



## Weakley Outlines 1245 Program at Unit Meetings

Bus. Mgr. R. T. Weakley is currently making a tour of Local 1245's jurisdiction and will be in attendance at the various Unit meetings for the purpose of outlining accomplishments, aims, and future programs of Local 1245.

## Labor Press of Calif. Maps Major Goals

The American labor movement will have to give fullest possible support to its labor press if it is to defeat the smooth, vicious effort of Big Business to by-pass unions by means of its own management press (house organs) on which it is spending millions of dollars, and through which it is reaching out to wield subtle influence on women, students, and workers and turn them against the unions.

This is the national picture today. It was presented in detail to the 7th annual California labor press conference held Nov. 17, 18 at Fresno under auspices of the State Federation of Labor and the University of California.

Speakers from Washington and major California cities, and panel groups, gave the labor press an objective analysis and came up with solid suggestions for improvement.

It was the best conference thus far held and attracted state and regional union officials, federal and state agency leaders concerned with labor, and two score editors of papers from all sections of the state.

California's labor press, it was brought out, leads the nation in size, readability, and effectiveness.

Henry Fleischer, AFL-CIO director of publications warned that labor must get its press to more members, more people, and reach women and young folk if labor is going to defeat the cunning campaign of Big Business to by-pass unions and the labor press.

### BIG BOSS PRESS

The boss press he said is doing a very effective job with millions at its disposal, is reaching the workers, the women, and the students. It is not conducting a "hate labor" campaign. Instead it tells how to grow gardens, gives useful information on safety, plant problems, etc. This identifies you with management and in effect says: "We

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The following is the schedule of the remaining meetings at which Bus. Mgr. Weakley will attend and it is hoped that all members will make a special effort to attend the meeting in their respective areas.

Wednesday, Nov. 28 — Chico—Regular meeting adding Paradise and Willows.

Thursday, Nov. 29 — Modesto—Rescheduled regular meeting adding Oakdale.

Friday, Nov. 30 — Salinas—Special meeting adding Watsonville, Monterey and King City.

Tuesday, Dec. 4—Fresno—Regular meeting adding Selma and Wishon.

Wednesday, Dec. 5 — Avenal—Special meeting adding Coalinga.

Thursday, Dec. 6—Santa Cruz—Regular meeting.

Tuesday, Dec. 11 — Stockton — Regular meeting adding Lodi.

Wednesday, Dec. 12—Redding—Regular meeting adding Red Bluff, Manton and Redding Citizens Utilities.

Thursday, Dec. 13—Sacramento Special meeting adding Davis, Woodland and Elk Grove Citizens Utilities.

Friday, Dec. 14 — Auburn—Special meeting adding Grass Valley, Alta and Placerville.

Tuesday, Dec. 18—Feather River—Regular meeting adding Quincy-Almanor and Las Plumas.

Thursday, Dec. 20 — Reno—Rescheduled regular meeting.

## NO SHORTS IN COURTS!

The three departments of the Washoe County District Court in Reno, Nevada are going formal!

A joint order signed by three district judges makes the wearing of slacks by women or of loud sport shirts by men strictly taboo after next Jan. 1st. Women must wear suits or dresses and men have to wear a coat plus a tie.

The order applies only to attorneys, persons appearing as witnesses or others whose business takes them inside the courtroom bar.

It's not a one-way deal, however, because the judges have agreed to wear the traditional long, black judicial robes beginning next year.

Heart and circulatory diseases take more lives each year than all others combined.



**POLICY REPORT**—Bro. Dorwin Robinson, Policy Committee member from San Francisco Division is shown above reporting on the policy group caucus at the Nov. 4th meeting of Executive Board, Policy Committee, and Business Staff.

## State of the Union—

# Move Approved to Hold Joint Meetings of Policy, Negotiating Committees

November 3rd and 4th were busy days for the Executive Board, Policy Committee, and Business Staff of Local 1245.

Under "Officers' Reports," Business Manager Ronald T. Weakley delivered a detailed report on 1956 negotiations and gains, current activities, and future problems facing our Union.

On the evening of Nov. 3, the Policy Committee held an informal caucus, attended by Bus. Mgr. Weakley and President Frank Gilman.

Brother Dorwin Robinson, Policy Committee member from San Francisco Division, summarized before the joint meeting of the Exec. Board, Policy Committee, and the Staff reports and discussions of the policy making group held during their caucus.

Following Brother Robinson's report, the Committee put to motion and action the results of their caucus. Of major significance was the move to adopt the policy of joint meetings between the Policy Committee and the P.G.&E. Negotiating Committee for the purpose of processing, screening, and development of Unit recommendations for future contract negotiations.

It was agreed that a broader base will be provided for developing negotiating programs prior to actual submission.

Bus. Mgr. Weakley was requested to call a special meeting for this purpose at a future date.

A number of other Committee recommendations were voted and together with the major one on negotiations were submitted to the Executive Board.

The Executive Board, meeting after the adjournment of the Policy Committee, adopted all of the Committee's recommendations.

The next meeting of the Committee is scheduled for February unless the Committee is called into special session by Bus. Mgr. Weakley prior to that date.

A recent survey found that most office workers were paid every 2 weeks or twice a month, whereas 7 of 8 plant workers were paid each week. The survey, by the U.S. Labor Department, covered 17 major labor market areas.

## Conference Maps Safety Rules For Gas Workers

Safety codes for gas workers was the subject under discussion when representatives of Locals 465 and 1245, IBEW, and the International Chemical Workers Union met at the Miramar Hotel in Santa Barbara on Sunday, Nov. 18.

