

MEMBERS DISCUSS AND VOTE—Here are two of the many unit meetings held for discussion and vote on PG&E management proposals. Top view shows Contra Costa Steam Unit 2313 meeting in IOOF Hall, Concord. Lower view shows Richmond Unit 2312, East Bay Division at Richmond Labor Temple.

Here Is Chronology of '56 PG&E Negotiations

The following is an account of the progressive events from the opening date, May 1, 1956 to date:

On May 1, 1956 both Union and Company opened the current Agreements and proposed amendments to each other which formed the basis for the ensuing sessions.

May 9 and 10 the Committees met in joint session and started reviewing the proposals. Due to the scope of the material, the parties recessed and set up sub-committees who then met on May 16 and developed a resume of the issues in order to speed up the process of bargaining. Also, certain items were categorized in order to separate the detailed language items from the broad principled items.

On May 25, the parties met and went over the Clerical proposals and the general wage inequities as proposed by Union.

On June 14 and 15 Union submitted its written material in support of its wage proposals and the parties reviewed the Company's counter-proposals to the Union's proposals on contract items and inequity adjustments. During these sessions, the parties also discussed the Company's May 1 opening proposals to amend the contracts.

On June 20 and 21, joint sessions were again held on the Company's counter on conditions and inequities. These sessions produced certain tentative agreements on portions of ours and the Company's proposals.

Beginning on June 26, joint sessions were held for four consecutive days. The parties reached a tentative accord on the subject matter of inequities and certain other contract improvements. Yet

to come was a firm package proposal from the Company on wages and major unresolved issues.

This came at the close of the session on June 29 in a verbal proposition outlined by the Company as a package offer. Highlights of the first package offer were: A two year agreement with no re-opener on wages or conditions coupled with a general increase effective July 1, 1956 of 7 per cent plus two skill differential breaks of 4c and 6c per hour. Further, the offer contained a 3 per cent fixed increase effective July 1, 1957. Certain contract amendments were also contained as outlined in Union's Bulletin of June 29.

The parties recessed, the Union Committee studied the offer and returned to meet again on July 3 and 5. Upon the Union Committee's rejection of the Company's first package counter, the parties continued seeking a tentative settlement. These sessions produced proposals and counter-proposals until finally, a tentative accord was reached.

In reaching this position, Union considered all the then present factors, had explored all possible avenues of increasing the Company's offer and finally came to a point of tentative agreement in order to get the offer before the membership.

The Union's Committee explained that before any tentative agreement would become effective, approval thereon had to be obtained from the membership of the Union.

With the Committee's recommendation for acceptance, the general package offer was submitted to the special Unit meetings for detailed explanation, discussion, and vote (see article at top of this page).

RESUME OF COMPANY OFFER OF JULY 5

•1. Various inequity adjustments to be applied before the ap-

(Continued on Page 2)

Members Reject PG&E Wage-Contract Offer

BULLETIN: At press time word was received that negotiations between PG&E and the union will be resumed at a meeting scheduled for Thursday, July 26, at 10 a.m. Watch your bulletin board for news that may be coming from these negotiations.

PG&E employees at special meetings of some 73 Units of Local Union 1245, IBEW, AFL-CIO have rejected the Company's offer of July 5, 1956 (see resume of Company's offer of July 5th elsewhere on this page), despite a recommendation to accept by the Negotiating Committee. The membership, by a vote of 3048 to reject and 416 to accept indicated that the negotiated package did not contain enough of the improvements which had been under consideration during the negotiating sessions.

The Union's Committee resumed its deliberations as soon as the results of the ratification meetings were conclusive. The Committee has been in session at the Union's headquarters since July 16 for the purpose of reviewing our position as indicated by the voice of the membership.

A meeting was held between the Union and Company Negotiating Committees on Thursday, July 19th, at which time the Company's Committee was advised of the official results of ratification meetings. This session was devoted to a discussion on membership attitudes and expressed reasons for the membership's overwhelming rejection of the offer.

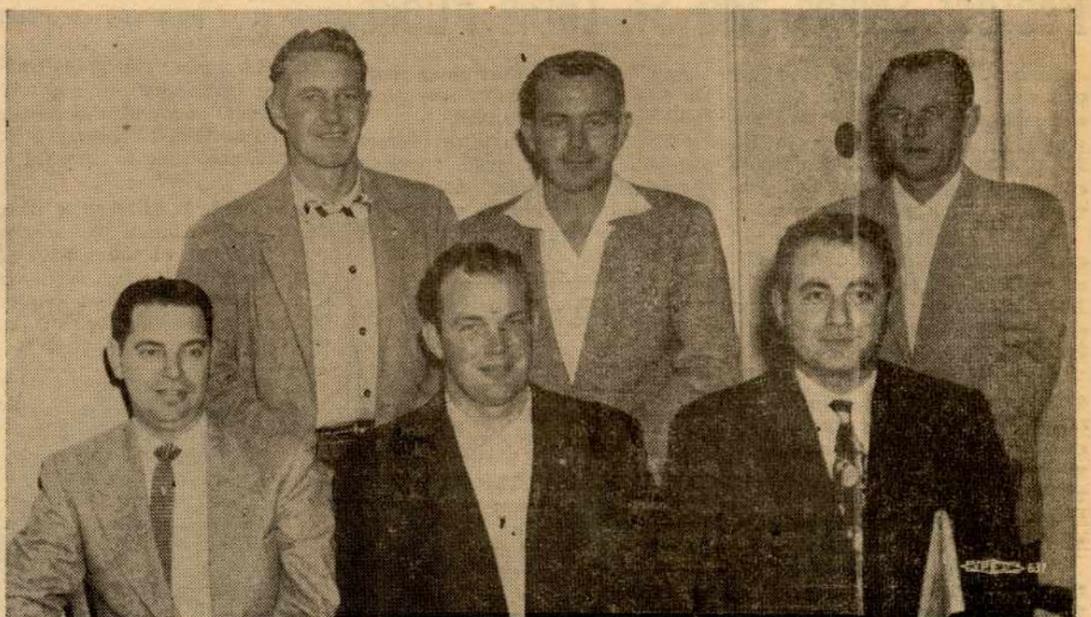
The Company expressed interest in the attitudes of the membership and asked questions of all members of the Union's Committee on both procedure and attendance at the meetings. They were quite concerned over

