to salute Brother Orman C. Gaspar as our Shop Steward of the Month for February, 1956. We appreciate his untiring efforts to make Local 1245 a better, a stronger trade union—and express the hope he will continue to realize personal satisfaction from the good work he does.

From where I'm sitting tolerance is just a big word for peace. War can't get going where there's a sympathetic understanding of nation for nation, man for man, and creed for creed.

—BING CROSBY

## THE SPIRIT OF BROTHERHOOD

(By Alfred M. Hansen)  
Our cause is the cause of human justice, human rights, human security.

The common belief in the "Equal Rights of Man" was our one reason for becoming a separate Nation. The preservation of these equal rights is the single purpose for our continuance as a nation.

Man, therefore, has a responsibility as an American Citizen to be more than concerned with only himself. To be worthy of his heritage he should be continually active in the cause of Brotherhood.

Nowhere is man's responsibility to his Brother brought forth in sharper focus than in Holy Writ from which we have received inspiration for our Laws and Conduct as individuals and as a Nation. The entire mission of Christ was built on a new code of ethics. The stereotype formalism that was practiced in religious circles at that time had little appeal to him. It was the letter of the law that counted and sentiment had little or no value. Seeing the lack of love and consideration shown he remarked, "The letter of the law killeth but the Spirit giveth life."

His was the beginning of a new era of human values. Never before in history had the people for whom hope and recognition seemed so futile had so much to hope for. He said, "He who has done it unto the least of these has done it unto me," and the people loved him for it and the Rulers feared him because they knew he was correct and just.

Notice carefully his admonition to the people that it was their responsibility if they were to be worthy of praise that they must be responsible for their Brothers' status—"Sell all that thou hast and follow me and I will make you fishers of men." "This is my Commandment that you love one another as I have loved you. Greater love has no man than that he lay down his life for his friend."

Those who fell under His spell gave forth the same enthusiasm for principles of justice and things that endure. Their teachings were that man to be worthy of his relationship to God had a direct responsibility to the welfare of his Brother.

The question in Holy Writ, "Am I my Brother's keeper?" must be answered in the affirmative if man is to be worthy of his heritage as a citizen in our great land that was purchased by patriots who had

the courage not only to think right, but also to act right, for one without the other is incomplete.

No man except those of high purpose could have said the words—"We hold these truths to be self-evident that all men are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are Life, Liberty, and the pursuit of Happiness."

The American promise of an equal right to Happiness is the broadest possible guarantee of equality accompanied by higher standards of living. Both can be attained if the efforts of society are directed toward that goal.

Woodrow Wilson, under whose office we obtained the eight-hour law said, "Tradition is a handsome thing in proportion as we live up to it. If we fall away from the Tradition of the Fathers we have dishonored them." Surely it must be our responsibility to be worthy of such noble sentiments.

**MAN'S MEASUREMENT**  
A man's no bigger than the way  
He treats his fellow man!  
This standard has his measure  
been  
Since time itself began!

He's measured not by tithes or  
creed,  
High-sounding though they be;  
Nor by the gold that's put aside;  
Nor by his sanctity;

He's measured not by social  
rank,  
When character's the test;  
Nor by his earthly pomp or show,  
Displaying wealth possessed!

He's measured by his justice,  
right,  
His fairness at his play,  
His squareness in all dealings  
made,  
His honest, upright way.  
These are his measures, ever near  
To serve him when they can;  
For man's no bigger than the  
way  
He treats his fellow man!  
—Unknown

## Electrical "Brain Teasers"

(By Louis Bonino, Municipalities Unit Educational Chairman)

TEST YOUR KNOWLEDGE OF ELECTRICITY—ARE THESE STATEMENTS TRUE OR FALSE?

1. An electron has a negative charge.
2. Electron flow in D.C. is from positive to negative.
3. Electrons are all different sizes.
4. The molecule is composed of atoms.
5. Practically all electrical phenomena can be understood by a study of the electron.
6. Electrons are stationary particles.
7. A coulomb is a number of given electrons.
8. Amperage is a coulomb of electrons past a given point in one second.
9. The electron is a Beta particle.
10. Voltage is the difference in potential between two points.

SCORING: nine correct—excellent; eight—good; seven—fair. See page 8 for answers.

How about some of you Gas, Hydro, Substation, Water Collection, and other department "sharpies" sending in your favorite "brain teasers" for use in the UTILITY REPORTER?

(Answers bottom of page 7)

## Brotherhood Week

When the Declaration of Independence was signed, Benjamin Franklin said, "We must all hang together or assuredly we shall hang separately." That's still true today. And today it means that we must all live and work together—regardless of race and religion. With the eyes of the world upon us, there's no place in America for group prejudice. During **BROTHERHOOD WEEK—February 19 to 26—and every week which follows, let's try to remove prejudice from our lives and our hearts.**

**BROTHERHOOD WEEK** is a time set apart by the National Conference of Christians and Jews to strengthen the spirit of brotherhood. It comes, this year, at a time when it is most important that America provide other nations with an example of truly democratic living. This means that we must deal effectively with the difficult problem of religious and racial prejudice. A divided America can only play into the hands of those who seek to discredit us.

Current controversies and circumstances have given rise to tensions which are more than ordinarily sharp.

The Supreme Court's decision outlawing segregation in the public schools has given rise to a wave of emotion in many parts of the United States. The shameful reaction on the part of some students and faculty members over admission of a Negro girl student at the University of Alabama points up the need to substitute brotherliness for bitterness. The blast of gunfire which struck down a Negro doctor in Columbus, Georgia, this month, is a reflection against all mankind.

Union members have a head start in developing a true concept of **BROTHERHOOD**. We "hang together" in our continuing efforts to improve our economic status—because we know our strength lies in unity. And we learn from our trade union brotherhood that **RACE, CREED, COLOR** are only **NAMES—not BARRIERS** to understanding and fellowship.

Patience with one another, love of neighbor as of self can cement the people of America into a spiritual force with an effort beyond our power to appraise. In the very nature of things such a force can not be confined to the borders of America.

## Judge Eyes the 'Free Rider'

The ethics and validity of the union shop were, in effect, upheld and a "free rider," one who refuses to join a union but is more than eager to accept the benefits which it gains, was slapped down deservedly in a recent ruling by Judge Francis Mergan, appellate division, New York State Supreme Court.

This "free rider" was dismissed from his job when he declined union membership, in violation of a union shop pact, and he then sought to collect unemployment benefits.

State law says that a worker is not entitled to unemployment benefits if he voluntarily quits his job—and such was the case in this instance, the State Unemployment Insurance Board maintained. That decision was upheld by the court.

Said Judge Mergan:

"When there is an effective union agreement with the employer by which membership in good standing is a necessary ingredient to continued employment, a man who chooses not to have a union membership necessarily chooses not to have work in that shop.

"The refusal to pay a bus fare to get to work on time in the face of a foreseeable discharge; or to get tools, clothing or equipment where they are required as the employee's part of the arrangement; or to secure needed technical preparation to continue the work, where it was open to the employe to do any of these things or not, would be treated as 'voluntary' separation if they had the result of ending employment."

It is only fair and square that those who enjoy the increased wages and improved working conditions won by labor unions should join unions and pay their share of the cost to win the benefits.

Good union men have learned from bitter experience, however, that there are always a few "free riders" who are right up front to accept these improvements, but have a ready excuse or alibi in refusing to pay their way.

These same "free riders" never deem it proper to donate the wage boosts, won by the unions, to worthy charities. Usually they are leaders of the "anvil chorus" complaining that the pay increases weren't large enough.



Let's Keep Our Eyes Open! Copyright 1956—THE MACHINIST

# Local 1245 Is Honored at Calif. Safety Conference

A Letter of Commendation, praising Local 1245 for its "Outstanding contribution in industrial accident prevention through the adoption and operation of an extensive safety program within its organization was presented early this month.

Receiving the award in behalf of our Union was Asst. Bus. Mgr. Mert A. Walters. The presentation was made by the Co-chairman of the Transportation, Communications and Utilities Section, Mr. Leo E. Sievert, at the Governor's Industrial Safety Conference, held at Hotel Fairmont in San Francisco.

Brother Marvin C. Brooks of Modesto, Chairman of the Local 1245 System Safety Committee, accompanied Walters to the Conference as a representative of Local 1245.

San Francisco's Mayor George C. Christopher welcomed the delegates to his city, and California Governor Goodwin J. Knight made the keynote speech.

The Governor recalled his days as a "Hardrock Miner," spoke of the unsafe working conditions which had prevailed in the industry many years ago, and told of his subsequent development of a keen interest in industrial safety programs.

Principal speakers at the General Session included C. T. Spivey, Director of Employee Relations, Columbia-Geneva Division, U. S. Steel Corp., and C. J. "Neil" Haggerty, Executive Secretary-Treasurer, California State Federation of Labor.

Mr. Spivey, speaking on "Management's Responsibility for Safety," reported on the substantial reduction in the accident frequency rate through development of a safety program by his company. The program includes safety education at all levels of the company's operation, engineering for safety, and the elimination of every recognized hazard which can be found. Mr. Spivey declared that the ultimate goal in safe working conditions can only be reached by involvement of the employees, through their representatives, in the total safety program.

Brother Haggerty, speaking on "Labor and On-the-Job Safety," recalled that organized labor had initially boosted safety programs through spearheading the fight for passage of a Workman's Compensation law. Two effects of the law, he stated, are to compensate an injured workman and to give sound economic incentives to an employer to provide a safe place of employment.

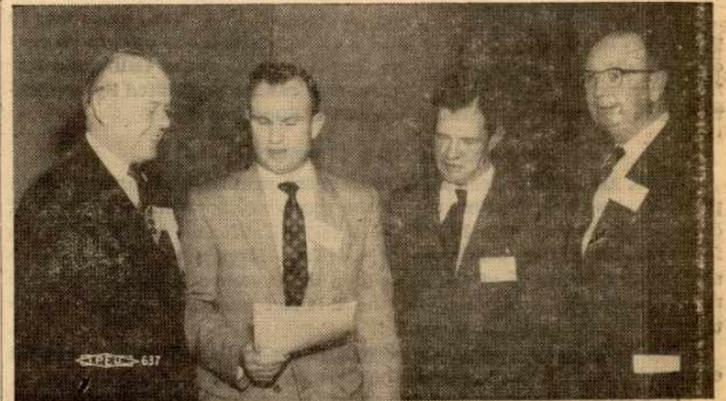
Increased activity through legislative activity is now required, according to Haggerty. Improved

Safety Orders and greater enforcement efforts, with a payroll tax, if necessary, to defray the costs are now needed, he said.