Under the chairmanship of Edwin F. Durland of the Chemical Workers, the assembled delegates discussed all phases of work in connection with the handling of natural gas in order to bring out where safety rules or codes were necessary for the protection of workers in this industry.

Some of the items which were found to be of prime concern were provisions to assure that the worker knows the pressures he is working with, establishment of safe working clearances, provisions for standby workman when engaged in welding on live lines, handling free gas or when entering under ground structures or vaults, construction standards for ditches and bell holes together with provisions to assure for ready exit therefrom, the establishment of maximum pressures for various phases of work and provisions for inspection for and the handling of leaks.

After careful consideration of the various methods available of obtaining the aims of the group, it was agreed that, following a survey of the existing safety rules of the various companies in the gas industry in California, that a sub-committee consisting of one representative of each union involved would meet and draft a recommendation for standardizing existing rules and inclusion of new ones where needed for submission to the entire group at a future meeting to be held early in 1957.

Local 1245 was represented by Vice President Marvin C. Brooks, System Safety Committee Chair-

man Clarence E. Elliot, Business Manager Ronald T. Weakley and Asst. Bus. Mgr. M. A. Walters, who was selected as secretary of the Conference. The office of Local 1245 was offered to the conference for conducting the survey and Walters has been assigned to head up this activity.

## IBEW Label Part Of CBS "Big Eye"

Millions of Americans will soon be seeing the name of our Union, or at least its initials—IBEW—flashed across their television screens.

The IBEW announced this week that Columbia Broadcasting System has agreed to carry our Union Label—the "fist full of volts"—on all its recorded shows in recognition of the more than 1000 organized technical engineers who produce them.

Directly under the "big eye," CBS's trademark, will appear the words Local 45, IBEW for shows produced in Hollywood or Local 1212 for those out of New York. These Locals represent the CBS broadcast engineers.

Series E Savings Bonds are well adapted to those who want to save regularly, but can afford only a small amount each month.

## DEPARTMENTAL NEGOTIATIONS

Since our last report for the UTILITY REPORTER, the various Committees working on job definitions and lines of progression have been making steady progress in this field. Current status of these negotiations as we go to press is as follows:

### Steam Department

On October 25 Company submitted its counter-proposals relative to Union's positions as stated at the last joint meeting on October 10. These counter-proposals have been in the hands of the Committee for study and consideration and the next meeting of our Committee has been scheduled for Monday, November 26, at which time it is hoped that we can get to a point of settlement.

### Electric Department

On October 30 PG&E submitted counter-proposals relative to the Overhead, Underground and Meter Departments and these proposals were submitted to the various Committees for their action. Subsequently, we have concluded on the Meter Department with the

major item obtained being a clarification of the duties to be performed by the Meterman classification.

In the Overhead Department the next meeting with the Company's Committee is scheduled for December 6 at which time further attempts will be made to iron out the few remaining differences between the parties.

To date, no future meetings have been scheduled in the Underground.

Very recently Company submitted their first counter-proposals for the Electric Maintenance Department which includes the Hydro and Substation groups as well as Building Maintenance. Union is currently in the process of activating a Committee for this group and meetings with the Company will be arranged as soon as possible.

### Pipe Line Operations

Company's counter-proposals were received on November 6 and Union's Committee composed of Walter G. Kreusch, Darrell L. Champlin, James W. Grass, Wayne Weaver and Jack E. Wilson met in the Local Union office on Tuesday, November 20, in order to prepare for a meeting with the Company on the following day. At the meeting with the Company some of the definitions were tentatively agreed upon. However, further meetings will be required as soon as a date can be arranged and further negotiations will ensue.

### Davis Yd. & Warehouse

The Union's Committee still has one or two items under consideration in the formulation of its proposals prior to their being submitted to the PG&E.



**BOSS PRESS, A CHALLENGE**—Labor must support its labor press to defeat the latest Big Business tactic of "reaching" workers, women, students through its own press, the Calif. labor press conference was told. Conference leaders shown here are, left to right: John Hutchinson, coordinator of labor programs, inst. of ind. relations, UC; Pres. Tom Pitts, State Fed; Jack Henning, Fed. research director, and Henry C. Fleisher, AFL-CIO director of publications. (Staff photo)



# 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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## Old Timer Retires



ALEX McDOUGALL, an active member of Local 1245 in Los Banos, retired on October 20, 1956. Alex was born Oct. 3, 1891 at Ft. William, Scotland. He came to the U.S. in 1913 and worked as a mule-skinner for several years for Miller and Lux before going to work for PG&E as a groundman in 1919. Mac has worked for many years as a lineman in Los Banos and often refers to the many improvements in wages and working conditions gained through union organization since he started to work for the Company in '19. Mac's hobbies are reading and traveling. His many friends wish him and his wife Lola many years of success and happiness.

## GOAL OF BOSS PRESS: TO BY-PASS UNIONS

(Continued from Page 1) not with big unions."

Said Fleischer: "We are coming out second in the battle of communications with Big Business. It is imperative that we take a long, careful look at ourselves as am-will work with our employees but bassadors to the membership. There is some hard work ahead, and the labor press is in the middle of it."

Labor's role in the recent election was analyzed for the assembled editors by Dr. Irving Bernstein, UCLA industrial relations research associate. Among factors in Ike's election, he said, were breaking of the Negro vote for the first time in a generation, and Ike's father-effect on women voters.

He said nothing like the Congress Democratic sweep has ever been seen before. It was plainly very strong for Ike and for the Democrats. Ticket splitting emerges as a new factor, weakening both parties, making the Demos more conservative, the GOP more liberal. COPE did a better job than ever, and has a big future.

A panel of editors, discussing labor in the elections and the labor press in general, concluded that the labor press was a big factor in the voting results in nearly every region. Panel leader was Sig Arywitz of L.A. Garment Workers Union offices.