the rejection of the offer and stated that they have not yet been able to fully analyze all of the factors involved.

The Union Committee expressed its willingness to resume discussions with the Company with a view toward reaching an accord. Assurances were given that the Union Committee considered the situation to be wide open for the parties to work out an agreeable solution and that Union was in a position to identify the main issues upon Company's expressed willingness to resume bargaining.

Company spokesmen indicated that with the Union's position in mind, they would recess in order to evaluate their position before any more joint meetings would be scheduled.

Union was advised that PG&E Director of Industrial Relations, R. J. Tilson, would contact Business Manager R. T. Weakley on Monday, July 23rd in connection with the dates for possible future joint sessions.



LOCAL UNION 1245 NEGOTIATING COMMITTEE is shown in this picture taken recently at union headquarters. Standing, left to right: Art Justis, Russell Stone, chair-

man, and John Michael. Seated, left to right: M. "Scotty" Shaw, Dan McPeak, and Frank Quadros.

FROM THE BUSINESS OFFICE: Members of the Negotiating Committee from business office are shown at right. Left to right: R. T. Weakley, business manager; L. L. Mitchell, assistant business manager, and E. B. Bushby, business representative.



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The UTILITY REPORTER

RONALD T. WEAKLEY Editor

Executive Board: Frank D. Gilleran, President; Marvin C. Brooks, Milton Shaw, Walter H. Martin, Walter R. Glasgow, Edwin B. White, Marvin P. Wagner, Everett T. Basinger.

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A NATIONAL DISGRACE

The 6 year olds who trudge off to first grade in September won't understand. The 2 year olds, in their play-pens, are certainly unable to understand.

We're talking about the disgraceful vote in the House of Representatives that defeated the badly needed bill to provide federal funds for school construction.

Perhaps when the 6 year olds and the 2 year olds are grown a little older, a little wiser, they'll be a little better able to understand why their classrooms are so crowded, why, perhaps, they go to school only on a half-day schedule; why the quality of American education, a matter of national pride, has been steadily deteriorating.

They'll be able to trace at least part of the blame back to the House of Representatives, largely to the Republican Party and its leadership who were instrumental in defeating the school aid bill. Those forces killed that bill in as cynical a display of malignant politics as the Capitol has seen in many a year.

The political football they kicked around was the Powell amendment, which we think was an unwise effort to bar federal funds automatically from non-integrated schools.

A majority of Republican congressmen who oppose federal funds for schools were willing to vote for the bill only if it contained the Powell amendment because they felt certain the bill with the amendment would be killed in the Senate by a filibuster talkathon.

A minority of southern Democratic congressmen was against the school aid bill and all of them were against the Powell amend-

ment. And while the fight was going on, the President of the United States—who has issued numerous statements about his belief in the need for better schools—remained mum, as if he neither saw nor heard the evil in the House. The "leadership" that might have come from the Administration was completely lacking.

So the reactionaries and the cynics got together, and in the ensuing parliamentary confusion, they "won" in the House—and the school kids and the national community lost the benefits the bill would have produced.

To us, the vote on the school bill aid was a bitter and disappointing affair—a lack of responsibility that will do infinite harm at home and will be certainly noticed abroad.

Organized labor, which has fought hard for improving the public schools for more than a century, fought hard for this bill. We will keep up the fight—a fight which eventually, we know, the people of America will win.

America cannot afford to let its schools grow more crowded, and outmoded. And it cannot afford many more disgraceful votes like that in the House on the school construction bill.

CALIFORNIA CONGRESSMEN WHO VOTED AGAINST BILL TO BUILD SCHOOLS

- (All Republicans)
- | | |
|----------|-----------|
| HIESTAND | McDONOUGH |
| HILLINGS | PHILLIPS |
| HINSHAW | TEAGUE |
| HOLT | UTT |
| JOHNSON | YOUNGER |
| LIPSCOMB | |

Every Democrat and the other Republicans voted for the bill.

Oil, Chem. Wkrs. in Bitter Strike To Protect Selves and St. Louis Public

Some 2,200 determined members of three locals of the Oil, Chemical and Atomic Workers are engaged in a bitter strike in St. Louis with the two-fold purpose of an improved contract and protecting natural gas consumers.

With the strike nearing the end of its second week, Gov. Phil Donnell has seized the firm, the Laclede Gas Company, under the state's King-Thompson Law which bars strikes in public utilities.

