

Utility Reporter



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OAKLAND, CALIFORNIA

JANUARY, 1958



Above is the Japanese Electric Power Productivity team that recently visited Local 1245. TOP ROW (L to R): M. Shirakawa, Vice Pres., Tohoku Electric Power Co.; S. Takemura, Managing Dir., Hokuriku Electric Power Co.; S. Sunahara, Pres., Hokkaido Elect. Power Workers' Union; T. Ishikawa, Pres., Tohoku Elect. Power Workers' Union; T. Shirasawa, Mgr., Labor Dept., Tokyo Elect. Power Co.; Y. Yakamura, Chief of Tokyo Public Utilities

Dept. BOTTOM ROW (L to R): T. Ishigame, Chief of Labor Dept., Fed. of Elect. Power Companies; O. Ito, Vice-Pres., Chubu Elect. Power Workers' Union; I. Hatamori, Vice-Pres., Kansai Elect. Power Workers' Union; T. Fujita, Director, Kansai Elect. Power Co.; M. Yasutake, Chief of Business Dept., Tokyo Elect. Power Co.; M. Misaka, Pres., Kyushu Elect. Power Workers' Union.

Japanese Electrical Workers Observe Local 1245 Methods

A team of twelve representatives of the Japanese Electric Power Industry, including management officers, Union officials, and a government administrator, arrived in San Francisco on Friday, January 10th.

Under the auspices of the International Cooperation Administration and sponsored by the Japan Productivity Center, the Electric Power Productivity Study team will tour the U.S. in order to observe, first-hand, examples of good labor-management relations in the electrical field under conditions of production or distribution similar to their own.

Local 1245 was honored in being selected as the first union with which they met and was for labor orientation purposes.

Meeting with the group in the Sheraton Palace Hotel on the morning of Monday, Jan. 13th, Bus. Mgr. Ronald T. Weakley and Adm. Assistant Elmer B. Bushby, with Mr. John A. Owens, Regional AFL-CIO Representative, explained the role that labor plays in this country's economy. The structure of the AFL-CIO was outlined, as was COPE—the legislative and political arm of the AFL-CIO.

Business Manager Weakley, in his talk to the team, outlined how the utility industry in this country is predominantly privately owned and organized primarily by the I.B.E.W. He explained the N.L.R.B. certification procedure and how contracts are secured with management and pointed to our agreements with PG and E as typical examples.

The Union's functions in internal operations, the grievance procedure and association with labor as a whole, was explained by Weakley.

Although several of the group speak fluent English, most cannot, so traveling with them are two interpreters which alleviates the problem of language barrier.

The afternoon was spent in the offices of Local 1245, where a round-table discussion showed that their greatest interests were in automation, internal union problems, how negotiation programs are initiated, conduct of the collective bargaining process and the reasons behind and the expected results of, anti-labor legislation—especially the controversial "right to work" movement in California. The whole area of union security received countless questions, with an amazed understanding that there are forces in this country who seek to destroy unions through elimination of union security.

Their itinerary, spread over a six-week period, includes a two-day session with the PG and E Co., a tour of Hoover Dam, a meeting with the Western Electric Co. in Chicago, Consumers' Power Co. in Jackson, Michigan, a session with UWUA, Local 223 on Detroit Edison Co. properties, a meeting with the Detroit Edi-

(Continued on Page 2)

CITIZENS UTIL. PHONE PACT TERMINATED

On Dec. 27, 1957, in accordance with the provisions of the existing agreement between Local Union 1245, I.B.E.W., and Citizens Utilities Company of California, Union served notice upon the Company of its desire to terminate the existing telephone agreement effective Feb. 28, 1958. At the same time Union submitted a proposed agreement to become effective March 1, 1958, which would contain all of the provisions of the existing agreement except for the following:

- 1. An additional section in Article 21 which would provide for payment by Company of travel expense for crews returning to their homes from temporary headquarters on week-ends.
- 2. A 10 per cent general wage increase to all employees.
- 3. A 5c per hour increase in the differentials for the plant department.
- 4. A term of one year from March 1, 1958 to Feb. 28, 1959.

In addition, Union proposed that the provisions of Article 6, Grievances and Article 15, Leaves of Absence, be discussed for purposes of clarification and possible procedural changes.

Union's Negotiating Committee has requested an early meeting with the Company for discussion of the proposed Agreement. The Committee consists of Betty Rathbun, Redding Office, Accounting Dept.; Mary Nelson, Susanville Exchange, Traffic Dept.; Robert Swango, Alturas Exchange, Plant Dept.; and M. A. Walters (Chairman) Ass't. Business Manager.