### WRONG TO ENDORSE?

The matter of local editors differing with over-all endorsements came up, and some expressed the view that honest differences should not be suppressed, that there should be more help in improving our papers instead of repeated criticism from "headquarters." Formation of northern and southern press clubs was suggested.

"We are laying foundations now for the 1960 election and the labor press will be a big factor in developing economic integrity, social responsibility, and political consistency, working as inside reporters and critics, was further comment. Labor makes a mistake in endorsing candidates and only candidate records should be presented, was another view.

"Mass Communication" was the title of a talk by Chas. R. Wright, associate professor of anthropology at UCLA, in which he commented it is easier to sell whiskey than to sell public health, because people are pre-disposed to the one and not to the other.

Social ties affect audience acceptance, friendship, praise, and companionship, he said. Also, where personal survival is involved, there is ready acceptance. Personal influence is the biggest factor in acceptance to suggestion. We change because we are talked to, either by local influentials, old-timers, or by cosmopolitan influentials visiting our area.

### THE SACRAMENTO BATTLEFIELD

Pres. Tom Pitts of the State Federation said prospects for a "right to work" law in California are remote because its defeat in nearby Washington shows it would be most difficult to put over in an industrial state. However, initiative promoters will constantly seek to put it over.

On the city level there is danger of such a law, Palm Springs just having enacted one, which the

Federation is challenging. It is plainly an attack on a local union organizing drive, but it may encourage other California cities to try it, he said.

Pitts said mimeographed letters have practically no value if sent to legislators—the contact must be more personal. The Federation analyzes 6,000 bills, classifying them as "good," "bad," or "watch," and ends up watching about 2,000. Some can become "bad" overnight by merely having a few words changed.

Another panel took up problems on newspaper layout. It was led by Philip Griffin, chairman of journalism dept., U.C. Several local editors took part in the discussion.

The need for assistance by the state university on surveys to determine consumer and worker needs and interests—of everyday value to the state's millions of workers—was brought out at the conference. University leaders said survey and research could be done if it is requested. It was pointed out that the state university budgeted some \$2 million to study a beetle, for agricultural interests, but put up only \$45,000 for industrial relations, a subject affecting millions of people in the state.

Local 1245's delegate to the conference was Business Rep. Elmer B. Bushby.

## I.B.E.W. Scorns Dixie Threats

Threats of personal violence, intimidation and requests to the police to lock them up failed to deter Harry Bexley and Bob Shadix, business agents of Local 613, IBEW in Atlanta, Ga., from carrying out plans to organize electrical workers in the nearby town of Newnan.

More than 80 per cent of the electricians at Newnan had attended an organizational meeting. Some of the local civic leaders(?) and anti-union businessmen set up a bitter wall against any steps by "outsiders" to improve the working and living conditions of their employees. The group went so far as to demand that the hotel where the meeting was being conducted eject the organizers and the workers attending the gathering. The hotel management replied "no soap."

Next, the anti-unionists called on the chief of police to throw Bexley and Shadix in jail. The request fell on deaf ears.

The organization meeting continued, proving that not all Georgia towns are as medieval and feudal in their approach to the humanities as Carrollton, Baxley and a few others which levy exorbitant license fees and penalties against labor organizers and who resort to every known legal and illegal means to harass and threaten union activity.

## POOR BOY! RICH BOY!

Leroy J. Curtice, 68, has retired from his job with General Motors on a \$65 monthly pension won by his union, the AFL-CIO Auto Workers. Leroy's kid brother, Harlow H. Curtice, 63, gets more

## All Mixed Up 'Number Please'-- In Male Voice!

The telephone operator's job is not the "no-man's-land" it is generally considered to be. The IBEW can prove it.

When a large group of traffic employees of the Bell System in Pennsylvania signed up with IBEW recently a check of application cards showed they came from 13,000 women—and 3 men!

It came as no surprise to the union, however, as the IBEW has lady linemen in that segment of the industry considered strictly a male domain.

## The Mail Bag

Dear Sir & Brother:

The members of Unit 3011, Sacramento Transit Authority, would like to say how much they appreciate the help of Business Representative Al Hansen during the last contract negotiations.

We believe we received the ultimate in representation and that as a whole we now have a contract that is beneficial to the entire unit. This is largely due to his persistence and ingenuity during negotiations.

We think that we have accomplished more during the last year than ever before and that we are in a good position for next year's renewal of contract.

In closing we wish to say that we could not appreciate Mr. Hansen's services more and would like to use this means to thank him for his understanding and assistance.

Unit 3011  
Sacramento Transit Authority  
Sacramento, California.

than \$700,000 a year as president of GM and will retire on a pension about 1,100 times as large as Leroy's.

Leroy said he wouldn't trade jobs with his younger brother, although he could do with a little more of the where-with-all he draws. He was an inspector with GM, for which he worked nearly 29 years. He hopes the UAW will be able to get a hike in the pension at its next bargaining session, he said.

## Industry Jobs Up 122%

Manufacturing employment increased 122 per cent in San Mateo County between 1947 and 1955, according to a study recently released by the Commerce Dept.

## Who Says Figures Don't Lie? \$6122 ('56) - \$3000 ('39)

A worker who earned as much as \$3,000 in 1939 would have to receive at least \$6,122 now to equal the same buying power, the National Industrial Conference Board, an employer's research agency, estimated last month.

Such a worker, if married and having two children, paid \$30 in federal income and Social Security taxes in 1939, but would pay \$669 now, the board said. Moreover, inflation has depreciated the value of his \$6,122 by \$2,483, leaving him with less than \$3,000, measured in 1939 dollars.