The Transportation, Communications and Utilities Section was principally concerned, in its deliberations, with safety conditions in small business, and with developing a method to attack the problem through the trade associations. Mr. A. M. Maltzer, Director, Small

Business and Associations Program of the National Safety Council, addressed the section. He pointed out that "safety is good business" and demonstrated that those small businesses which had developed safety programs through their trade associations had reduced accidents and cut their costs as well.

In addition to the award given to Local 1245, a similar recognition was accorded the Citizens Utilities Company of California, whose employees are represented by our Union. Due to the severe storms in the northern area, no delegate was present from the C.U.C.C. to receive the award in person.



These four trade unionists inspect the Letter of Commendation given Local 1245 at the Governor's Conference on Industrial Safety.

L. to r. are, THOMAS L. PITTS, President, California Federation of Labor; M. A. WALTERS, Asst. Bus. Mgr. Local 1245; WILLIAM "BUZZ" YOCHEM, City of Oakland Shop Steward; and MARVIN C. BROOKS, Chairman, Local 1245 System Safety Committee.

## Redding— Wives Eager for Union Information

(By Roy D. Murray, Bus. Rep.)  
"Your Union and What it Means to You and Your Family" was the message delivered by Asst. Bus. Mgr. L. L. MITCHELL to members and their wives of the Redding Unit of Local 1245.

The first in a series of meetings designed to acquaint the wives and families of our members in the northern area with the program of the Union was held in the Redding Grange Hall on Wednesday night, February 15th.

A delicious spaghetti dinner was prepared by the Mesdames Charles Pipkin, Jack Goslin, Reno Fancelli and James Branstetter, under direction of Chef Floyd Sherfey. Home-made cakes, pies and salads, brought in by the wives of attending members, made the "potluck" affair a complete success.

Highlight of the evening was the presentation of the Union's program during forthcoming negotiations with PG&E by Bus. Mgr. RON T. WEAKLEY. The great interest in the Union's plans for improvement of wages and working conditions for PG&E employees was evident to all.

Unit Chairman ARNOLD BERG directed the program, assisted by the "supper committee," headed by JAMES BRANSTETTER. Other members included CHARLES PIPKIN, JACK GOSLIN, EARL HACKLER, GEORGE JOHNSON and DEWEY McCARTY. Unit officers who assisted with arrangements were Vice Chairman WILFORD RODGERS, Recorder BOB McKRAY and Shop Stewards EARL COKER and LILLIAN BRAGDON.

Members and wives from the Redding area of the Shasta Division and from General Construction crews in the area were lavish in their praise of the cooks who prepared the meal. It was universally agreed that participation in Union understanding and activities by families of members is of great importance in raising the living standards and wage levels of all employees.

Similar meetings are being scheduled for other units in the northern area. Members are urged to bring their wives to these special functions so they may get

## AFL - CIO Asks Revision in Overtime Law

Early revision of current salary tests which exempt some workers from overtime payments have been urged by the AFL-CIO on Wage-Hour Administrator Newell Brown.

The AFL-CIO protested objections raised by employer groups against salary tests. Such tests, the AFL-CIO said, "are necessary to determine the good faith of the employer who seeks to take advantage of the exemption." The lengthy brief filed with Brown declared that the best evidence of such good faith is whether the worker gets a salary "fully commensurate with the superior position of the employee is alleged to hold."

Current salary tests should be revised sharply upward, the brief went on. The minimum cut off point for "executive employees" should be upped from \$55 to at least \$115.

Employees in the "professional" category should be at least \$125 instead of the \$75 now provided in the law.

Elimination of the present catch-all provision was urged. This applies to workers in the executive, professional or administrative categories if they earn \$100 or more weekly even if their responsibilities would not otherwise qualify them for such exemption. If the catch-all provision is retained, the AFL-CIO said, the minimum should be raised to at least \$150 a week.

A number of unions earlier urged the Labor Dept. to amend the present regulations.

## better acquainted with each other and have a common understanding of the plans of their Union.

A total of 79 people attended the dinner function, including 33 members, 34 wives, 9 children and 3 members of the business staff.

(Editor's note: When inquiries were made as to which member brought two wives, we were informed this didn't happen. Seems that a couple of good members stayed home as baby sitters so their wives could attend the dinner meeting!)

Not to know what has been transacted in former times is to be always a child.—Cicero.

### State of California Governor's Industrial Safety Conference TRANSPORTATION, COMMUNICATIONS & UTILITIES SECTION

## Letter of Commendation

To INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL UNION #1245  
OAKLAND, CALIFORNIA

Gentlemen:

This letter of commendation for achievement in injury prevention is given you this 2nd day of February, 1956, for the following achievement:

Outstanding contribution in industrial accident prevention through the adoption and operation of an extensive safety program within its organization.

This recognition is awarded in accordance with procedures established by the Transportation, Communications and Utilities Committee.

We wish you continued and greater success in your endeavors to prevent injuries.

*Leo E. Sievert*  
COCHAIRMAN

*Goodwin J. Knight*  
GOVERNOR  
STATE OF CALIFORNIA

*Charles J. Haggerty*  
GENERAL CHAIRMAN  
GOVERNOR'S INDUSTRIAL SAFETY CONFERENCE

*Marvin C. Brooks*  
CHAIRMAN  
LOCAL 1245 SYSTEM SAFETY COMMITTEE

## BAY LIVING COST UP 3%

The cost of living in 1955 for the San Francisco Bay region home-owning wage earner rose three per cent over the previous year, and increased two percent, and two and one-half per cent, respectively, for the salaried worker and the wage earner who rents his home.

This was reported in the annual family budgets priced last September and published Feb. 7 by the Heller Committee for Research in Social Economics on the Berkeley campus, University of California.

The budgets were compiled for two income levels: wage earner families, with separate budgets for home owners and home renters; and salaried junior professional and executive families. For each group, the budget family consisted of four members, including a boy of 13 and a girl of eight.

The most striking cost increase for any single major item on the budgets was in housing. The annual cost of home ownership for the wage earner was 13 per cent higher than in 1954; for the salaried worker, eight and one-half per cent higher. The average 1955 home price rose eight per cent and 16 per cent each for the salaried and wage earner respectively. The valuation for loan purposes increased, upping, as a result, the size of the mortgage proportionate to the valuation. Average 1955 taxes and assessments on homes were up 13 per cent for the salaried worker, and 24 per cent for the wage earner.

The home-owning wage earner's total budget for 1955 amounted to \$5,797.90, of which \$514.26 went for Federal and State income taxes, and \$1,595.11 was spent on food. Weekly, this amounted to \$30 for meals eaten at home.

The salaried worker had a total budget of \$8,129.64 in 1955. Food was the major item in his costs, amounting to \$2,046.72, or about \$34 a week for meals eaten at home. The salaried worker spent \$377.90 of his total food budget for meals away from home, compared to the \$30.56 spent for outside snacks by wage-earner families.

While there were countless changes among the individual items of food eaten at home, the changes in the main groups of food items listed, with three exceptions, were all less than 5 per cent above or below 1954. Eggs and vegetables showed increases of from six to 23 per cent, while coffee decreased approximately 19 per cent.

One of the significant decreases in the 1955 Heller Committee budgets was automobile costs, down 5 per cent for the salaried worker, and less than one per cent for the wage earner. These downward changes reflect the decrease in the cost of purchasing a new car, since operating expenses rose in both budgets. For the salaried worker, who is budgeted to have a new car every six years in the Heller Committee report, the cost was down about four per cent in 1955, and in addition, the trade-in allowance for his used car increased by nearly 14 per cent. All these changes meant a drop of about eight and one-half per cent in the over-all cost of the car.

The Committee's 1955 budgets were based on prices obtained in San Francisco, Oakland, Berkeley, San Mateo, and Walnut Creek-Lafayette for the salaried worker; and San Francisco, Oakland, Richmond, San Leandro and South San Francisco for the wage earner.

### HARD TRUTH

The two stones most commonly associated with marriage are the diamond and the grindstone.

"I'm wondering what to buy for my wife's birthday."  
"Ask her."

"Good heavens, I couldn't afford that!"

A hot dog is nothing but a hamburger in tight.

Bachelor: "Is your baby self-reliant?"  
Proud father: "Sure, he even walks the floor by himself at night."

"Has your wife changed very much, since you married her?"  
"Yes, she's changed my friends, my habits and my hours."

## Jokes, Etc.

Arthur: "So your new job makes you independent?"

Albert: "Absolutely, I get here any time I want before eight and leave just when I please after five."

"We have a criminal jury system which is superior to any in the world; and its efficiency is only marred by the difficulty of finding 12 men every day who don't know anything and can't read."  
—Mark Twain

Hollywood producer-linguist Sam Goldwyn says that anyone who goes to a psychiatrist ought to have his head examined.

"A divinity student named Tweedle  
Once wouldn't accept a degree  
It's tough enough being Tweedle  
Without being Tweedle, D. D."

Uncle Remus says never to question your wife's judgment . . . after all, she married you.

## AFL-CIO Will Probe Westinghouse Strike

(AFL-CIO Release)

Pittsburgh. — A two-man fact-finding panel will investigate the long strike of Electrical Workers against the Westinghouse Electric Corp., now more than four months old.

The fact-finding development came as the AFL-CIO Executive Council pledged its all-out support to the nearly 55,000 strikers involved and condemned the attitudes and actions of Westinghouse management as "a threat to all unions."

The corporation's acceptance of the fact-finding team named by Pennsylvania's Gov. George M. Leader (D) was awaited after federal mediators withdrew from the negotiations because of imperceptible progress toward settlement of the dispute.

Named by Leader to ascertain the facts in the strike were Dr. George W. Taylor of Philadelphia and David L. Cole of Paterson, N. J. A former chairman of the War Labor Board and the Wage Stabilization Board, Dr. Taylor is a professor of industrial relations at the University of Pennsylvania.

Cole is a former director of the Federal Mediation and Conciliation Service and is the arbiter of jurisdictional disputes for the AFL-CIO.

**Observe Safety Rules!**

# Research and Education Corner

## THE GARMON DECISION

The "state's rights" controversy regarding the application of law to labor unions recently hit California in one of the most far-reaching State Supreme Court rulings ever handed down.

The California Supreme Court, in a 4-3 decision, handed down a ruling that State courts may enforce Federal labor legislation against local unions and businesses in disputes which the National Labor Relations Board refuses to enter. The ruling, issued last December, stems from an organizational picket line maintained by the San Diego Building Trades Council against the Garmon Company. Under State law organizational picket lines are legal.

The Taft-Hartley Act has, since 1947, been held to apply only to unions and firms which are involved in interstate commerce. Unions and businesses which are held by the NLRB to be in intra-state commerce, and where the Board refuses to act in the event of a dispute, have been covered only by the State laws. In cases of such local disputes the Federal statute has never been applied.

The so-called Garmon decision changes all that. Now, according to prominent labor attorneys, we have a change which amounts to "a revolution." By this decision, actions that are legal under California law but outlawed by the Federal government can be prohibited by application of the Federal law through use of the Superior courts.