Suits have been filed against the union seeking penalties of \$35,000 to date. \$10,000 is sought from each local for failure to report for work. Fines of \$1,000 each are being sought against five union officials including Joseph Applebaum, vice president of the International.

"We're seeking standard contract improvements," Applebaum told Press Associates, "but there is a far bigger issue than that.

Since 1948 we have had a provision in our contract which calls for the company to meet with the union before changing methods of production, sales, and so on. Lately the company has been following a policy of meeting with us and then going ahead with the changes regardless of our objections.

"Now they want to do away with service work to the consumers and no reduction in gas rates. We're fighting for the consumers just as we did 15 or 20 years ago when we fought the company when it sought to levy a service charge."

Applebaum said that union morale was high and that heavy picket lines are being manned.

"We feel our job is to protect the public," he stressed. "Around the clock the union has crews standing by answering emergency calls on leaking gas or danger of explosions."

Forgive Us

Fort Worth, Tex.

The Labor News here is amused by the confusion many children encounter in mutterings in church as the Lord's Prayer is recited. Youngsters have been heard to pray, "Harold by Thy name" and "Give us this day our jelly bread."

Now along comes a New York citizen visiting union friends in Fort Worth who tells of hearing his young son say, "Lead us not into Penn station!"

900 Years on the Job

New York

Nine centuries of listening to other people's troubles and tending bar is a heap of a long time. This is what 41 members of Local 15, Hotel and Restaurant Workers, have chalked up.

They were tendered a special luncheon to mark their retirement and receipt of their first monthly retirement checks. City Labor Commissioner Nelson Seitel joined local President Jack Townsend in distributing the checks.

The Mail Bag

June 23, 1956

Dear Sir:

I would appreciate your printing in the Utility Reporter my appreciation for being elected to the Policy Committee.

I deeply appreciate the help and assistance of the Union members of Coast Valleys Division who aided me so greatly and made possible my election to the Policy Committee. I trust that I shall continue to merit your confidence and support in upholding this office.

Fraternally yours,

R. E. STAAB
Coast Valleys
Policy Comm. Member
P.O. Box 2017
Orcutt, Calif.

Santa Cruz, Calif.
July 5, 1956

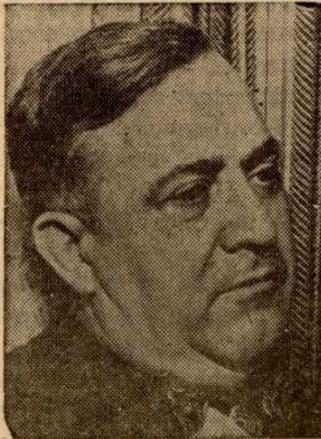
To Whom It May Concern:

Your check, covering my adjusted loss in the flood this past winter was received several months ago.

Sorry for my delay in sending thanks. Wish at this time to express my sincere thanks. Also, the money helped in many ways. Thanks again.

Sincerely and Fraternaly,
(Signed) LEO ESPOSITO

Honor Joe Keenan At Harvard Univ.



JOE KEENAN

International Secretary Joseph D. Keenan received dual honors in connection with the Harvard Trade Union Program recently.

He was made an Honorary Member of the Alumni Association and delivered the guest speech at the graduating exercises of the Spring Term of the Harvard Trade Union Program. Keenan joins a select group of 12 International Officers so honored.

His address on "The Trade Union and the University" was a truly inspirational one, and won the sincere and sustained applause of his audience, according to Harvard officials.

Our own L. L. Mitchell, a member of the Alumni Association, noted that one of the graduating members of the Spring Term was Brother Charles William Walker, Business Representative of our sister Local 11, Los Angeles.

Chronology—Continued

(Continued from Page One)

pliance of any other wage increases.

•2. A general wage increase of 7.5 per cent to all employees in the bargaining units.

•3. An additional 4c per hour to physical employees, including Davis Yard and Warehouse employees of the General Construction Department, receiving between \$88.35 and \$96.79 per week, clerical employees within the Clerk B range, and General Construction employees receiving between \$96.15 and \$100.69 per week, including First Field Clerks.

•4. An additional 5c per hour to physical employees, including Davis Yard and Warehouse employees of the General Construction Department receiving \$96.80 per week and above, clerical employees in the Clerk A range and above, and General Construction employees receiving \$100.70 per week and above, including Senior Field Clerks.

NOTE:

a. The inequity adjustments will be made first, then the general increase will be applied and then the 4c or 5c adjustments will be applied, based upon the rates of June 30, 1956 as adjusted by inequity correction only.

b. Utilitymen and Combinationmen will have each of their component rates adjusted according to all wage increase factors and then their total rate will be adjusted accordingly.

•5. Company will round off all weekly rates to the next higher 5c.

•6. The effective date of the increases are as of July 1, 1956. Should ratification not be concluded on time, a retroactive payment will be made to cover the period between July 1 and the date of notice by the Union. All efforts will be made by the Union to complete voting in sufficient time to cover current payrolls.

•7. Amendments to the Physical and Clerical Agreements were negotiated as well as agreement to refer certain matters to a subcommittee of Union and Company. The following is a resume:

Title 9 (Clerical) & Title 102 (Physical)—Grievance Procedure: Amend to provide provide an ad-

ditional Grievance and Investigating Committee for Stores Division. Provide time limits for filing and processing grievances.

New Title (Clerical) & Title 108 (Physical) (New):

Provide a plan whereby the Company will pay the difference between the amount payable under Workmen's Compensation and Voluntary Wage Benefits and 85 per cent of an employee's base rate for the duration of temporary industrial disability.