## NLRB GAGS OWN MEMBER IN OPEN FORUM HERE

Is the National Labor Relations Board so afraid of free discussions that it won't let its own officials participate in an open forum?

This is the accusation brought against it by Henry Todd, chairman of the labor law committee of the San Francisco Bar Association, according to a recent report by Labor's Daily.

## Uncle Sam Gypped On Polio Vaccine?

Why did Uncle Sam, in buying huge quantities of polio vaccine, pay far higher prices than some much smaller purchasers did, and also higher than the Canadian government paid? Was it mere coincidence that five manufacturers of the vaccine charged the U.S. government prices which were "identical" to the exact cent? Did the Health, Education and Welfare Department allow the campaign against polio to become a bonanza for some big business concerns?

Those questions were probed recently by a House investigating committee headed by Congressman L. H. Fountain (D., N.C.). The committee went through with its hearings despite repeated attempts by Congressman B. Carroll Reece (R., Tenn.) to force a postponement until after the Nov. 6 elections.

Congress provided \$52 million to enable HEW Department to buy polio vaccine and distribute it to the states, so poor children could get the same protection as those of richer parents.

What happened after that was disclosed during the hearings. At the closing session, Congressman Chet Holifield (D., Calif.), a member of the committee, summed it up this way:

HEW three times asked the five companies for "competitive bids." Each time, they all demanded the same identical price, and it was paid. Investigation indicates that the price was about 125 per cent above the manufacturing cost of the vaccine. The National Foundation for Infantile Paralysis, which was supposed to get the vaccine at cost, paid at the rate of only \$2.70 for nine "shots," compared to the \$7.12 paid by Uncle Sam. Even an individual hospital, buying a few vials at a time, paid no higher price than Uncle Sam.

Speaking for the committee, Congressman Holifield charged all this was "caused by 'collusive practices and price fixing.'" He proposed that the Justice Department, the Federal Trade Commission and Comptroller General find out whether the anti-trust laws were violated and try to recover some of the money for the taxpayers.

Todd had arranged a forum discussion on the legal aspects of the organizational activities of unions. The discussion, open only to attorneys, was chaired by Sam Kagel, long prominent as a labor counselor (Mr. Kagel was the arbitrator used by Local 1245 and PG&E in the "Leave of Absence" arbitration case).

Todd had asked Louis S. Penfield, chief regional law officer for Northern California, Nevada, and Utah, to be present and to summarize the federal law (Taft-Hartley) as it now exists. He appeared, but when his turn came to speak he said he had been ordered by Ivan McLeod, deputy assistant general counsel of the NLRB in Washington, to keep his mouth shut.

Penfield's immediate superior, Kenneth C. McGuiness, associate counsel, said "some very important cases involving the very subject the forum was taking up" were now pending before the NLRB and therefore it was thought wiser to forbid Penfield to speak. In the next breath, however, he added that "we didn't know enough about the nature of the forum or have enough time to consider properly whether Penfield should have permission to take part."

"It is perfectly preposterous," Todd reported, "to tell a federal official he cannot talk to the public, especially in this election year, when everybody ought to get as much information as possible."

A. Brooks Berlin, president of the San Francisco Bar Association, commented dryly, "We assume it had something to do with some political situation."

### BOTTOM FLOUR PAY

Washington The Department of Labor will hold a public hearing in Washington on December 5 to determine prevailing minimum wage rates under the Walsh-Healey Public Contract Act for the flour and related products industry. The hearing will affect about 24,000 production workers based on the amount of business done by the Government with flour manufacturers last year.

Apprenticeship is an investment in craftsmanship.

Statement required by the Act of August 24, 1912, as amended by the Acts of March 3, 1933, and July 2, 1946 (Title 39, United States Code, Section 233) showing the Ownership, Management, and circulation of The Utility Reporter, published monthly at Oakland, California, for September, 1956.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Intl. Brotherhood of Electrical Workers, Local 1245, 1918 Grove Street, Oakland, Calif.; Editor, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.; Business Manager, Ronald T. Weakley, 1918 Grove Street, Oakland, Calif.

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

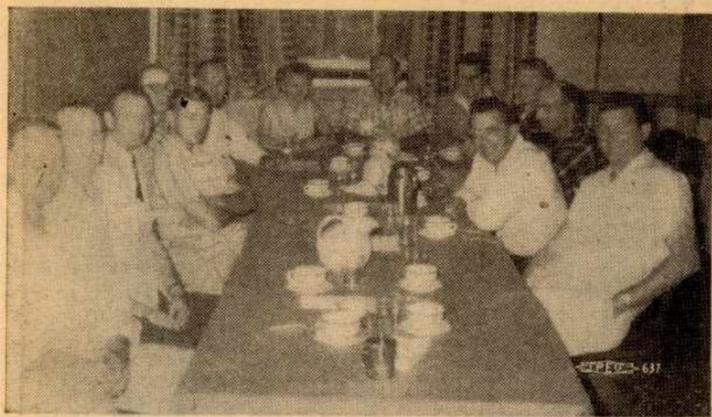
3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.)

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

5. The average number copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding date shown above was: (This information required from daily, weekly, semi-weekly, tri-weekly newspapers only.)  
RONALD T. WEAKLEY, Business Manager.  
Sworn to and subscribed before me this 20th day of September, 1956.  
PRISCILLA WALLACE  
(My commission expires July 12, 1959)

(SEAL)

## Fresno Stewards Meet



At a recent Stewards Meeting in Fresno keen interest was given to the need for complete organization and to political action. Shown above in the picture taken by Rep. Wadsworth, left to right are: Bill Thompson, Kenneth Brown, Steve Veres, Gene Ragsdale, Morris Stoner, John Popp, Marie Pauls, Walt Kaufmann, Joe McCauley, Herb Dickenson, Russ Parker, Bob Brisendine, and Bill Elsdon.