### No Labor Remedy

Thus, state courts can issue injunctions against local unions which prohibit picketing, prohibit use of the secondary boycott, and a host of other union actions long held to be legal in California, by applying the far more restrictive provisions of the Taft-Hartley Act. Labor at the same time is deprived of any remedy in these same courts, since the few rights available to unions under the T-H Act must be administered by the NLRB and the Federal courts!

The Department Store Employees union in San Francisco was hit early this month under terms of the Garmon ruling.

The union had placed pickets against a local stationery firm after nearly a year of fruitless negotiations had failed to produce a satisfactory agreement. It was the kind of picket line which has been held legal by California courts for many years.

The lawyer for the firm, however, saw his opportunity to use the Garmon ruling. He filed charges against the union with NLRB—and received record-breaking service from that agency. In three days, the Board rejected the firm's charges by ruling that the effect on interstate commerce was not sufficient to justify action by the NLRB.

Armed with this rejection, the firm's lawyer turned to the local courts. By invoking the Garmon decision he sought—and obtained—a temporary restraining order which prohibited picketing by the local union unless—and until—the union is certified as the collective bargaining representative of the employees. Since the NLRB refused to invoke the Federal law, and since there is no provision under California law for the certification of a union, it is difficult to see how these terms can be met!

The San Francisco Labor Council angrily denounced the Superior Court decision and demanded a re-hearing. "The Garmon decision and its application to labor in California," the Council claimed, "if allowed to stand, will inevitably destroy peaceful collective bargaining practices where union labor, particularly in this area, has been able to obtain and maintain industry-wide collective bargaining agreements under the protection of state law as it applies to local business."

Following this blast, the re-hearing was granted, by a different S. F. Superior Court Judge, who ordered the injunction lifted. A trial of the facts is needed "before sweeping prohibitions are ordered," he stated. The Judge avoided commenting on the constitutionality of the State Supreme Court's ruling.

Meantime, it has been learned that attorneys for the San Diego unions which were directly involved in the Garmon case will seek a hearing from the United States Supreme Court in an attempt to reverse the California high tribunal's ruling.

Appeals have been made to the California State Federation of Labor to use its "good offices" to assist in carrying the Garmon case to the U.S. Supreme Court and obtain a reversal so that California Courts may be prevented from usurping federal jurisdiction in the application of federal law to local labor disputes.

## Safety Is Insurance For Workers

(By ROBERT E. STAAB, Unit Safety Committee, Santa Maria)  
"To be self insured—is to be a safe worker." Safety, of course, is EVERYBODY'S business, whether on or off the job.

Did you know that working people lost nearly \$500 million in a year, due to lost-time accidents, in-

urance costs, damage to property, and death? These startling figures were reported by Governor Knight at the Governor's Conference on Industrial Safety—and they should make us all stop and think.

We just can't afford to forget that the loss of a life, to a loved one or to a companion, cannot be valued in dollars. Yes, I would say—a safe worker is self insured.

Here are a few things for a workman to keep in mind when thinking about making his job safe:

- Accept the Hazard
- Prevent an Accident
- Read All the Rules on Safety

A worker should be thoroughly familiar with all the hazards of his occupation. In knowing what CAN happen, he is aware of the type of accident he must constantly try to prevent.

In order to do the best job of trying to prevent accidents, you must be well acquainted with all the safety rules which apply to the type of work you perform. Do not EVER try to take short cuts. When you ARE in doubt, consult the safety rules—then, do YOUR job the safe way.

## PG&E's Central Supply Proposal Is Received

A proposed supplementary agreement, covering job definitions and lines of progression for the Central Supply department was received from the PG&E Company just before press time.

The Union's special negotiating committee, which has had several sessions with the Company committee on this problem, will meet at Union headquarters in the immediate future to look over the latest proposal.

Since a tentative, verbal understanding had been reached by the joint committees, the Union's members will carefully check the written submission to insure that it accurately reflects the prior understandings.



Here are the Mesdames JACK GOSLIN, RENO FANCELLE, CHAS. PIPKIN and JAMES BRANSTETTER of Redding. These wives of members helped prepare the delicious dinner served members and wives in attendance at the Redding Unit meeting this month.

## Birmingham, Ala.— Radio & TV Local Send Their Thanks

February 11, 1956

Mr. Ronald T. Weakley, Business Manager, Local Union 1245, I.B.E.W., AFL-CIO, 1918 Grove Street, Oakland 12, California

Dear Brother Weakley:

We have received your letter of February 8, 1956, and the enclosed check for \$250.00, a very generous donation of financial assistance to our strike expenses. To merely say we appreciate it would be an understatement.

The response of the entire Brotherhood to our appeal for assistance has been wonderful. Had it not been for the generous assistance of all the I.B.E.W. Local Unions, our fight would have been weak indeed. The financial assistance and moral support of the Brotherhood has given us the ability, and instilled in us the determination to win our strike, no matter how long it takes.

The stations, WAPI, WAFM and TV station WABT, are owned by the city's only newspaper (daily), the Birmingham News Co. They have a very strong monopoly on advertising, control information as they choose, maintain a very crafty anti-labor attorney. That coupled with the fact that this state has a "right to wreck" law, makes our fight a very hard one. We did everything possible to prevent the work stoppage, and could not, now we are just as determined to win. Please convey to your membership our gratitude for the assistance. We are very proud to be a part of the I.B.E.W., and shall do our utmost to present to our foes a fight worthy of the support we have received from all of you.

With best wishes and kindest regards, I am  
Fraternally,  
JOE S. HARMON,  
Business Manager.

## Doctor Recommends Beer for Assembly Line Workers

SAN FRANCISCO.—A doctor who recently resigned as company physician at an aircraft plant left union leaders and employers dumfounded with a recommendation that assembly line workers be given free beer while they work.

The doctor said that out of his experience in industry and a two-year series of experiments that an occasional beer during the workday would help prevent certain kinds of heart disease and circulatory ailments.

"For workers who stand on their feet all day at an assembly line, blood circulation in the legs very often becomes a medical problem," the doctor said.

"I've found that beer facilitates circulation and heightens morale. If I were a union president, especially in an assembly line factory, I would insist on writing into the next union-management contract a special clause requiring the company to provide free beer four times a day to all workers who have to stand on their feet."

# The Mail Bag

Editor, Dear Sir:

I wish to express my appreciation for having had the opportunity to serve with Local 1245 during the past years. I regret that I could not do more.

I know that Local 1245 has been faced with many difficult situations in the past six years. To an organization of lesser stability, these situations could well have been insurmountable obstacles. I commend the officers, staff and members of the Local for having done, and continuing to do, a splendid job under very trying circumstances.

To the employees who are non-members, you can now do yourselves a great favor by signing a Union application card at once. Changes are taking place within the PG&E which may well affect each and every one of you, to the detriment of your pocket book, your home and your happiness. A concerted and unified effort to improve your conditions was never more necessary than now.

Although I am leaving the PG&E, my best wishes are with all of you who remain.

Fraternally yours,  
/s/ KENNETH R. GROFF

EDITOR'S NOTE:

Brother Groff, who has served Local 1245 as Recording Secretary, shop steward, and all-around good Union member, has resigned his position with the PG&E Company to enter the insurance business. He is with Mutual Life of New York, and maintains an office at 307 Financial Center Bldg., Oakland.

The Editors are grateful to Bro. Groff for his expression of good will, his outstanding services to our Union, and wish him the best of luck in his new career.

Editor, Dear Sir:

For the great help you and Local 1245 have been to me, I am send-

## WHAT IS 20-20 VISION?

"My eyes are perfect, I have 20/20 vision." The true meaning of this very common belief is nearly always misunderstood. The proud possessor of 20/20 vision may actually have very inefficient eyesight.

The term "20/20" refers to the size of the letters which are readable 20 feet away, these letters are about 3/8 of an inch high. Most eyes are able to read letters of 20/20 size, though proper lenses may be necessary. If the letters must be made larger in order to be identified, the denominator of the fraction becomes larger; for example, 20/40, 20/60, 20/100, and so on. The bigger the second number, the more blurred the vision. Some people without their glasses have 20/1000 vision or worse. If very small letters can be seen, the vision might be as good as 20/10, though this is rare.

A person whose vision is 20/40 would require letters twice the size of those necessary for 20/20 vision, while 20/100 letters would be five times as large. This does not mean that 20/100 is therefore five times worse than 20/20. It is worse, yes, but not in direct proportion to the size of the fraction.

How much worse 20/100 vision is than 20/20 vision depends upon other factors. This expression is but one of all the many visual skills a pair of eyes must have. It indicates nothing of the indirect fields of vision, the eye muscle action, or the ability to see at a close point—without these other vital qualities, clear vision is almost useless. Above all, it does not indicate how much "effort" or nervous energy may be necessary to keep vision clear.

There are many cases of 20/20 eyesight in which vision is neither comfortable nor effective. Many people who wear glasses have 20/20 vision without them. Headaches, fatigue, and eyestrain may occur from use of eyes which see clearly. Sharp vision is essential, perhaps the most important single requirement, but it is not the only one which a pair of eyes must have to be what might be called "perfect."

ing this check for the Disaster Aid Fund.

I sincerely wish I could afford to send more.

Yours truly,  
/s/ BEN BUCK

EDITOR'S NOTE:

We thank Bro. Buck, a retired PG&E East Bay Division member, for his thoughtfulness in wanting to help our members who have suffered during the flood disaster. Thanks, Ben!

Editor, Dear Sir:

This is especially addressed to MRS. UNION MEMBER.

It is Union meeting night, at 7 p.m. is YOUR husband coming down—or is he sitting there, watching the \$64,000 question—and letting a handful of members control YOUR future standards of living and YOUR husband's working conditions?

Please explain to him that we need his ideas and views on the needs of his department for contract changes, and that we could use his constructive criticism so we can be of better service to him—and to YOU.

We can accomplish much if we are strong in numbers, but if we are strong in attendance and activity we can go much farther. Our negotiating committee needs his backing—and YOURS—in order that they can do their best work.

So, MRS. UNION MEMBER, please urge the Mister to hold up his responsibility as a Union member—by attending the meeting of his unit this month—and every month!

Fraternally,  
/s/ PATRICK McEVOY,  
East Bay Division.

## Taft-Hartley Act Failure Explained

"What was wrong was that the Taft-Hartley Act went too far. It crossed the narrow line separating a law which aims only to regulate from one which could destroy."

"Given a few million unemployed in America, given an Administration in Washington which was not pro-union—and the Taft-Hartley Act conceivably could wreck the labor movement."

"These are the provisions that could do it: (1) picketing can be restrained by injunction; (2) employers can petition for a collective bargaining election; (3) strikers can be held ineligible to vote—while the strike replacements cast the only ballots; and (4) if the outcome of this is a "no union" vote, the government must certify and enforce it.