Title 201 (Physical)—Expenses:

Change to provide additional travel expense to and from jobs where temporary headquarters are established.

Add a new section to provide a mileage allowance for use of personal cars on Company business.

Title 205 (Physical)—Bidding: Expand bidding rights for out of Division bidders.

Title 206 (Physical)—Demotion: Revise procedure for demotion of non-unit employees into the unit.

Title 301 (G.C.)—Expense: Remove 28 day waiting period on transfers.

Title 302 (G.C.)—Hours: Provide overtime after 40 hours for boarding house employees.

Title 311 (G.C.)—Vacation: Provide vacation credits for absence due to industrial disability when it is less than 90 days.

Title 19 (Clerical)—Demotion: Expand demotion opportunities for Clerical classifications.

Title 2 (Physical and Clerical) Recognition: System Dispatchers and Assistant System Dispatchers will be removed from Physical bargaining unit.

Clerks now in Electric Department Foreman's offices will be transferred to the Physical bargaining unit.

Referred to Sub-Committee:

a. Transfers from Physical unit into Clerical unit and vice versa.

b. Job definitions Davis Yard and Warehouse.

c. Lines of Progression for Clerical.

8. The terms of the Agreements are for 1 year, effective July 1, 1956 and running to June 30, 1957.

NLRB POLICY IS "GET TOUGHER" —WITH UNIONS, THAT IS

The NLRB policy of "get tougher" with Unions has changed to "get tougher" with Unions.

This latest policy is pointed up by the latest series of punitive actions taken by the Eisenhower stacked board in administering the Taft-Hartley law. The United Packinghouse Workers and a half dozen other unions were denied the use of the board's services in unfair labor practices cases because of a petty technicality: they filed their financial reports after the deadline.

The board rejected the Union's explanation that the delay was caused by the inexperience of a new secretary who was unaware that it was her responsibility to file the data.

The UWPA had always complied meticulously with the law's re-

quirements, it was pointed out; making audited financial reports to the membership and to the board, as well as the Treasury Dept. When notified that the deadline was about to expire, the Union rushed the reports to Washington by air, but an intervening weekend caused the delivery to be one day late.

Only one board member, Truman appointee IVAR H. PETERSON, dissented from what he called the "harsh action" of his colleagues.

In one of the other similar cases, the board rejected as insufficient cause for delay in filing, the occurrence of a death in the immediate family of a union secretary-treasurer.

Play it safe—follow safety regulations. Report all job injuries.



AFL SCHOLARSHIP AWARDS. — The three young people shown above will be guests of honor at the 1956 convention of the California State Federation of Labor, AFL, to be held in Long Beach, August 13-17. They're winners of the sixth annual scholarship contest sponsored by the state AFL for high school seniors in California and Hawaii. From left to right they are: Rochelle Leiter, North Hollywood High School, North Hollywood; Eldon Clingan, Merced Union High School, Merced; and Peggy Jean Bosworth, St. Mary's High School, Stockton. All three will receive \$500 awards to advance their college education.

Meet Your Negotiating Committee

Pictured here are the members of the System Negotiating Committee of Local 1245 who, with the assistance of Business Manager Ron T. Weakley and members of his staff, are representing the membership in major negotiations with the PG&E Company this year.

These men are a truly representative cross-section of our membership employed by the PG&E. Four are native Californians, one was born in the adjoining state of Oregon while the sixth member is a naturalized citizen of the United States, having been born in Montreal, Canada.

MOUNTAINEER ON COMMITTEE

Another Native Son on our 1956 System Negotiating Committee is Brother ARTHUR M. JUSTIS, Jr., of Emigrant Gap, California, where Art is employed as Utilityman-Relief First Operator at the Spaulding Power House.



Born in Fullerton, Calif., in 1922, the Justis family moved Art to the North Bay area in 1924, where he grew up and attended the local schools. While attending Tamalpais High School, Art helped his father in the family's plumbing business after school hours and during vacation periods. He also worked as a theater usher and a paper boy in order to help out the family income during the depression years.

After high school, jobs were still hard to get, so Brother Justis enlisted in the Civilian Conservation Corps, where he became First Cook and later Mess Sergeant for his Company.

In August, 1940, Art enlisted in the United States Marines and was sent to San Diego for recruit training. He was shipped out to Pearl Harbor early in 1941, and was still there when the infamous December 7th attack occurred. After hostilities commenced, Brother Justis spent 46 months of combat duty in the Pacific Theater of operations and was not returned to the States until the war was finally over. Back in the U.S., he served at Treasure Island (where he first met Brother Dan McPeak, another member of our System Negotiating Committee), at the Alameda Air Base and later at the Mare Island Ammunition Depot. He was honorably discharged in November, 1946.

Following his marriage to Doris, Art moved to Richmond where he started a trucking business. This venture was short-lived, so the couple moved north and Art worked in the logging industry until late 1948. During this period two sons were born to the family, and Art served as a Shop Steward for the AFL Lumber and Sawmill Local Union.

Moving to Auburn in December, 1948, Art worked for Montgomery Ward during the Christmas season, then started with the PG&E in January, 1949. Except for a short lay-off in 1949, he has been with the Company ever since. Brother Justis joined Local 1245 when he started with the PG&E and became Shop Steward at Spaulding Power House in 1951. He also worked with members in the area to start Unit 3512 at Alta, which he first served as Unit Recorder and presently serves as Unit Chairman. Art is also a union member of the Division Grievance Committee.