## STOP THOSE CAVE-INS!

According to Mr. Ernest B. Webb, Chairman of Calif. State Industrial Safety Board in the Sept. 1956 issue of California Safety News, there were 17 workers killed in California from cave-ins of one sort or another during the 18-month period Jan. 1, 1955 to July 10, 1956.

Of this number, 13 were killed in the cave-ins where there was either no shoring and bracing, or inadequate shoring and bracing.

Almost all such deaths would be averted if requirements of Construction Safety Orders were rigidly observed. In some cases, additional precautions may be necessary, depending on the specific situation.

It is especially important for a foreman or superintendent on excavation jobs to anticipate changing soil conditions—when, for instance, encountering old river beds, previous excavations, or drainage lines.

Construction Safety Order 8111 requires that, in hard compact soil, trenches more than 8 feet long and 5 feet deep must be adequately braced at intervals of not more than 8 feet. In some soils the distance between braces must be

much less—in fact, sheathing may be necessary every foot of the way. Trench Construction Safety Orders 8110, 8111, and 8112 make this abundantly clear.

Many foremen seem to feel that they can tell when soil is safe from cave-ins: They can't tell.

Any vertical soil, even hard rock, will, in time, fail; and there is no way of telling when. Deaths do occur from cave-in of hard rock.

## IBEW Election Lost By Racist Poison

Protected by the cover of the Taft-Hartley Act, the Cornell-Dublier Electric Company resorted to the vilest kind of racist propaganda to offset and defeat a recent effort of the IBEW to organize the company's plant at Sanford, N.C.

In the name of employer free speech, the company was able to appeal to ugly racial prejudices. On the eve of a representation election, it sent all employees a letter declaring that "unions are working day and night, and pouring out the money which they collect in dues in an effort to eliminate segregation and bring about integration in the schools and elsewhere between the white and colored people as rapidly as possible."

The letter went on to declare that at the founding convention, the AFL-CIO "took \$75,000 of the dues money paid to it by its members and gave the money to the National Association for the Advancement of Colored People," although there was no such contribution resulting from this convention.

Workers were told that the union was "after money—your money" and that dues would reduce "take-home pay." They were further advised that the union would "pull you out on strike" and bring "nothing except trouble, misery, debt and regrets."

The result of this kind of propaganda and falsehood was the IBEW's loss of the election by a handful of votes. The union has filed objections with the NLRB but little is expected to come of them.

"In the old days, under the Wagner Act, such tactics would have been grounds for voiding the election. Now, they're sustained as merely an exercise of free speech," IBEW Secretary Joe Keenan declared in comment upon the results.

## 'Stupid' Robot

Cambridge, Mass.

Apparently there will be no jobs safe from the inroads of automation. Harvard University has now a new computing machine capable of composing music electronically. It will even be called upon eventually for quick translations of Russian technical literature.

However, Dr. Anthony Oettinger, said that the new machine was remarkably "stupid" until man told it how to attack specific problems.

Those who never work are the severest critics of those who do.

# Keenan Blasts Employers For Unrealistic Stands

"When we trade unionists see influential management people taking unrealistic stands against collective bargaining we wonder whether there has been any real progress made in human relations," Joseph D. Keenan, IBEW International Secretary, declared in a hard hitting speech before a management group in Chicago recently.

Keenan told a clinic of the Industrial Management Society of some ominous anti-labor trends on the part of employers to "return to the chaotic conditions of the past," and warned them not to "make the mistake of looking at labor as a commodity or cost only." He said, "An employee is also a free American citizen. He is deep-

ly concerned with the welfare of his industry; he knows that his welfare is tied to that industry. If he is a union member, he is exercising a democratic right and through collective bargaining he has become a more mature and responsible partner in the enterprise."

Keenan expressed deep concern

"about the attacks that are being leveled against trade unions and collective bargaining today." He scored the "labor monopoly myth" and employer encouragement of "right-to-work" laws through establishment of plants in states with such legislation on their statute books.

"For years, we have fought against the runaway shops," he stated. "They were mostly small operators who could succeed only when they could get cheap sweated labor. Now we are shocked to find that one of the largest firms in the U.S. is running away from the issues which face any responsible employer," and cited a recent speech by Ralph J. Cordiner, president of General Electric, in which he promised that GE would invest more money in Virginia because that state has the union-busting "right-to-work" law. (See GE SEEKS "SCAB STATES" elsewhere in this issue.)

Also, Keenan recalled, GE held out similar bait to Texas in a letter to employees of a new plant in Tyler, Tex. The latter, directly attacking the IBEW, admitted that the firm is building in Texas—another "right-to-work" state—to escape unions. Also, it contained a wild charge that workers give up their "birthrights" by joining unions!

"Anyone who has had the dubious privilege of personal free bargaining with the boss realizes how phony this approach is," Keenan emphasized. Nevertheless, he added: "It is a dangerous trend when industrialists and business men sell themselves to reactionary politicians in order to escape the responsibility required in a mature democratic society."

"Those who sell out to reactionary politicians in Texas and Virginia could pay for their lack of insight in the same way German and Argentine businessmen paid for selling out to Hitler and Peron," Keenan warned.

Keenan sharply reminded the employers they have a "vital stake" in free collective bargaining and fair labor legislation.

"Remember if collective bargaining fails, we all lose and the free enterprise system will lose a support that may well be its keystone," he concluded.