"Any time there is a surplus labor pool from which an employer can hire at least token strike replacements, these four provisions, linked together, presumably can destroy a union." (Reprinted from BUSINESS WEEK, December 18, 1948.)

We feel compelled to bring this analysis up to date by adding a fifth "wreck" provision—the "right" given the states to enact "open shop" legislation which then takes precedence over the federal Taft-Hartley Act.

## AUTO HINTS

TIMING IS IMPORTANT

If your car seems to have lost its snap and does n't accelerate properly, the first thing to have checked is ignition timing. Proper timing is also important for getting the best gas mileage and lets you get the full advantage of the higher octane of premium fuels now available.

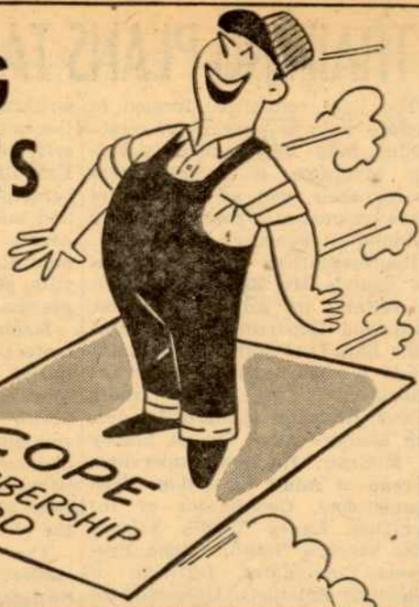
In 1911 an automobile was built in the United States that looked like a horse-drawn vehicle.

TIRE CHAINS

Despite some reports to the contrary, the new tubeless tires are not more prone to damage by tire chains than old tires. However, tire chains will damage any tire if they are installed too tightly. Be sure you employ chains of the correct size for the tires on your car.

# GOING PLACES

GIVE \$1  
HELP ELECT  
LABOR'S FRIENDS



# Join COPE

## C.O.P.E. REPLACES L.L.P.E.

With the merger of the AFL and CIO a reality, steps have already been taken to merge the political arms of both great federations. Formerly known as Labors' League for Political Education and the Political Action Committee, respectively, the combined political wing of the AFL-CIO is now called

COPE — committee on Political Education.

Primary function of COPE is the "encouraging of workers to register and vote, to exercise their full rights and responsibilities of citizenship and to perform their rightful part in the political life of the city, state and national communities."

While the AFL-CIO fights to secure a better standard of living for American working men and women, gains won at the bargaining table can be whittled down or wiped out by decisions of Congress, a state legislature, or a city council.

So, to protect and enlarge our gains on the economic front, we must also fight on the political front. In today's complicated world the two cannot be separated.

COPE is the means through which AFL-CIO members exert their collective strength to obtain good government — good officials acting under good laws. It seeks to inform union members and their neighbors about the issues and the candidates for public office and to organize them so they can act upon this information.

Policies of COPE are determined by its national committee, based on actions of the AFL-CIO convention.

COPE is not a political party, but rather seeks to avoid entangling alliances with any other group and to support worthy candidates regardless of party affiliation. It cooperates on the broadest possible base with other groups who have the same ideals and aims as our own organization. It will work with all citizens of good will who have the same ideals.

All COPE funds come from VOLUNTARY contributions of AFL-CIO members—a continuation of the same policy previously adhered to by LLPE and PAC. Of every dollar contributed to COPE, half is used by national COPE, half is used by local and state committees on Political Education, the other half is used by national COPE to aid worthy candidates for federal offices.

## New AFL-CIO Will Hit Prejudice

(By WILLIAM BECKER, AFL-CIO Committee to Combat Intolerance)

American workingmen, vitally concerned with the defense of civil rights for all regardless of race and creed, look to the newly-merged AFL-CIO to carry on a powerful, relentless fight against religious and racial prejudice.

From all indications the activities of the new organization in this field will be even more intensive than the effective programs conducted in years past by the AFL and CIO as independent labor bodies.

President Eisenhower himself reflected the spirit of the newly merged organization when he said in his message to the opening convention:

"In your new national organization, as well as in your many constituent organizations, you have a great opportunity of making your meetings the world's most effective exhibit of democratic processes."

"In those meetings," he continued, "the rights of minorities holding differing social, economic and political views must be scrupulously protected and their views accurately reflected."

Demonstrating that they intended to lose no time in putting into action a vigorous program, the delegates at the merger convention promptly adopted a resolution which struck at discrimination in all its manifestations. It noted that the AFL-CIO "stands dedicated no less than its predecessors" to bring about full and equal rights for all Americans. The resolution further set forth a program of support for "effective and enforceable" fair employment practices legislation at all levels; elimination of Senate Rule 22 which has barred consideration of many civil rights bills; inclusion of non-discrimination clauses in union contracts, enforcement of federal anti-bias requirements where they exist, and federal legislation making lynching a federal crime and outlawing the poll tax. It stressed labor's opposition to discrimination "in employment, promotions or layoffs because of race, color, religion or national origin."

By their action, the leaders and delegates of the new AFL-CIO demonstrated their understanding that in our never-ending fight against our enemies, the Communists, we must prove that democracy is an honest, practical, working process.

They recognize that every incident of prejudice like Jew-baiting or denial of the rights of the foreign born or the Negro is seized by the Kremlin to exploit its stupid claim that democracy has failed.

As President Eisenhower has said we can make our meetings—and all of our activities under the new AFL-CIO merger—"the world's most effective exhibit of democratic processes."

Let's start now. Let's each of us live and practice democracy.

## PG&E Earnings Jump \$8 Million

According to N. R. Sutherland, President and General Manager of the PG&E Company, 1955 was "one of the most satisfactory years in the company's history." The statement was made in connection with release of the earnings report for the year 1955.

A net income of \$71,035,000 was reported for the year, as contrasted with a net of \$63,039,000 for 1954—an \$8 million increase.

After preferred stock dividends were paid, the net was equal to \$3.32 per share of common stock outstanding, compared with \$2.89 a common share for 1954.

At year's end, the company was supplying service to 3,124,748 customers, a net gain of 151,158 during the 12-month period.

"I work my fingers to the bone for you every day and what do I get?" "Sore fingers?"

## SMUD ANNOUNCES NEW EXAMS

Open examinations for the position of WAREHOUSEMAN will be conducted by the Civil Service board of the Sacramento Municipal Utilities District, according to a current announcement from the District personnel office.

Closing date for filing of applications is March 2, 1956. All applicants must file with the Personnel Office, 21st and K streets, in Sacramento

Current wage rate for Warehousemen is \$86.70 for a 40-hour week, the wage agreed upon between IBEW Local 1245 and the SMUD management.

Any member interested in filing for the examination is urged to do so in the immediate future.

## State Convention To Be Semi-Annual

(Continued from Page One) the showing of a 30-minute sound film, produced by IBEW Local 45 in Hollywood, of a speech made by International Secretary Joseph D. Keenan to last month's Southern California Joint Conference of the Brotherhood. A print of this unusual and highly interesting film is now being made for Local 1245. It will be available in the near future for showing at area and unit meetings throughout our jurisdiction.

International Representative Otto Reiman reported that IBEW local unions in the building and construction field can look forward to gains of 20 to 25 cents an hour, as a result of their 1956 negotiations. The inflationary spiral is continuing, he declared, and we have no recourse but to demand higher wages to compensate for the reduced value of our dollars.

Mr. Reiman also reported that the AFL-CIO merger, and the "no raiding" agreement which exists, requires that local unions stay "on the ball" and service the members employed in all shops where the IBEW is certified. Failure to give adequate service to the membership, he advised, could well result in decertification elections or attempted raids of the jurisdiction by other unions.

International Representative L. B. Morrell discussed the status of the work at Edwards Air Force base which is assigned to IBEW members. He also deplored what he termed the "gang war" tactics of the Operating Engineers in southern California in their attempts to raid IBEW jurisdictions.

Mr. Morrell also discussed the growing need for involvement in community service activities by officers and members of our local unions. He suggested that each school library should be given gift subscriptions of our JOURNAL, the AFL-CIO FEDERATIONIST, and similar labor publications.

International Rep. George Mulkey introduced Brother Beale of IBEW Local 1011, which represents the Repeatermen and Toll Test Board Men employed by the Bell System on the West coast. He stated that this group had just climaxed a three-year legal and negotiating battle with "Ma" Bell by successfully gaining their first new contract since 1919. The ORTT group, an independent association for many years, affiliated with IBEW three years ago.

Mulkey also reminded the delegates that legislative work is the prime concern of the State Association and urged each local union to immediately activate a political committee. Union officers and members of the committee, he declared, should make every effort to become acquainted with EVERY candidate for state and national office in their respective districts.

The "right to wreck" supporters are now active in Washington state and are making efforts to qualify an anti-union shop measure for the June ballot. The same big business—big money crowd will undoubtedly attempt to sponsor a similar initiative petition in California, he warned, and we must be ready to fight to preserve our union security and stability.

In the business session, the delegates acted on a series of resolutions designed to improve the constitution and by-laws of the Association. A special committee was appointed to study the revised by-laws and recommend desirable changes to the next convention.

There was considerable discussion of President Freeman's directive relating to the travel time arrangements which exist between the construction locals and electrical contractors. A resolution urging that enforcement of the directive be held in abeyance, pending

a further study by President Freeman or his designated representative, was unanimously adopted.

A Local 6 sponsored resolution, calling upon all IBEW local unions working with the West Coast Master Shipbuilding contract to add the NEBA one per cent pension fund clause to their next agreement, was unanimously adopted.

A motion offered by Delegate George L. Rice of Local 1245, directing the State Association president to appoint a Steering Committee to look after IBEW interests at the 1956 state AFL Convention, was adopted after spirited debate.

Local 1245 delegates to the special session were vice president Ray D. Reynolds, Central Area board member Patrick McEvoy, Bus. Mgr. Ron T. Weakley, Asst. Bus. Mgr. L. L. Mitchell and Educational Director George L. Rice. Bus. Reps. Al M. Hansen and W. Scott Wadsworth, in Fresno to attend an organizing meeting of PG&E Clerical employees, also attended the Saturday meeting of the State Association.

## State AFL Political Meet Is April 6

(CLLPE) SAN FRANCISCO.—The California AFL movement was this week summoned to answer the challenge of political reaction by united labor campaigning in the primary elections of June 5.

In the official call to the pre-primary convention of the California Labor League for Political Education, affiliates were warned by the state league Executive Council that labor's opponents still boast "the two frightening weapons of reaction—money and a powerful press."

The CLLPE's one-day pre-primary convention will be held Friday, April 6, in California Hall in downtown San Francisco.

Candidates for the U.S. Senate will be interviewed by an AFL screening committee on Thursday, April 5. Observers from the state CIO will sit in on the candidate interviews.