Two girls have graced the Justis household since the family took up residence in Drum Division. The children are David Wayne, 9, Michael R., 8, Donnette Elizabeth, 6, and Corla Jean, 5 years old.

In addition to his varied union activities, Brother Justis is an elected member of the Nevada City Elementary School Board and an active member of the International Order of Odd Fellows. In his "spare" time, he is now training a team of four malamute dogs for winter sledding and hunting use.

Your negotiators, appointed by Union President Frank Gilleran, are employed in varied departments of the huge utility firm's complex field of operations. The Committee includes representation from the Line Department, Gas, Steam, Hydro, General Construction and Clerical forces. All are relatively young, in terms of age, but none-the-less are skilled and knowledgeable in their respective fields of endeavor.

All six are veterans of the armed forces, with four ex-Marines, one ex-Tank Corps officer, and one ex-Army Air Corps armament instructor. Two of our negotiators saw service in the Korean conflict, as well as in World War II.

Negotiating Committee members have already spent many long hours at Union headquarters and in negotiations in studying, analyzing and bargaining on our proposals concerning the wages, working condition and contract improvements desired by our general membership. They are well aware of the many complexities of negotiating a contract which affects

more than 14,000 workers serving in more than 400 classifications of employment.

In the huge job of drafting Union proposals which were served on the PG&E, the Committee was primarily assisted by Asst. Bus. Mgr. L. L. Mitchell and Bus. Rep. Elmer B. Bushby, in addition to Bus. Mgr. Weakley. Specialized research data, obtained from a variety of sources, including the International Union office, has been furnished by the Research and Education department of our local Union.

Improving your wage and condition agreements are not simply the job of these six men. It is a responsibility which must be shared by every member of the Union, no matter where employed.

In adjoining columns, we have printed brief background statements concerning the personal qualifications and Union activities of each of our six negotiators. We urge you to read these columns—to become better acquainted with the members of this all important committee—and to support them to the fullest in their efforts to win much-needed gains for all of us.

GAS DEPT. REPRESENTED

A hold-over member of the System Negotiating Committee is Brother FRANK A. QUADROS, Gas Serviceman of San Francisco Division. Frank served as Union chairman of the committee during the 1954 series of negotiations.

Born in San Francisco in 1925 Bro. Quadros attended local schools, graduating from Lincoln High in '43. He immediately enlisted in the U.S. Marines and, following basic training, was shipped to the combat areas of the Pacific theatre of operations. Frank saw action—and lots of it—at Bougainville, Guam and Iwo Jima during World War II, and returned home in October 1945 with two Purple Hearts, a Letter of Commendation, and the stripes of Tech. Sergeant, USMC.

He was employed by the PG&E Company in August 1946 as a laborer, and has since worked up to Gas Serviceman.

Frank took on the double harness in July, 1949, when he was married to Frances Quadros. The honeymoon was cut short by the advent of the Korean war less than a year later, and Frank, a member of the USMCR, was recalled to active duty and again shipped to the combat zone. He fought his way through the battles of Inchon Landing, Souel and Hungnam before the war was over and returned with a Silver Star medal added to his list of decorations.

Frank and Frances recently purchased a new home in the Linda Mar area, south of San Francisco on the coast. Since the couple has no children, their family responsibilities thus far consist of caring for a ferocious appearing Boxer dog.

Brother Quadros is not a hobbyist, but rather claims that his work with the PG&E and his extensive Union activities claim his full time and energies. In addition to service as a Shop Steward, Frank is Unit Chairman of the S.F. Gas Department unit, Union Chairman of the S.F. Division Grievance Committee, and a hard worker on the System Negotiating Committee for more than 2 years.

Science is wonderful; it could not open the Pullman windows, so it air-conditioned the train.

Observe Safety Rules!

STONE IS FOR STEAM

The Steam department is represented on the 1956 System Negotiating Committee by Brother RUSSELL E. STONE, Jr., of the big Moss Landing Steam Plant. He is a hold-over from the 1954 System Committee.



Born and raised in Pasadena, Russ went to work for the big Burbank plant of Lockheed Aircraft Company when he finished Pasadena High School prior to World War II. He immediately joined Lodge 727 of the International Association of Machinists and always remained an active member while working for Lockheed.

Brother Stone joined the U.S. Marine Corps in 1943 and was assigned to Air Base Group 2 after his basic training. He served at El Toro Marine Base and at San Diego's North Island Marine Air Base.

Following his honorable discharge from the USMC in 1945, Russ and Lefonda, his wife, and new baby daughter Kathleen, left Pasadena and moved to Barstow in the California desert area. Again affiliating with the I.A. of M., Bro. Stone worked for several years for the Santa Fe Railroad and the Union Oil Company.

Tiring of the desert country, the Stone family moved to the cool, foggy climate of Moss Landing in October, 1951. Russ immediately started working for the PG&E Company, and is now Assistant Control Operator in the steam plant.

The Stones built a new home in the Moss Landing Heights area and now wage a constant battle with the sand and wind in their efforts to protect a growing garden. The wind blows so hard at times, that Russ had to build a protective wind fence to keep his shrubs and plants in the sandy soil!