## Labor Film 'With These Hands' Banned in India--Meany Protests

After unanimous action by the AFL-CIO Executive Council, President George Meany has protested to the Government of India the banning of the ILGWU film, "With These Hands," and has asked the U.S. State Dept. to use its good offices to have this decision reversed. Many of our members will recall seeing this film which portrays the intolerable sweat-shop conditions in the ladies' garment industry and the struggle of the Garment Workers to correct such conditions.

In a recent statement protesting the ban, ILGWU President David Dubinsky pointed out that:

"With These Hands" has been translated into eight languages. Though some of the scenes depicted in the film have not met with the approval of the American government, though some of our

reactionary legislators have objected to its being shown overseas because 'it is pro-labor,' the USIA has never attempted to censor it. Millions of people in the free world have hailed this film.

"Hitherto, this film has been outlawed only behind the Iron Curtain. It is unbelievable that the democratic government of India should now also outlaw a film showing the achievements of the workers in the American ladies' garment industry through their free trade unions and through the democratic process."

## Washington Nixes Right-to-Scab Law

The compulsory open shop (right-to-scab, right-to-starve) law was overwhelmingly defeated in Washington by a margin of better than 2 to 1 in the recent General Election.

The defeat of this vicious anti-labor law marked the end of one of the best organized union political campaigns in recent West Coast labor history. Facing an uphill fight all the way, organized labor in the state successfully overcame a high-powered and highly financed blitz by anti-labor interests.

It was a foregone conclusion that had the measure passed in Washington, where labor is the most highly organized in the U.S., we could have expected an outbreak of similar laws being pushed for passage in other states where labor is not so well organized.

However, victory in Washington does not in any way indicate that labor can rest on its laurels. The persons advocating these right-to-starve laws have stated many times that there will be no rest until they have succeeded in having this union-busting legislation adopted in every state.

Indicative of the role union members must play in opposing adoption of these laws and in advocating repeal where they are now in effect is the fact that a proposition to repeal such legislation in Nevada lost by 6000 votes—the same repealer lost by only 2000 votes in 1954.

## Attend Union Meetings!



"It's about time your union negotiated a few paid holidays for we auxiliary members!"



It takes an accident to teach a lot of people a simple lesson in safety. This girl, for instance, is a little late in realizing that safety lessons learned at the plant should be applied at home too.

In a second she'll be on the floor. If she's lucky she'll just be bruised. But she may break an arm or a leg. If she does she won't be any good to herself, to the plant, or to her family. At least, not for many weeks.

Many off-the-job accidents occur at home. And about half of all home fatalities result from falls. Preventing falls will help keep workers on the job and their families safe too.

Falls from good ladders aren't nearly so common as falls from makeshifts like the one in this cartoon. Next time, if this girl gets out of this mess alive, she will use a genuine ladder. But even then she won't be safe unless she uses it correctly.

If she uses a step ladder properly, she'll never climb one, inside or outside the house, without first making sure the spreader is fully extended.

She won't use a ladder whose steps or rungs are missing or broken or whose side-rails are cracked.

She'll never carry heavy loads up or down ladders.

She won't lean out too far. She won't do anything risky—she wants to avoid injury.

## DIXIE LAW APPEALED TO HIGH COURT

The International Ladies Garment Workers Union will appeal to the U.S. Supreme Court the recent decision of a Georgia court upholding the conviction of ILGWU Organizer Rose Straub under an ordinance of the town of Baxley, Ga.

The Baxley ordinance requires a union organizer to obtain a special license in order to organize in the town. The granting or the refusal of a license rests on the discretion of the mayor and the city council. They are empowered to consider the "effect" of union organization "upon the general welfare of the citizens of Baxley."

The ordinance also requires an annual fee of \$2,000. In addition, \$500 must be paid to the city for every worker organized.

The Supreme Court of Georgia has upheld an earlier decision of the Georgia Court of Appeals which affirmed the conviction of Rose Straub. However, the court evaded ruling on constitutionality of the ordinance by asserting that there were procedural irregularities in the union's case.

Several other communities in the South have similar ordinances, all aimed at keeping out unionism. The \$2,000 yearly fee in Baxley is perhaps the stiffest in the entire South. Most communities charge about \$1,000.

## WAGES WON IN REFUSAL TO WORK UNSAFELY

California Safety News reported in its September issue that in one of the first cases under Labor Code Section 6604, the Division of Labor Law Enforcement recovered a judgment for over \$900 on behalf of one employee for wages lost as a result of his being discharged because he refused to carry out the employer's instructions, which would have violated the State safety statutes and would have created a hazard to himself and fellow-employees.

Under the statute, an employee so discharged has a right of action for wages for the time he is without work as a result of such discharge, provided he notifies his employer of his intention to file a claim for such wages with the Labor Commissioner and does file a claim within ten days of discharge.

The case before the court involved an oil well driller who refused to follow the foreman's order to lift sixty feet into the air heavy equipment consisting of a drill collar clamp, which not only would be suspended high over the heads of men working below, but would also present a strong possibility of slipping down the drill collar and injuring the employees working on the table of the oil well rig.

Testimony of a safety engineer of the Division of Industrial Safety was presented as to the hazardous character of such an undertaking. The court rejected the employer's claim that the worker was discharged for intoxication and insubordination and granted a full judgment for 36 days' lost wages, less the amount of unemployment insurance received during the period.

# YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

One of the most basic responsibilities of the parties to a collective bargaining agreement is the proper function of the grievance procedure.



In a shop or plant where the operation is confined to a small area, practically all grievances are settled right on the job. Communication is excellent. All levels of the work force and the supervisory staff are engaged in a productive process and usually know the problems, rules, and practices, which are peculiar to the operation. Rarely does a grievance go beyond the job or plant level.