Convention time will be devoted to endorsement of candidates for the U.S. Senate, House of Representatives, and state legislature.

Local unions and councils affiliated with the CLLPE will be entitled to one delegate. Votes of local unions will be based on the average per capita tax paid into the CLLPE during the 12 months February 29, 1956.

Meantime, Adlai E. Stevenson crushed President Eisenhower by an 8 to 1 margin in a union labor presidential poll released this month by John Herling, publisher of a national weekly labor news service.

Four hundred state and national labor officials, representing the AFL-CIO and independent unions, expressed overwhelming preference for Stevenson in a secret ballot.

Vice President Richard Nixon hit the bottom in the labor poll. Against Stevenson he received less than 3 per cent of the vote, and not much more when pitted against Governor Averell Harriman and Senator Estes Kefauver.

Two California presidential prospects, Governor Goodwin Knight and Senator William F. Knowland, ran slightly ahead of Nixon, but polled a small percentage of the total vote. Chief Justice Earl Warren, pegged against Stevenson, polled only 17 per cent of the total vote.

A giant toad, which can squirt its deadly poison a distance of 12 feet and devours rats and mice, is being studied by two zoologists on the Los Angeles campus of the University of California.

## N.Y. Teamwork Wins

(Continued from Page One) employees of Consolidated Edison was \$2.22 an hour; the new average will be \$2.475. The new top wage for employees represented by Local 3 will be \$131.40 a week. The contract, when ratified, will run for two years without reopening. Certain inequities in the wage structure and job classifications on Staten Island will be negotiated on a local basis before April 1 next.

### COMMITTEE

Financial Secretary John J. Kapp headed the Local 3 negotiating team. He was assisted by union attorney John F. O'Donnell. The Edison employees on the Local 3 committee were: Irving E. Herick, Jr., chairman; Robert Wilson, secretary; John White, Eileen Bushnell, Buck Jones, James Kronskne, Mal Vroom, James Hogan and Tom Hose.

Patrick McGrath, Regional Director of the Utility Workers Union and Business Manager of Local 1-2 headed the Utility Workers negotiating committee and with John Kapp arranged the joint negotiating sessions with Edison.

The Staten Island division employees acclaimed and unanimously ratified the new agreement Thursday, January 26.

## Work Stoppages In California, '56

The number of work stoppages in California increased about 20 per cent in 1955 from the unusually low level of strike activity in 1954. Ernest B. Webb, California Director of Industrial Relations, announced recently. Preliminary figures indicate that approximately 245 stoppages began in 1955 in California. Although this was higher than the 206 in 1954, it is under the total of 269 for 1953.

According to present estimates somewhat more than 150,000 California workers were involved in work stoppages in 1955. This figure is considerably higher than the 88,000 in 1954, but well below the totals of 210,000 for 1953 and 234,000 for 1952.

Three large work stoppages in 1955 accounted for more than one-quarter of all workers involved. One was in the construction industry in southern California, another affected the trucking industry throughout the State, and the third involved telephone workers in northern California.

It's a smart child who understands her parents.



Bus Mgr. RON T. WEAKLEY is shown as he addressed the members and wives gathered at the Oakland Unit meeting this month. Looking on is Unit Chairman Loren C. Middlekauff.

## Morgan Says:

## BENSON SLAPS AT PACKERS PRICES

If this reporter ever happens to sound authoritative on the subject of agriculture, it is sheer accident. I can hardly tell the difference between dandelion greens and spinach, yet I've had a narrow escape from classification as an expert.

Several weeks ago, I suggested with tongue in cheek, I thought, that hog prices might be helped if the processor people would actually put a piece of pork in a can of pork and beans.



Frank Morgan

Well, sir, as a result, a lady in Flushing, N. Y., wrote a cannery in Indiana demanding "how about it?" and a congressman called me up and asked me if I had any detailed proposals because a constituent was pressing him to introduce a bill.

The lady, incidentally, got a little package of pork and beans for the cannery's publicity man along with a plaintive letter hoping she'd find some pork inside but explaining that sometimes it just melts away.

The flavor and nourishment are still there, though, he insisted. I had to confess to the congressman that I didn't have any real recipe of relief for hog farmers. Yet the way the professionals continue to be ground to sausage themselves by the problem, perhaps we amateurs should at least remain vigilant.

Last October the Agriculture Dept. started an \$85,000,000 pork-buying program. According to the fanfare, it was supposed to help the farmer even though it couldn't be put as more than a token gesture. On Jan. 19, Sen. Humphrey of Minnesota asserted that packers were enjoying the program but farmers weren't. "I want to know," Humphrey said, "why the prices the Administration is paying to packers have been going up while prices received by farmers from the packers have still been going down."

Possibly stung by Humphrey's criticism and aware of other charges that packers were widening their profits at the taxpayers' expense, Secretary Benson gave the industry a little lecture in Chicago. He told the packers in effect to mind their manners and not be greedy. He said he wouldn't stand idly by and not defend the farmers but he didn't say what he would do if packers refused to heed his warning to "tighten up costs" and keep marketing margins in line.

Obviously he was referring to their whole operations, not just their pork sales to the government which would have amounted to some 90 million pounds so far—this, it's estimated, probably doesn't equal a third of one week's pork production.

# Big GOP Drive to Cripple Labor's Political Rights

(AFL-CIO Release)

A Republican effort to deprive union members of their right to join effectively in politics has been launched by right-wing GOP senators.

A bill, sponsored by Senators Carl Curtis (R., Neb.) and Barry Goldwater (R., Ariz.), would prohibit unions from contributing "directly or indirectly" to any political party or to any "committee" that contributes funds "directly or indirectly" to parties or candidates.

If enacted and sustained in its literal meaning by the courts, it would destroy union contributions to its own political committees even between elections.

## IRON CURTAIN THEORY

The bill was promptly denounced by James L. McDevitt, co-director with Jack Kroll of COPE, as "another step in the long-predicted campaign of some Republicans to punish labor for asserting its constitutional rights."

It is based, he declared, "on the theory borrowed from behind the Iron Curtain that all political opposition should be outlawed" by the party in power.

"Significantly, the bill says nothing about the violation of existing (election) laws by corporations and associations like the chambers of commerce, the National Association of Manufacturers and the American Medical Association," McDevitt pointed out.

"Union members are put on notice by Senators Goldwater and Curtis of the kind of treatment we can expect from the desperate anti-labor wing of the Republican party."

The existing Taft-Hartley law prohibits union contributions to "parties" and "candidates" during elections.

Contributions made by COPE—as by its predecessor groups—now come solely from voluntary contributions by union members.

They must be reported, in the case of federal elections, to the

clerk of the House of Representatives and, in case of many state elections, to the state officials designated.

## FAR BEYOND T-H

The Curtis-Goldwater bill, filed as a proposed amendment to the Corrupt Practice laws, would go far beyond Taft-Hartley in its effort to destroy union expenditures to educate their members on issues in Congress, report the voting records of candidates and even, perhaps, invite the appearance of candidates on union-financed radio and television programs.

The bill would punish any labor organization violating the law by a maximum fine of \$5,000 and would subject union officers to a maximum sentence of a year in prison and a \$1,000 fine.

In addition, the bill provides that no union can have a union-shop clause in a contract unless it files with the National Labor Relations Board, 90 days in advance, an "acceptable" statement that for two solid years before neither the union, a constituent unit or a federation with which it is affiliated had "directly or indirectly" made a financial contribution forbidden by the measure.

A right-wing Republican drive against effective union political activity was signaled in advance by numerous GOP statements denouncing such union interests.

Goldwater himself said unions had "no right" to endorse any presidential nominee. He was echoed by Sen. William Knowland (R-Calif.), GOP floor leader, who charged a labor scheme to "capture" the Democratic party.



Brother JOHN H. BOEHME, S.F. Division Apprentice Lineman, makes a point at the Electric Dept. Unit meeting. We liked the refreshing attitude of Bro. Boehme when he said, "When we talk here in our meeting about a grievance affecting one man—then we're really talking about all of us. What affects one of our brothers is important to all of us, and we've got to work together to win the fight on his grievance."

## Santa Cruz—Members Cited For Flood Aid

Last month, we pointed out editorially some of the community services rendered by our Santa Cruz unit members as an aftermath of the flood which devastated parts of that community.

Since then Bro. TERRY DREW has written in to tell us more of the details of the good work of our Local 1245 members in helping the public. Here are excerpts from Bro. Drew's report.

"After a week's hard work restoring service to the public in this area, a volunteer group from Local 1245 Santa Cruz unit found time to render a further service to the public.

"Monday morning, Jan. 2nd, our group assembled at the disaster headquarters of the Red Cross in Santa Cruz and cheerfully took up duties assigned by Mr. Wood, coordinator of the Red Cross. Damage was quite extensive in the San Lorenzo river areas, with many homes in need of electrical repair and, after an electrical survey which function your Union brothers were ready, able and qualified to perform, many home-owners were able to apply for Red Cross aid to restore their electrical facilities to normal.

"Professional electrical services in the area have been doing a remarkable job of salvage on appliances, with many firms furnishing parts and labor gratis to restore appliances.

"Several Union brothers were trapped in the Blaine Street substation, which had never had more than 26 inches of water at previous flood stages. After waging a losing battle until midnight of the flood, the water rose over the barriers and sand bags and drove the seven men up to a balcony. Here they hooked a temporary light up to a battery bank and watched the water rise to six and one-half feet inside the building.

"Service, line and sub-station crews worked around the clock to restore service and, in retrospect, it may be said that it was a trying job well and safely done under the most adverse conditions ever encountered by most of us. This is a real testimonial to the skill and determination of your fellow brothers to meet the challenge, even at the cost of their personal well-being.

"Line sub-foreman Russ Baysinger, who found he had contracted pneumonia as a result of his experiences, now appears to be doing fine and is back on the job."

To exert every possible effort to eliminate un-democratic practices and undemocratic attitudes, to do all that we can to close the gap between our professions of democracy and our practice of it . . . is the only way that we can achieve our maximum national strength and fully discharge our international responsibilities. In these critical times, this we must do. We cannot afford to do less.

—RALPH J. BUNCHE

## TRAINING PLANS TAKING SHAPE

The joint committee formed to explore ways and means of establishing Skill Improvement Training programs is several steps nearer their goal as a result of plans adopted at a meeting held in Oakland on February 17th.

Representatives on the committee include Mr. Stanley Sworder, Consultant in Adult Education, California Department of Education; Earl D. Parkhurst, Berkeley Adult Education Department; Thomas W. Cole, Laney Trades School, Oakland; Richard Bawden, San Leandro Adult School, Sidney E. McGraw, Regional Supervisor, Bureau of Adult Education; Fred Mangelsdorf, Coordinator of Instruction, Laney Trades School; Miss Virginia Smith, Public Programs Coordinator, Institute of Industrial Relations, University of California; Ron T. Weakley, Bus. Mgr., Local 1245; Louis Bonino, Chairman, Education Committee, Unit No. 2211; and George L. Rice, Educational Director for Local 1245.