Brother Stone has served Local 1245 as Chief Steward for Watsonville Unit 1214, as a member of the Division Grievance Committee, member of the Steam Department negotiating committee, and a union member of the System Review Committee. Russ admits that he likes the challenge.

In addition to his busy union schedule, Brother Stone is also an active member of the Moss Landing Parent-Teacher Association and is currently the President of the North County Democratic Club. Mrs. Stone is also active in PTA, the League of Women Voters, and is studying to become a stenotypist.

OLDTIMER ON '56 COMMITTEE

The "old timer" on our 1956 System Negotiating Committee, in terms of age and work experience, is Brother JOHN W. MICHAEL, a Mechanic in the Station Construction department of the PG&E's General Construction Force.

A Shop Steward for the past six years, John has also served on the General Construction Grievance Committee for five years and is presently Union Chairman of that committee.

Born in Fresno, California, in 1915, Brother Michael has a variety of experiences prior to joining forces with the PG&E Company eight years ago. Always an active union member, John started with membership in the Brotherhood of Railway Trainmen nearly 21 years ago, and has belonged to a number of labor organizations since then. He worked in the construction and mining fields for a number of years, with jobs in Alaska, Nevada, New Mexico and Arizona, and was a member of the United Mine Workers in Alaska in 1946. His construction career was interrupted by a hitch in the army air corps



John Michael

LINEMAN ON COMMITTEE

Brother DANIEL JAMES McPEAK, another new member of our System Negotiating Committee, has really "gone the route"



of work experiences prior to employment with PG&E Co. While making up his mind as to the kind of work he really wanted to settle down to, Brother Dan was employed variously as a Letter Carrier, Postal Clerk, Shipfitter, Marine Electrician, Furniture Builder, Truck Driver and Retail Food Clerk. During these periods of employment, he always made it a matter of policy to clear with the local union which had jurisdiction over the particular type of work. He has cleared with the Shipfitters and Iron Workers, the Joiners, Shipwrights and Boat-builders, the Retail Food Clerks and the Cannery Workers Unions at one time or another.

Born in Portland, Oregon on February 1, 1928, Dan attended the Holy Redeemer School in Portland, then moved to Alameda, California, where he attended St. Josephs and the Alameda High School.

Brother McPeak joined the U.S. Marine Corps in 1945 and rose to the rank of Staff Sergeant. Released to inactive duty in November, 1946, he re-enlisted in June, 1947 and served until June, 1952 in the USMCR. Dan was recalled to active duty in July 1950, for the Korean War, and served until September, 1951. Thus, he holds two honorable discharge certificates from the Marine Corps—a very proud organization.

Married for 9 years to his wife, Gloria, the family now boasts four daughters, Sheryl, age 8, Patricia, age 5, Peggy, age 3, and Sandra, 3 mos. The family home is on Sherman Avenue in Alameda.

Now a Lineman with the East Bay Division of PG&E, Brother McPeak has served Local 1245 as a Shop Steward, member of the Division Grievance Committee, member of the Unit Safety Committee, and was recently selected as a member of the System Negotiating Committee.

UNION PROPOSES PREPAID LEGAL AID

The Hotel & Restaurant Employees in Los Angeles have proposed a provision for prepaid legal aid in their agreements. As in medical care, it is felt that the average member can't afford the cost of legal service.

Under the proposal, Union members would be able to select their lawyer from a panel of participating attorneys. Court costs and attorney fees would come from a jointly administered trust fund financed by employer contributions on a cents-per-hour basis. Both civil and criminal actions would be covered.

To overcome possible roadblocks presented by the legal code of ethics and help in assembling cost data, the suggestion has been submitted to bar associations, university law schools, and the Ford Foundation for their study and recommendations.

Brother Michael purchased a home at Point Reyes a few years ago, and now shares it with his wife, Margaret, two sons, Charles, age 5, and Richard, age 3, and a 7-year-old daughter, Candice. His oldest son, John C., age 21, is serving with the U. S. Marine Corps, now stationed at Okinawa, and Sandra, his 18-year-old daughter, presented him with a fine granddaughter just seven months ago. Since the family home is situated on an acre and one-half of ground, Brother John has his hands full with gardening activities, his principal hobby.

Johnny enjoys his work with the System Negotiating Committee and is doing a fine job in the Union-Company joint negotiations.

BE A BLOOD DONOR  Give the gift of life.

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

In the May issue of the UTILITY REPORTER, I made certain statements which are now part of the record. I believe they warrant repeating in order to review the present situation facing both the Pacific Gas and Electric Company and your Union. I quote:

"On PG&E we believe that the record of accomplishment over the past few years bodes well for the future. Very serious handicaps have been overcome by members of our Union who are numerically stronger despite reduced employment opportunities and semi-open shop situation.

"Relationships between the parties have improved and we hope that this year will bring even greater stability, mutual recognition, and mutual benefits through collective bargaining.

"The needs of our people are greater this year than in the past but the health of the Company's financial position is very good. The members of the System Negotiating Committee and this office sincerely believe that our negotiating program is a sound one and one which will result in a satisfactory settlement through fair bargaining across the negotiating table.

"The program, initiated by the general desires of our members is fully supported by the Officers of the Union. It is receiving additional important and valuable support through a stream of supporting expressions from Unit after Unit.

It is a program developed from membership desires and the research of this office on current economic and operational developments. We seek not merely the status quo with smaller neighboring utilities, but gains commensurate with the stature of the largest utility in the nation. This is in line with our members' never ending desire to advance the economic position of PG&E employees and their families in California communities."