On the PG&E system, the problem is much different. Multi-operations, diversified working conditions, and immense geography call for a different structure and approach to the operation of the grievance procedure. Here, unlike a straight line of process up from the bench level to the shop committee and thence to executive decision at one location, we find a pyramid with most of California as its base and San Francisco at its apex.

Of course, the Shop Steward and the immediate supervisor are the base and most important part of our process.

When the parties have a difference on the job, they talk it over. Perhaps the situation is clear and it is resolved right on the spot. Should they have need, the contract is consulted. First, it must be ascertained if the situation is covered and secondly, if the language clearly decides the issue.

Should the situation not be covered, the Steward and the Foreman should agree that no grievance exists. Or, in an informal manner, both parties may agree to check further through their respective organizations, seeking guidance by what may have been an answered question elsewhere.

At any rate, the absence of covering contractual language clearly eliminates legal pursuit through the grievance procedure because one cannot apply a non-existent agreement, even though the situation may appear to be most unfair.

This legal fact, although unpleasant at times, is a fact which must be understood. Misunderstandings of this fact is the most troublesome snag in the operation of any grievance procedure.

When a Steward on the job cannot find reasonably clear coverage and reasonably clear violation by management, he should not pursue the case. He may, however, review the question with his Representative for advice or seek to make an improvement through proposals to change the agreement if the question is of sufficient importance and an improvement is desired by the members of his Unit.

Should he just "kick it upstairs" to the grievance committee, he serves only to snarl up the legal procedure. This may produce temporary popularity with his bench mates, but he evades his proper responsibility and places costly and unnecessary burdens on those who must administer the procedure at higher levels on both sides.

Certainly, when the case is cleared or there are reasonable grounds to seek an interpretation which may resolve the case, it must go on if the principles of a grievance procedure are to be utilized.

Here, we see that responsibility exists at the job level. Unpleasant decisions must be made when a case has no legal merit. Members must accept mutual responsibility by understanding and concurring with the Steward's decision. This goes for the Foreman and the Company when the reverse is true.

The same principles apply to investigating committees and grievance committees, except that they become more and more important at each successive level.

Once a grievance leaves a Division or Department, it has or should have, the stature of a system-wide grievance. All possible examination and action without undue delay must be exhausted prior to submission to the System Review Committee.

At this level, much greater responsibility exists on both sides. Along with this must go more authority and more latitude in the rendering of decisions.

At this level, the case is either resolved satisfactorily, dropped, or referred to arbitration. If it is resolved satisfactorily to the Union, there must be a reason that it wasn't resolved at a lower level and the parties should examine the reasons for previous Company action.

Similarly, if it is dropped at this level, it should have been dropped at a lower level if the Union's communication and coordinated policies are operating properly. This also should be examined in each case.

Arbitration is sort of a supreme court in that it is the last legal resort available to the parties under their mutually agreed laws—the Collective Bargaining agreement.

Cases involving violations of civil or criminal law must never be a subject for the grievance procedure. These should be referred to the principals who should attempt to resolve the issue or when unable to do so, should institute legal proceedings through the courts or governmental agencies for administrative review and decisions. Cases submitted to arbitration should be few, if any. This procedure is costly and dangerous in that decisions rendered by "outsiders" may cause serious harm to the interests of either or both parties. When this procedure is used

often, it is an indictment of abilities of the parties to handle their own affairs.

To sum up, at each step of the procedure, responsibility exists. Commensurate authority must accompany the responsibility. Decisions must be sound, and once made, abided by. At each successive higher step, more latitude must be utilized and the authority to settle must be increased. At the Review level, the responsibility is great and authority must be equally as great. Arbitration must be avoided but if used as a last resort, confined to only those extreme cases of great magnitude which are properly processed and completely documented at each preceding level.

Political grievances instituted by irresponsible individuals or groups, weak cases, hair-splitting cases, or attempts to negotiate through the grievance procedure, produce a jamming of the machinery. While these are being processed, legitimate grievances on behalf of workers may languish in the machinery so that a dis-service is done to those who are most deserving of prompt and fair consideration and action.

The fellow who gives a Steward a "bum beef" and then complains about the slowness of the procedure also develops a complaint by the fellow who has a legitimate one to send up the line.

Responsible leadership must and will provide means to unscramble these log-jams even though a few unpopular decisions must be made. This is the crux of this discussion. The due process of law includes the elimination of cases without merit. It also includes reasonable compromise. Once legal authority is exercised, it must be abided by.

Procedures for appeal are available, but if abused, also serve to make a tangle of disorder out of the due process and the very structure of the procedure.

Our acceptance of the due process principle must be matched by the employer in order that mutual recognition and respect may be enhanced. Upon this foundation is built the framework of collective bargaining relationship which is outlined in the preambles of our agreements and in the Objects of our Union.

## UTILITY STRIKES MAY BE TABOO IN OHIO

Ohio's Governor Lausche (the Democrat Senator-elect from Ohio, who is toying with the idea of perhaps voting to give Republicans control of the Senate if the control rests with his vote) has decided to call the state legislature into special session to consider a law that would ban strikes against utility companies. The decision was aimed at providing emergency telephone service in the Portsmouth area, which has been discontinued since October 16.

The proposed legislation is the latest effort to get the striking members of the Communication Workers of America to resume their jobs with the Ohio Consolidated Telephone Co. after walking out last July 15. It would make arbitration of grievances between utility companies and their employees mandatory.

At the meeting in his office prior to his decision Gov. Lausche was angrily impatient at both company and union, accusing them of being stubborn in their refusal to

yield on any points to effect a settlement.

Officials of the Ohio Consolidated still insisted they would make no attempts to restore service in the Portsmouth area until "law and order" was firmly established. The company wants the National Guard called in, but the Governor has told its spokesmen that he would not comply with their request until the "time was ripe."