Primary aim of the Committee is to devise skill improvement training courses for members of Local 1245, and other interested workers, which will be of material value in the conversion to new technology and automation. Tentatively, the committee is considering a three-part pilot program, to be tested in the East Bay area, which will include a general refresher course for Journeymen, the theory of electricity, and Industrial Electronics. It is the aim of the committee to complete necessary arrangements so the classes may be started with the fall, 1956, school semester.

A sub committee, composed of Miss Smith, Mr. Mangelsdorf and Rice was appointed to draft a

## "William Tell" Shoots Again

Residents of the little town of Stonyford are grateful to the combined efforts of a PG&E Groundman with his bow and arrow, the crew, and the loan of a farmer's horse for restoring service on December 22nd.

Electric service went out when the flood waters of Stony Creek washed down poles and trees which broke down power lines.

According to Local 1245 shop steward Dick Wunch of the Willows office, the ingenuity of the combined PG&E and PT&T crews is credited with prompt restoration of both services.

Bro. Gale Strang, PG&E Groundman, surveyed the situation and decided that utilization of his hobby, archery, would do the trick.

He went home, fetched his bow and arrows, and on the return trip managed to borrow a farmer's horse. Straddling the mount, Bro. Strang waded out in the rampaging waters of the creek and, using the bow and arrow, shot a fishing line from a spinning reel across the ravine. Attached to the fishing line was a chalk line.

When the chalk line was anchored, the crews used it to pull a hand line across. Then, with the hand line in place, they pulled telephone wire across the gully. And—exerting all their strength, they used the 'phone wire to get the PG&E's power wires in place.

Bro. Strang, we learn, also uses his archery equipment for annual hunting expeditions. No report, though, as to how much venison is left in his freezer!

Just another example of the extreme sense of responsibility which union members have for serving the public under adverse conditions.

## Speed Up Use of Atom, Congress Told

Applications of atomic energy to peacetime use must be speeded up if the U.S. is not to fall dangerously behind other nations, the nine-member panel on the Impact of the Peaceful Uses of Atomic Energy warned Congress.

In a lengthy report, commissioned by the Joint Congressional Committee on Atomic Energy last March, the panel outlined its findings of the possibilities, actualities, benefits and hazards of applying that atom to non-military uses

written questionnaire. The questionnaire will be distributed to a selected group of employees in the East Bay area to determine membership interest, previous academic and on-the-job training, suggested course offerings and other pertinent data. This will be followed up with personal consultation, where necessary.

Meantime, the school administrators and educators on the committee are comparing notes to determine the availability of appropriate classroom space, kinds of specialized teaching aids required, and means of augmenting the existing teaching staffs of the various adult schools participating in the pilot program.

The next committee meeting, subject to the call of Chairman Sworder, will have as an agenda the evaluation of results of the questionnaire, a plan for teacher recruitment and suggestions for a teacher training program, if one is found necessary.

## Social Security Gains Urged

One of the important bills now facing the U.S. Congress is that which proposes to extend federal social security benefits to disabled men at the age of 50 and lower the qualifying age for widows to 62. This measure is strongly supported by labor's legislative representatives.

Mrs. Edith B. Jensen, mother of Local 1245 member Don Jensen of Selma, has sent us her views on this proposal. We are happy to publish the eloquent plea Mrs. Jensen makes for passage of this socially desirable law.

## FOR DOMESTIC SECURITY

Editor—Dear Sir: There soon will be debate in Congress over payment of social security pensions to permanently disabled men at the age of 50 and widows 62 years old. This plan has about a 50-50 chance of passing. I searched in vain through the president's report to the nation but could find no recommendation for passage of the bill.

A bill for \$4,000,000,000 more to aid other countries has been recommended. Since 1950 the United States has given and loaned India alone a total of \$230,000,000. Now, after all this spending, U.S. prestige in India has slipped to a new low.

Would it not be better to spend some of these millions at home to help our widows and disabled men? It is estimated there are about 250,000 men who would qualify for payments under this new social security bill. Employers and employees would pay 2½ per cent social security tax each instead of the present 2 per cent.

If this bill is passed many thousands of men, disabled by illness and no longer able to earn a living, will draw social security checks. Widows who are ruining their health doing work unsuited to their age would be grateful, knowing the money had been taxes their husbands paid.

If, by passage of this bill, the burden these widows and disabled men are carrying can be lightened let us urge our congressmen to vote for it. Surely it would be a grievous injustice for Congress to deprive the widows and disabled in our own land while continuing to pour billions of dollars into foreign countries.

MRS. EDITH B. JENSEN.

Mrs. Jensen advises that her husband was disabled by sickness at the age of 62, has the maximum amount of social security benefits earned by his past payments, yet will be able to draw nothing until he reaches the age of 65.

The proposal is presently bottled up by the powerful Senate Finance Committee, which is conducting a re-hearing. Private insurance company lobbyists are opposing the measure with might and main. Mrs. Jensen—and your editors—suggest that you write U.S. Senator Harry Byrd, Chairman, Finance Committee, Senate Office Building, Washington 25, D.C., to urge prompt passage of the measure.



**CLERICAL ORGANIZING TEAM BUSY**

Members interested in organizing Clerical employees of the PG&E Company are pictured here at Union Headquarters. A report of their current activities will be found in this issue.

## Bay Area Clerical Sparks Organizing

Second meeting of the Bay Area Clerical Organizing Committee on January 21st found the committee ready with program—and reports of new gains in membership.

Joan Bynum and Bill Noble have accepted co-chairmanship of the Clerical Organizing Committee for Southern Alameda County. They are already at work getting new members into our Union.

Ima Young is now the organiz-

ing chairman for the Accounting Department of the East Bay clerical workers. She reports renewed interest in the Union and its negotiating programs, and has enlisted the support of several fellow employees in the organizing drive.

Ted Cordua, chairman of the organizing committee for Central Supply, is moving ahead with no delay. He reports a 16 per cent gain in membership since the first of the year.

Meantime, Bus. Reps. Al Hansen and John Lappin have held a clerical organizing meeting in S.F. Division and the General Office, and advise that a similar program is being worked out in the West Bay area.

East Bay Division Meter Readers met with Hansen at Union headquarters on February 14th. An organizing program has been established and a general meeting of Meter Readers is set for February 28th. The group will meet at Union headquarters at 7:30 p.m.

S.F. Division Meter Readers, not to be outdone, have requested assistance in arranging a similar program in their area. An initial meeting will be held in the immediate future.

All right you Clerical workers—let's get on the band wagon and do a first-class job with your organizing program!

## Oakland—

### Wives Attend Open Meeting

Oakland Unit Chairman Loren Middlekauff was pleased to find a goodly number of wives of unit members in attendance when he called the unit's "open" meeting to order on January 25. The gathering was held in Porter Hall at Union headquarters.

Union President Frank Gilleran, Vice President Ray D. Reynolds, Bus. Mgr. Ron T. Weakley, Asst. Bus. Mgr. L. L. Mitchell, and Bus. Reps. Paul "Cy" Yochem, Elmer Bushby and Al Hansen were all in attendance. Their remarks on a number of aspects of the Union's present and future program activities were well received by the members and their wives.

Bus. Mgr. Weakley, the principal speaker of the evening, answered numerous questions from those in attendance who were concerned with ways and means of strengthening the Union in preparation for our forthcoming bargaining sessions with the PG&E Company.

Additional "open" meetings, which may be attended by wives or husbands of Local 1245 members, are being scheduled for various units in Northern California.

## \$16,000 Is Raised By Local 1245 to Aid Flood Victims

(Continued from Page One)

|                               |        |
|-------------------------------|--------|
| 1212 Monterey                 | 96.30  |
| 1213 King City-Soledad        | 27.50  |
| 1214 Watsonville-Moss Landing | 128.00 |
| 1215 San Luis Obispo          | 30.00  |
| 1216 Santa Maria              | 22.50  |

### PIPE LINE OPERATION

|                      |          |
|----------------------|----------|
| 1311 Barstow-Hinkley | \$ 52.00 |
| 1312 Needles         | 63.00    |
| 1313 San Jose P.L.O. | 11.50    |
| 1314 Avenal          | 36.15    |

### SAN JOSE DIVISION

|                 |           |
|-----------------|-----------|
| 1511 San Jose   | \$ 319.24 |
| 1512 Belmont    | 434.02    |
| 1513 Santa Cruz | 64.54     |

### EAST BAY DIVISION

|                      |           |
|----------------------|-----------|
| 2311 Oakland         | \$ 95.00  |
| 2313 Concord Steam   | 100.75    |
| 2316 Concord         | 19.25     |
| 2211 Oakland General | \$ 318.00 |

(Includes Cities of Oakland, Alameda Berkeley and Key System)

### SAN FRANCISCO DIVISION

|                                      |          |
|--------------------------------------|----------|
| 2411 S.F. Elec. Garage and Warehouse | \$ 14.00 |
| 2412 San Francisco Gas               | 78.00    |

### STOCKTON DIVISION

|               |           |
|---------------|-----------|
| 2511 Stockton | \$ 261.50 |
| 2512 Oakdale  | 100.40    |
| 2513 Jackson  | 179.00    |
| 2515 Modesto  | 114.50    |
| 2516 Lodi     | 23.50     |

|                                   |          |
|-----------------------------------|----------|
| 3011 Sacramento Transit Authority | \$ 70.00 |
|-----------------------------------|----------|

### HUMBOLDT DIVISION

|                        |          |
|------------------------|----------|
| 3101 Eureka Clerical   | \$ 74.65 |
| 3111 Eureka            | 380.75   |
| 3112 Garberville-Weott | 198.70   |

### SHASTA DIVISION

|                       |           |
|-----------------------|-----------|
| 3211 Red Bluff        | \$ 253.80 |
| 3212 Redding          | 59.00     |
| 3213 Fall River Mills | 29.50     |
| 3214 Mantion          | 101.00    |
| 3215 Pit Canyon       | 16.00     |

|                               |          |
|-------------------------------|----------|
| 3311 Sierra Pacific Power Co. | \$ 23.00 |
|-------------------------------|----------|

### DE SABLE DIVISION

|                    |          |
|--------------------|----------|
| 3411 Chico         | \$ 87.57 |
| 3413 Feather River | 56.00    |
| 3414 Willows       | 20.00    |
| 3417 Paradise      | 29.00    |

### DRUM DIVISION

|                      |         |
|----------------------|---------|
| 3501 Auburn Clerical | \$ 2.00 |
| 3511 Auburn          | 123.10  |
| 3512 Alta            | 31.18   |
| 3513 Grass Valley    | 52.00   |