Over two months have elapsed since the foregoing was written. Our paper carries the story of what has happened since then.

We must always remember that while we aspire to great things, just saying so doesn't do the job.

We feel that our program was a good one. We feel that the Company knew that a fairly healthy settlement was indicated. So much for how we felt.

Now as to what we know. We know that your Committee did its level best to advance the program, the arguments, the figures, in full support of our quest for a greater division of the wealth of the Company.

We know that the Company made an offer coupled with its opinions on the jurisdiction of its position and the probabilities of its acceptance.

We know that your Committee concluded that prior to the vote, we had gotten the maximum offer

up to the time we put it out for vote.

We know that your Committee recommended acceptance and advanced the reasons therefor at your Unit meetings.

We know that the main reason your Committee called for a vote was due to the knowledge that it had secured the maximum offer from the Company that it was willing to offer after two months of discussions.

We know that the membership overwhelmingly rejected the recommended offer and instructed the Committee to attempt to resume bargaining with the view toward seeking a more satisfactory offer. This is no easy job for a Union Committee and we are appreciative of the host of supporting expressions we have received for our efforts to date.

We are attempting to do as we have been instructed within the best of our abilities and yet we feel that should we be successful in gaining a reasonable and improved offer, a thorough examination of all issues must be seriously undertaken by the membership if and when the results are submitted to them.

A mass turnout of the membership must be achieved in order that a most democratic decision may be rendered.

Interest is high and now is the time to keep the interest toward the facts and to discount rumors.

Remember, that if a tentative settlement is again secured by the Committee, it will be based upon a real desire to conclude the 1956 PG&E negotiations in a satisfactory and final manner. Your interest has been reflected at the bargaining table and your interest will be the determining factor in the outcome of this total situation.

62 Pct. of Cal. Utility Wkrs. Organized, Survey Shows

According to recent reports of the Division of Labor Statistics and Research, California Department of Industrial Relations, California Utilities are 62% organized. This does not include communications.

Figures show 44,700 workers in this group, 38% of whom are still unorganized.

A few selected industries and their percentages of organization are as follows: Aircraft, 59% organized; Chemicals, 32%; Communications, 72%; Construction, 92%; Lumber, 29%; Mining, 30%; Petroleum, 43%; Retail Trade, 12%; Rubber, 56%; Shipbuilding, 90%; Trucking, 70%; and Primary Metals, 60%.

This shows that a big job is still left in organizing the unorganized in the California Utility Industry.

On all California Union member-

ship, a gain of 3% or 52,400 new members joined Labor in the period July 1, 1954 to July 1, 1955. During this period, non-farm employment showed a 4% gain. Therefore, Labor is not keeping up with or, exceeding the rate of employment when it comes to organizing.

The total California Union membership as of July 1, 1955 was estimated by the Division at 1,618,500.

These figures are grist for the mill for the "Right to Starve" boys who try to organize the "Free-Riders."

Merced—Note This! Your Union Barber

JOE CABRAL is a union barber and he's worried. In fact, Joe is the only remaining union barber in Merced, all others having dropped their membership because union members of other crafts have patronized scab shops in too large numbers for them to compete with the non-union shops.

But Joe, who believes staunchly in unionism as a human benefit and bulwark of the American way of life hangs stoutly on. He has transferred his membership into the Modesto local and continues to observe union hours and closing on Mondays.

The next time your locks need shearing how about a visit to CABRAL'S DRIVE-IN BARBER SHOP at 148 W. 17th St., Merced and let faithful Joe "trim 'er up."

FRANCIS SHEARN IS BADLY BURNED

FRANCIS SHEARN, Troublemaker at Stockton received severe shock and burns recently as a result of contacting a 2300 volt energized line while working on an old type grounded switch.

He was discovered in a state of shock by Local 1245 President GILLERAN, also a Troublemaker in Stockton, who single-handedly lowered Shearn from the pole.

Brother Shearn is recovering from the shock and burns at the Franklin Hospital in San Francisco and is undergoing a skin grafting operation on his left hand.

All members who can possibly do so should visit Brother Shearn as he would be most pleased to see you.

Lovelock Power Station Expanding

Work is progressing at the Lovelock sub-station of the Sierra Pacific Power Co. on a big installation that will be made this year.

A concrete foundation has been poured that will hold a 32-ton regulator.

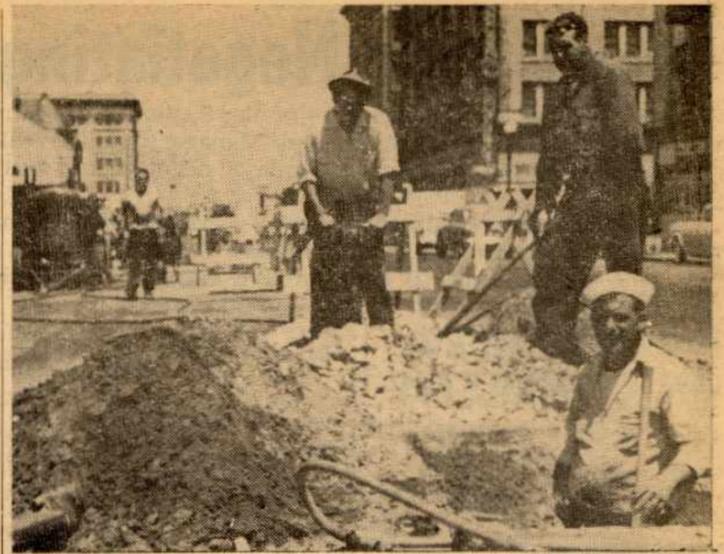
In the construction program is the building of a new highline from the sub-station, 30 miles west of town to Lovelock. The equipment will be moved to Lovelock. The addition will give two lines into Lovelock. The location of the regulator, switches and other equipment will make it possible to get at troubles much quicker. With two lines into town, outages will be almost eliminated. The present line is old and has given considerable trouble in the past.