## Union Refuses Wage Hike

The Stockton Municipal Employees Local 102 has provided one of the most unusual labor-management switches ever heard of—the members opposed a pay raise voted for Stockton city employees by the City Council.

Why? Spokesman for the Union says that under the current tax rate, the City would probably have to lay off some workers in order to pay others higher wages.

## No Lapels!

Local 15 of the Bartenders Union in New York said it never thought it would see the day when it would take a firm stand against the wearing of union buttons—but it may have to in the case of the bartenders working at the Sunny Heights Lodge in Clarksburg, N.J.

It seems that the American Sunbathing Association has bought the 200-room hotel, 30 miles from New York City, for the nation's first nudist hotel.



Here's another of Local 1245's Grievance Committees—the General Construction Department.

Reading left to right: Bus. Rep. Gene Hastings who has the General Construction Dept. as his field assignment; Donald Simpson, Senior Field Clerk—Hydro Const.; Kenneth Casey, Lineman—Line Const.; Peter LaRussa, Truck Driver—Gas Const.; and John Michael, Chairman of the Committee, Mechanic—Station Const.

As is the case with all of our Grievance Committees, these fellows strive to settle grievances at the Joint Grievance Committee level and are doing a "hang-up" job.

## N. Calif. Joint Executive Conference at San Mateo

Local Union 617 hosted the Joint Conference of Northern California Electrical Workers at the beautiful new Elk's Club in San Mateo on Saturday, Nov. 10th. Asst. Business Manager Mert Walters, together with Business Representatives Frank Goss, Gene Hastings, and Dan McPeak, represented Local 1245.

## Stewards Better Leaders Than Company Foremen

Union stewards are better leaders than foremen, according to John A. Patton, head of Management Engineers Inc., of Chicago.

When Patton's organization is called in on a job, it trains both labor and management men on time studies, etc. To pick the best qualified men, Patton's outfit tests foremen and stewards on leadership qualities—vocabulary, practical judgment, mathematics, and a few other subjects.

In nearly every case the shop stewards outscore the foremen.

The union stewards, said Patton, are as much as 36 per cent ahead of foremen in practical judgment and vocabulary. Stewards also score better in mathematics.

Why the better grades for stewards? According to Patton, "Union stewards are selected usually because they manifest natural abilities as leaders of men. Most foremen, on the other hand, got their jobs by being good producers."

And he added, "there is no known correlation between manual dexterity and being a leader of men."

## General Electric Seeks 'Scab States'

"We believe that we should go to states that have right-to-work laws," Ralph J. Cordiner, President of the giant General Electric Company recently said in Richmond, Virginia.

"We carefully scrutinize a state before we move in—its court decisions, past and present—its laws—the attitude of its politicians, whether they say one thing and do something else," he stated.

"That's why we're in Virginia," Cordiner told a club gathering in Richmond.

In the past three years, GE has put up multi-million dollar plants at Roanoke and Waynesboro and has another under way at Lynchburg—all in Virginia, a right-to-work state.

Cordiner, on a tour of the GE plants, recited statistics which say that workers' fears of unemployment because of automation are groundless—all three GE plants in Virginia will make automation equipment!

General Electric Company's slogan is: "Progress Is Our Most Important Product."

This is progress?

Representatives from the various Local Union reported that current as well as future work prospects were good despite the heavy drop in residential construction, particularly in the field of low-cost housing, due to credit restrictions brought on by the tight-money policy of the Administration. Many of the Locals also reported that they have increased or are in the process of increasing their dues in order to keep up with the increased cost of operations.

International Vice President Oscar G. Harbak reported that two new Locals have been established within the 9th District, one at Richland, Washington, at the Hanford Atomic Project, and the other is Local 1958, which was chartered for Instrumentation Technicians in the electronics field. He also reported that throughout the 9th District many gains were made in electing pro-labor legislators at both the state and national levels particularly in Washington where the proposed "Right-to-Work" law was defeated by a margin of 2 to 1.

Brian Deavers, President of the State Building Trades Council, addressed the Conference concerning the activities of his office and requested the IBEW Locals to consider affiliating with the State Building Trades. However, the assembled delegates believed that they should give this considerable thought and consideration prior to making any commitments due to past experiences with this group under previous administration, particularly in the Utility jurisdiction.

Under new business the Conference voted to discontinue the annual picnic and to utilize the funds in other endeavors more beneficial to IBEW members. The by-laws were also revised and brought up to date.

## MUSEUM CAMPAIGN

President David J. McDonald of the United Steelworkers, has helped open a \$5,000,000 fund drive to establish the American Museum of Immigration at the foot of the Statue of Liberty as a tribute to the great role of immigration in the growth of the United States. McDonald is co-chairman of the drive with Pierre S. DuPont 3rd, of the DuPont Corporation in Wilmington, Del.

## Labor Conference

Milwaukee, Wis. The Federated Trades Council and the School for Workers at the University of Wisconsin are sponsoring a one-day conference on security civil liberties and unions on November 17. The CIO Council also has been invited to be represented.

## LOW COST EYE CARE FOR 1245 MEMBERS

Arrangements have been made with the California Group Vision Plan to provide vision care and eye glasses to members of Local 1245 and their dependents on a group basis, which will result in substantial savings in cost.

Members desiring to utilize these services should contact the Local Union Office requesting a certificate of eligibility and a list of the

participating optometrists.

While this plan is currently limited to the greater San Francisco Bay Area, (Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, Solano, Napa and Marin Counties) steps are being taken to expand the coverage to other areas.

All materials used under this plan are ground and assembled by skilled union optical technicians.