### COLGATE DIVISION

|                                       |           |
|---------------------------------------|-----------|
| 3611 Marysville Physical and Clerical | \$ 114.65 |
| 3612 Colusa                           | 30.00     |
| 3613 Oroville                         | 107.00    |

### NORTH BAY DIVISION

|                 |          |
|-----------------|----------|
| 3711 San Rafael | \$ 11.50 |
| 3712 Santa Rosa | 70.00    |
| 3713 Napa       | 19.90    |

### SACRAMENTO DIVISION

|                  |           |
|------------------|-----------|
| 3811 Sacramento  | \$ 169.00 |
| 3812 Vacaville   | 50.50     |
| 3813 Placerville | 144.25    |
| 3814 Woodland    | 29.50     |
| 3815 Davis       | 71.00     |

|  |          |
|--|----------|
| 3911 Sacramento Muni. Utility District | \$ 70.00 |
|--|----------|

### CITIZENS UTILITIES

|                 |          |
|-----------------|----------|
| 4011 Redding    | \$ 11.50 |
| 4012 Susanville | 23.00    |
| 4013 Alturas    | 36.00    |
| 4014 Elk Grove  | 3.00     |

### OTHER UNITS

|  |          |
|--|----------|
| General Construction   | \$ 66.25 |
| (Note: Many G. C. members made their contributions through regular Division units) |          |

|                                  |           |
|----------------------------------|-----------|
| Pinole Light & Power Co.         | \$ 2.00   |
| Clerical Organ. Com.             | 21.00     |
| Local Union 617, IBEW, San Mateo | \$ 100.00 |

|  |           |
|--|-----------|
| Local Union 387, IBEW, Phoenix, Arizona                      | \$ 25.00  |
| Local Union 1245, IBEW, Bus. Mgr., Assistants and Bus. Reps. | \$ 445.50 |

|                                 |             |
|---------------------------------|-------------|
| Local Union 1245, IBEW, Oakland | \$10,000.00 |
| TOTAL                           | \$16,337.70 |

Your Executive Board members, Editors and Staff wish to express their heartfelt gratitude to the many members and friends of Local 1245 who voluntarily participated in the collections for the Disaster Aid Fund. We know that the gratitude of the members who will be financially and morally encouraged by sharing in these funds will more than repay you for your generosity and good work.

### EDITOR'S NOTE:

(The foregoing is a general and preliminary report of contributions by units and groups, and includes all individual contributions from members and non-members. A final and detailed report on all receipts and expenditures will be made available at all unit meetings.)

## Union Wins Arbitration Award

The long-awaited decision on Arbitration Case number 6, between Local 1245 and the PG&E Company, was handed down last month by Impartial Arbitrator Arthur C. Miller.

The issue, stemming from S. F. Division Grievance No. 48, involved the Company's rejection, under terms of Section 205.14 of the agreement, of the bid of the senior bidder for appointment as Apprentice Serviceman.

The Union, in its presentation to the Arbitrator, declared that the Company is obligated: (1) to post notice of vacancies in public contact, supervisory, and technical jobs; (2) to fill them on the basis of seniority; (3) to give timely written notification to the Union when the bid of a senior employee is by-passed; and (4) to follow the grievance procedure when invoked by the senior employee.

The Company admitted its obligation to post notice of vacancies but claimed it need only "consider" bids submitted for any of the three classes of jobs specified in section 205.14. The Company obligation, it was claimed, is fully discharged if the job is posted and the bids "reviewed."

Seniority is not the determining factor in making appointments to any of the three classes of jobs, said the Company. It may not only reject bids of unqualified senior bidders but may select the employee it deems best suited, and has unlimited discretion in making an appointment to such a job.

The arbitrator thought otherwise. He reasoned that the Company has NOT fulfilled its obligation in "considering" the bid of a qualified bidder entitled to preference under Sections 205.1 and 205.7 unless its "consideration" of his bid produces an offer of employment. His analysis led him to the belief that an appointment may NOT be given to a junior bidder with "ability and

personal qualifications" no better than, or inferior to those of the senior bidder.

Arbitrator Miller concluded that Section 205.14, with respect to the job vacancies subject to its provision, does not confer upon the Company an UNLIMITED DISCRETION in making appointments. He concluded that the Section does limit the seniority rights of bidders for a public contact job, not only by authorizing the Company to reject the bid of an employee LACKING the necessary ability and personal qualifications, but authorizing it also to appoint, from among those qualified, an employee who DEMONSTRABLY possesses "ability and personal qualifications" "SUPERIOR to those of ANY bidder who may be senior to him.

The arbitration award stated that the Company DID VIOLATE the Agreement of September 1, 1952, when it invoked Section 205.14 to reject the bid of the senior bidder for appointment as Apprentice Serviceman, and that the aggrieved employee should have been appointed to this job.

Concurring in Mr. Miller's decision were Union Arbitration Board members Elmer B. Bushby and John M. Lappin. Company members R. J. Tilson and T. V. Adams dissented.

## Check that Chick!

Published by the Amalgamated Meat Cutters and Butcher Workmen of North America, CHECK THAT CHICK is an attractive little pamphlet that contains some startling information about poultry.

"The overwhelming volume of poultry sold in the United States is subject to no inspection whatever for diseases" according to the writer, Mr. Hilton E. Hanna.

He points out that for beef, pork, veal, and other red meats that move in interstate commerce there has long been Federal compulsory inspection.

In the case of poultry, there is only a voluntary inspection program for wholesomeness that covers 21.2 per cent of the commercially slaughtered and processed poultry of the nation.

Hanna agrees that the voluntary program of inspection is a "step in the right direction," but declares there is but one sure way of making certain the poultry you buy is good, wholesome, and fit to serve to your family. "The only way is through effective compulsory regulation and inspection of the birds—both before and after slaughtering."

The Butchers Union pamphlet points out that poultry population in our nation has nearly trebled during the past 20 years. Poultry production has doubled in size since 1940, and is now the third largest source of gross farm income. Yet, the only inspection program is a voluntary one—with the cost borne by the farmers themselves through fees levied on them.

Quoting the 1954 U.S. Public Health Report summarizing disease outbreaks for the previous year, the author reveals: "In one-third of the (Salmonellosis) outbreaks, chicken or turkey was found to be the vehicle of infection." Numerous other medical authorities are quoted, to point out the higher incidence of infections caused by unwholesome poultry, as opposed to other meats.

All this adds up, say the Butchers, to an urgent need for Federal inspection of poultry and packing plants. Such a recommendation is contained in the Hoover Commission Report submitted to the Congress in 1955.

What's your part in all this? Well, make certain that the poultry you buy from your union butcher has been raised under healthy conditions and processed in a clean, sanitary packing plant. And rather than take chances—write YOUR Congressman and U.S. Senator to urge a Congressional investigation into the methods and conditions of slaughtering and processing in the poultry industry of the U. S. The naked, unappetizing facts brought to light by such an investigation, say the Butchers, will make it plain that steps must be taken in your behalf as poultry consumers of the nation.

## Los Angeles— Tri-State Utility Unions Meet

Hollywood Roosevelt Hotel was the scene of a gathering of IBEW utility local union representatives from California, Nevada and Arizona on Sunday, January 22nd. In attendance from Local 1245 were President Frank Gilleran, Vice President Ray Reynolds, Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. L. L. Mitchell and Res. and Educational Director Geo. L. Rice. The delegates attended a session of the Southern Joint Conference of the IBEW on the preceding day.

A good deal of time was devoted to a general discussion of the problems currently arising from conversions to automatic equipment in many utility operations. The need for clear-cut contractual language to assist in the equitable reassignment of personnel and to provide for re-training program for affected workers was thoroughly aired. It was the consensus of opinion that Union problems are becoming more complex as a result of technological changes and that every effort must be exerted to prevent the wholesale displacement of workers.

Reports on current negotiations, agreements recently concluded and plans for pending negotiations were given to the delegates by representatives of unions of gas, electric, water and telephone workers.

Bus. Mgr. Ralph Leigon, Local 357, Las Vegas, Nevada, reported a 7 percent increase for the commercial department of Southern Nevada Power Company; and on the status of wage talks with officials of the Southern Nevada Telephone Company.

Bus. Mgr. Herb Pettet, Local 387 and Bus. Mgr. Harry Young, Local 266, both of Arizona, reported their unions will open the contracts with their employers this month. The two unions have adopted the same goals for their new contracts, and are working closely together.

Delegates were advised that Los Angeles Local 18 has secured new wage hikes for their membership in municipalities in the area. The City of Pasadena group received a 9 cent hourly wage increase, bringing the Lineman rate to \$475 per month, while the City of Glendale Lineman rate was jumped to \$473 per month.

The next gathering of utility local union representatives is scheduled for May 20, while the day following the next regular meeting of the Southern Joint IBEW Conference. The meetings will be held in San Diego.

**ANSWERS TO ELECTRICAL "BRAIN TEASERS"**  
1—True, 2—false, 3—false, 4—false (an atom is composed of molecules), 5—true, 6—false, 7—true (6,280,000,000,000,000 or 6.28 x 10<sup>15</sup>), 8—true, 9—true, 10—true.



# YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

Those of you who have been attending your Unit meetings have been hearing some factual information which was developed in your office over a considerable period of time. It all has to do with your Union and its role in relation to your economic welfare.

This material is not propaganda. It is information based on documented material. The reason for submitting such information to the membership is to extend our ser-

vices into the field of enlightened discussion. It is of little value to conduct legislative unit meetings wherein decisions are considered on system-wide or nation-wide problems without basic or factual information.

For example, take the questions of automation and mechanization. We were one of the first labor organizations to raise the question of the reduction and displacement of workers through investment in la-

bor saving devices. While this is a continuing process, we recognized many months ago that a new concept of labor costs was the order of the day for industry in general and utilities in particular.

Some of our members got tired of hearing about automation. Some of them pooh-pooed the suggestion that they might become victims of the new age of automation. We must regretfully report, however, that already we have concrete evidence of lay-off, displacement, demotion and disruption of family abode and security as a result of the "new look" at labor costs.

Never have we advanced the proposition that (1) we should oppose or try to restrict the technological advancements which eliminate or reduce the need for human labor and make for efficient management operation of their properties; or (2) that the problem is entirely one within our collective bargaining sphere and not a national, social and economic one.

We have advanced the proposition that we have an immediate problem relative to the job security of our members and their families and that it is the responsibility of all of us to meet this problem. We shall attempt, through collective bargaining, to do the best we can to alleviate the effects of these new factors in job security.

The overall problem of our national economy and its effect on world trade will be settled in the halls of Congress and in State legislatures. Our role in this respect is limited to advising our members on events in connection with the overall problem and urging them to be alert, registered, voting citizens who analyze the issues and the voting records of public servants.