When the Lovelock station is completed, all power east of here will be regulated from Lovelock.

Coast Shipyard Workers Win 18 Cent Raise

Some 14,000 shipyard workers in ports along the Pacific Coast are voting on a new one-year contract providing them with an 18 cent an hour wage hike.

The agreement was negotiated here in sessions between the Pacific Coast Metal Trades Council, composed of representatives and employee unions, and the Shipbuilders' Association of the Pacific Coast.



STREET SCENE, OAKLAND—General Construction gas crew is shown in this candid picture repairing a gas leak at 14th and Jefferson, Oakland. Let's have more of these on-the-job pictures for the "Utility Reporter!"

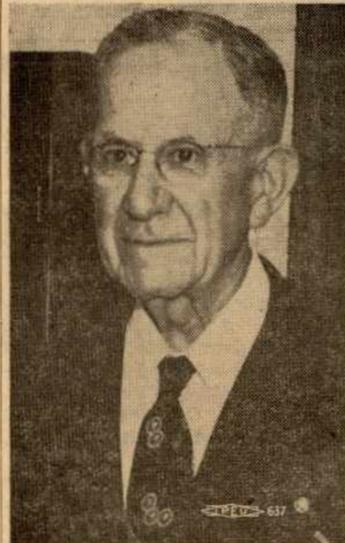
Municipalities Round-Up

S.M.U.D. Negotiations Starting

After studying Union's proposals which were submitted May 17, 1956 for wage increases and conditions

George Wagner Honored At Dinner Meet

Our highly respected retiring Local Union Treasurer, Brother George Wagner, was honored at a dinner held at the Showboat Restaurant in Oakland on June 30, 1956. Present were the outgoing



GEORGE WAGNER

Officers, incoming Officers, Staff members and their wives.

Brother Wagner was lauded for his 50 years of service to the IBEW and was presented with a gift of a vacuum cleaner which is a stand-up portable type. George works during the day on a construction job and must do housework at night and on days off due to the illness of his wife. The strain on George's back from 50 years of hard work shall now be eased as a result of this gift.

At press time we received word that Bro. Wagner's wife had just passed away. The union and its staff offer their sincere condolences to Bro. Wagner in his bereavement.

President Gilleran and Business Manager Weakley participated in the presentation talks.

President Gilleran also presented his personal gifts to the 1954-1955 Officers with thanks for their cooperation and support.

Brother George Rice, our Research and Education Director, was given a nice lamp by the members of the Municipalities and Key System Unit of Oakland. Also, the Business Staff presented him with an alarm clock bed radio as a token of their esteem upon his resignation to enter private business.

The affair was enjoyed by all present and the next morning found

improvements, the Committee of the District composed of Paul Schaad, Asst. Chief Engineer; H. Warmoth, Asst. General Manager; R. Eggers, Electrical Superintendent, and W. Warner, Personnel Director, met with the Union's Committee of Brothers Charles Massie, Lineman, Chairman of Union Committee; Glenn Larson, Electrician; Louie De Bernardi, Warehouse Helper, assisted by Business Representative Al Hansen and Asst. Business Manager M. A. Walters, on Tuesday, July 17. The Union's Committee presented arguments and background material in support of their proposals. The District will study the presentation and prepare counter-proposals to be submitted to the Union in writing at the next negotiating sessions slated for Thursday, July 26 and Friday, July 27. Progress reports of negotiations will be given to the Unit as the talks proceed.

Bureau of Electricity Alameda

Following the submission of the Union's proposal on June 1, 1956 the Negotiating Committee, composed of Brothers William Morrison, Jack Chapman and Vince Bradford, accompanied by Business Representative Al Hansen, met with General Manager G. Baxter in preliminary discussions on the requests of the Union. The Committee asked for a special meeting of the Board to discuss the demands of the Union. The board has agreed to such a meeting to be held on Monday, July 30.

City of Oakland

After a series of meetings with Mr. Larry Soare, superintendent of the Department of Electricity, and City Manager Wayne Thompson, the Union Committee, composed of Brothers William Yochem, Frank Schoop, Ed Brown and Lyle Smith, assisted by Al Hansen, reported successful conclusions were reached on wage negotiations. Substantial increases were included in the Salary Ordinance and were submitted to the City Council. Decisions on the City Budget are pending with the Council at this writing and we hope for approval by this body in the near future.

Sacramento Transit Authority

With the anniversary date of this contract rolling around, the Union Committee of Brothers George Higgins, John Poulson and Oscar McGregor, assisted by the Business Office, have been busy drafting the Union proposal. The completed proposal, which was submitted on July 13, 1956, includes a request for a substantial wage increase and improvements in contract conditions. Discussions with management should start about the middle of August.

the new Board hard at work. Prior to its first meeting, the incoming Officers were given the Oath of Office by International Executive Council Member Charles J. Foehn.