These issues have been discussed at many unit meetings and much of the discussion evolved around the informational materials developed by your office.

Much of the discussion has been transformed into specific recommendations which are now being considered by your Negotiating Committees.

This process is not one of agitation or the "big scare" technique. The problem of job security is one which is also recognized by our employers and has produced joint management-labor activities toward settling some knotty problems both in the past and at present.

The attendant prosperity of employers whose programs have reduced labor costs and increased net profits brings pressures for a substantial wage increase. This is a big item in our coming negotiations. We have brought the information to the meetings and, in turn, your Negotiating Committees have the understanding and support of a more enlightened membership with respect to the wage picture.

We have often pointed out that no reasonable individual will support a program advanced by leaders unless he or she understands the issues. We do not believe in nor attempt to develop mob action set off by wild and vague ranting such as we have witnessed from extremists, both right and left.

This year we find ourselves better prepared to evaluate issues, gain the results of intelligent discussion and action by our members in meetings, and to advance sound proposals to the employers in our forthcoming negotiations.

Support of your Union through complete organization and attendance and participation at meetings forms the base with which your brothers on the Negotiating Committees endeavor to transform your needs into benefits derived from free collective bargaining.

There is much to be done in bringing our people up to the place they deserve in the national economy and within the utility industry. There is much to be done to devise protective clauses in our agreements with respect to the job security which public service employees did and should enjoy. With your understanding and support, your committeemen and officers will do their utmost to achieve these worthy goals.



S.F. Electric Department Unit Chairman BRADFORD FRENCH administers the obligation to union membership to a group of new men at the February unit meeting.

The S.F. members, intent on building our Union, have been recruiting new members at a very healthy rate during recent weeks. Scenes like this should be commonplace at all unit meetings in the S.F. Division during the coming months.

## PLANNING FOR CONVERSION—

### 'Ma Bell' Looks at Automation

At least one major public utility enterprise is doing a public relations job with its own employees to reduce fears and uncertainties brought on by the impact of AUTOMATION.

"AUTOMATION AND THE BELL SYSTEM," an attractive booklet now available on employee pamphlet racks, is a reprint of the statement of Clifton W. Phalen, President of Michigan Bell Telephone Co., before the Subcommittee on Economic Stabilization of the Joint Committee on the Economic Report.

Following detailed statements on the increased uses of telephone service, the effect of past scientific and technological progress, and developments in automation, Mr. Phalen speaks of welfare of the employees.

"More usage has created more jobs," he reports, "and the number of our employees is now at an all-time high."

When conversions are made to automatic dial systems the Bell System tries to meet the problem of individual employees affected by automation, according to Mr. Phalen, by adopting a guide for carrying out the conversions.

"At the heart of all plans is the awareness that the company has a social responsibility to eliminate or alleviate adverse effects on its personnel," he states.

"In establishing the date for a conversion, the controlling consideration is to make the date sufficiently far in advance, generally about three years, to provide ample time for human as well as technical planning.

"The conversion having been scheduled, the first step is to inform the employees."

Mr. Phalen then outlined the normal process of attrition, with only urgently-needed classification vacancies being filled, usually on a temporary basis, the urging of employees desiring to resign or take an early service pension to remain active until the conversion is accomplished, and similar steps.

"Advance planning is also done to provide transfer opportunities for employees," he states. "These transfers may be to other types of work or to other offices in the same or other communities. Any retraining is done at the expense of the telephone company.

"In most cases, as a result of these measures few, if any, regular employees must be laid off.

"And usually those laid off have been offered transfers. To the individuals involved, however, the layoff can be a source of much difficulty. To meet such conditions, the Bell System companies for many years have had severance pay plans under which employees who are laid off receive lump sum payments varying in accordance with their length of service and wage rates."

Mr. Phalen, supporting his position as to Bell System recognition of the social and human considerations, quotes from a statement made by the then Secretary of Labor, Frances Perkins, back in 1934:

"Of the hundreds of occupations in which women are listed in the Census of Occupations, only about a dozen employ more women than do the telephone companies," Mrs. Perkins wrote. "The human problem of the displaced worker when the cutover was made from the manual to the dial system telephone exchanges is an almost perfect example of the technological

change made with a minimum of disaster. It was accomplished through human as well as technical planning."

It is interesting to note that industry spokesmen, generally, gave recognition to their social responsibilities in planning for automation, when they appeared before the Joint Congressional Committee.

In the summary report entitled "Automation and Technological Change," issued by the Joint Congressional Subcommittee, two recommendations are especially significant to our readers.

The subcommittee recommends that industry, and management for its part, must be prepared to accept the human costs of displacement and retraining as charges against the savings from the introduction of automation.

They further recommend that organized labor should continue to recognize that an improved level of living for all cannot be achieved by a blind defense of the status quo. The education of its members, of management, community leaders, and government officials, such as has been provided by these hearings, is an important function of union responsibility.

So far as can be determined, no spokesman for the Electric and Gas utility industry appeared before the subcommittee to testify as to their planning for additional uses of automation.

### Berkeley Exams Due

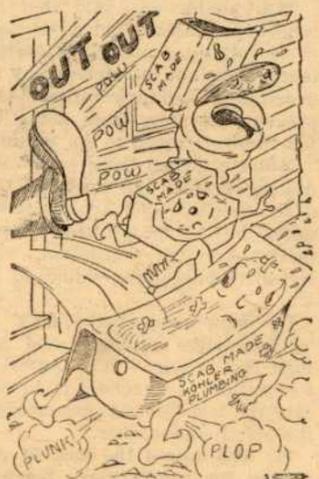
The City of Berkeley Personnel Director William Danielson has announced an open examination for the job of Electrician's Helper, to be given on Saturday, March 17. Closing date for filing is Friday, March 9.

Minimum requirements include a high school education, some mechanical or electrical experience, and an age limit of 40 years. Present wage rates start at \$302. per month and progress to \$351. over a four-year period.

Meantime, the Berkeley Personnel Board has scheduled a meeting for February 29th to consider salary schedules for the city employees. Representatives of Local 1245 will be in attendance to urge substantial increases for Electric Department personnel.

### VARIETY SPICES THE WIFE

A wife ceases to be willing to listen to reason when she hears the same one too often.



Drawing by Hank Weber, a Koller striker

"No wonder the Kohler boycott is successful! Customers don't want goods made by inexperienced scabs."

## Warning Issued on "Americade"

AMERICAN FEDERATION OF LABOR

AND

CONGRESS OF INDUSTRIAL ORGANIZATIONS

January 26, 1956

TO: OFFICERS OF NATIONAL AND INTERNATIONAL UNIONS, STATE FEDERATIONS OF LABOR, STATE INDUSTRIAL UNION COUNCILS, CENTRAL LABOR UNIONS AND CITY INDUSTRIAL UNION COUNCILS

Dear Sir and Brother:

I am writing to call your attention to an exhibit prepared by the National Association of Manufacturers called AMERICADE.

The NAM is currently sending this AMERICADE exhibit throughout the United States to be shown to school children, civic organizations, and other interested groups.

In a number of cities, the NAM has tried to enlist public support in sponsoring this AMERICADE. If possible, they have tried to obtain support from the local trade union movement.

However, a careful examination of AMERICADE reveals that this exhibit is not worthy of labor union support. AMERICADE is comprised of a battery of 18 exhibits. The first half of this is an attempt to depict the U.S. as it will appear in 1975. The second part of the exhibit gives the NAM's views of the steps that are needed in order to reach the goals that have been set for 1975.

In this second part of the exhibit, the displays follow the usual line of NAM thinking. For example, emphasis is given to the role of profits and investments in the American economy, while there is no mention of the importance of purchasing power. No place is given to the role of labor unions and collective bargaining.

Although the NAM's views in favor of lower corporation taxes are displayed, nothing is said about the need to give tax relief to the lower income families and to provide for a more equitable distribution of the tax burden.

I suggest, therefore, that central labor unions and industrial union councils would be well advised not to lend their support in any way to the showing of this AMERICADE exhibit in their community.

Fraternally yours,

/s/ GEORGE MEANY

President

## SUBSTATION TALKS ARE STARTED

Initial meeting of a joint Union-management committee concerned with re-rating of substation personnel was held in San Francisco on February 16th. The Union members included Brothers James D. Smith, Panoche Sub; F. J. Dreismeyer, Newark Sub; H. A. Burrow, Chico Sub; and H. C. Halbach, E. B. Division Emergency Relief Operator. The committee was assisted by Asst. Bus. Mgr. Mert A. Walters.

Committee members exchanged ideas as to the nature and extent of factors which should be utilized in determining the positioning of the substations into various groups. In line with the exploratory nature of this first meeting, discussions also centered on operational changes brought about by centralization of controls, use of automatic equipment, increased capacities, the advent of two-way radio, and increased customer contacts.

Of special interest to all committeemen was a discussion as to the relative importance of a substation to the System with respect to the work load involved.

Union Committeemen submitted an outline for possible use in determining the group into which the various substations will be slotted. The proposal called for separation of switching centers from the other substations and recommended several criteria for use as a guide.

Both Union and Company committeemen agreed to give consideration to the positions expressed; meantime, additional information bearing on the general problem will be developed by both parties. Across-the-table discussions will be resumed in the near future.

The Union Committee has already commenced a survey to gather specific data about all substations, for possible use in future bargaining sessions.

Actively assisting the Union Committee and the Business Office in gathering data and drafting the Union's position are Brothers Arthur C. Armstrong, S. F. Division; Edward W. Howes, Station "A", San Jose; Ray Edwards, Cottonwood Sub; and Kenneth Fournier, Stockton Division.

## Members Retire

The last part of 1955 found a good many of our Union brothers and sisters retiring from their employment with various divisions of the PG&E Company.

Among those of whom the Union headquarters has a record are the following:

Guy Roush and Cyril A. Totman of Sacramento Division; Walter H. Hunt, Clarence E. ("Doc") Ames, Marion Shilfer of S.F. Division; Arthur E. Bickford of San Joaquin; Wesley Olson and Frankie I. Schuld of San Jose; Pearl K. Sellman of Shasta; Solomon M. Blehm, Victor Solari, Nick Njirich and Henry B. Tesch of Stockton; Burt W. McCurry and James H. Haight of General Construction; Audrey L. Kravchuk of the General Office; John McDonald and Wallace M. Stinebaugh of Coast Valleys; Elmer A. Phelan of Colgate; Ralph Bowen and Ronald V. Miller of Drum; and Nye E. Dixon, Martin Coyne, William E. Falk and Aubrey L. Gleason of East Bay Division.

The Editorial Board, officers and staff of Local 1245 extend our very best wishes to our retired members for many happy and successful years in their new pursuits.

All your strength is in your union All your danger in discord; Therefore be at peace henceforward And as brothers live together.

—Henry Wadsworth Longfellow