San Francisco Underground—

SKILLED, 8-MILE, PIPE-CABLE JOB TO BOOST DOWNTOWN LOAD

Special to The Utility Reporter from PG & E News Bureau

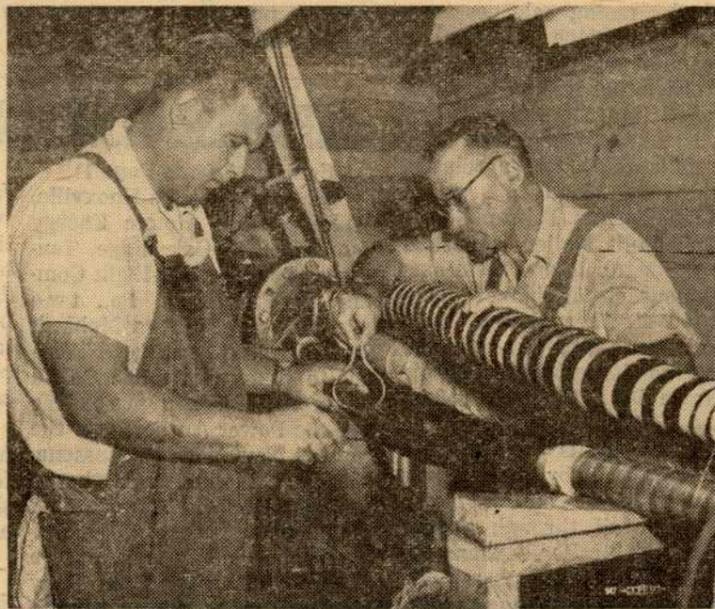
A skillful job of pulling, splicing, and insulating a 4-mile 110 kv underground circuit under carefully controlled atmospheric conditions has been completed, and a second 4-mile circuit will be installed by Pacific Gas and Electric Company crews in San Francisco.

The two new transmission circuits will provide outlet capacity for the 165,000-kw generating unit being installed at Hunters Point Power Plant and will firm the power supply to downtown San Francisco. The completed circuit extends between the plant and Mission Substation downtown. The second circuit will extend between the plant and Martin Substation near the Cow Palace. The laying of six-inch steel pipe duct for this circuit is now about three-quarters complete, with work in progress near the substation.

The cable system used is the high-voltage, high pressure gas-filled pipe type system. Three single conductor 1,000 mm insulated copper cables are pulled into the pipe and the space around them is filled with nitrogen gas under 200 pounds per square inch pressure. The pressurized nitrogen is necessary for electrical strength. It also provides for automatic warning of any leak in the pipe by means of low gas pressure alarm relays. At full pressure each circuit requires 60,000 cubic feet of nitrogen gas.

Extreme care must be taken to prevent any moisture from entering the pipe while it is being laid or while the cable is being pulled and spliced, and insulated at the splices. The five three-man crews on the splicing job underwent three weeks of special training before starting

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Leo Kane, left, and Dick Sloan, both Local 1245 members, check the thickness of the splice they are insulating in a vault along the route of the 110 kv underground cable between PG&E's Hunters Point Power Plant and Mission Station in San Francisco.

WHEN DREAD POLIO STRIKES AT A UNION MAN—OR WOMAN

The March of Dimes, now celebrating its 20th anniversary, has for many years exerted a strong appeal to the men and women of organized labor. The chief reason for the financial responsiveness of union members has been the swift and sympathetic action of local March of Dimes chapter whenever and wherever polio strikes.

Of particular interest to the labor public this year is the news that about \$6,000,000 was expended in March of Dimes funds in 1957 for the care of

trade union patients or their families. These costs remain high, despite the March of Dimes-developed Salk vaccine, because 90 per cent of the care is needed by patients stricken in earlier years. These "old cases" cannot be forgotten simply because new cases can now be prevented. That would be unthinkable.

In view of all this, we should resist the temptation to believe that the development of the Salk vaccine has spelled the end of

(Continued on Page 4)

Jobs, Wages, Homes, Security —Endangered! (See Page 3)

73 Days to R-Day*

* April 10 is R-Day, the last day on which you can register to vote in the June 3 California primary election. There will be exactly 73 days from February 1 in which you can register.

There is no use talking about "right-to-work", or good candidates, or bad candidates, or good or bad programs, unless you can vote.

Are you registered? How about your family? Friends? Neighbors? Take care of it now! See your County Clerk.



The UTILITY REPORTER



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These Guys Have Their Wires Crossed!

We believe that the true reason why California is faced with a drive to secure enactment of the infamous **COMPULSORY OPEN SHOP LAW** has finally reared its ugly head—and inevitably so.

For the past year the proponents have been busily engaged in the less populous counties of the State, attempting to get the Boards of Supervisors to pass this union-busting ordinance on a county by county basis. They worked diligently under the high-sounding banner of the "Citizens Committee for Voluntary Unionism." Although successful in four counties and one city in the State, they met stiff resistance from Unions in these areas, from local businessmen and from many "John Doe" citizens. So far, Union challenge has invalidated or nullified the laws in Palm Springs and in Tehama and San Benito counties.

Never once did these anti-union phonies declare that they were seeking ultimately a reduction of the working man and woman to a state of peonage. No, not that! They just shed gallons and gallons of crocodile tears over the fate of the poor worker who was, in true democratic fashion, paying his fair share of the cost of obtaining one of the highest wages in the United States.

Then, all of a sudden—and timed exactly right—the sensational exposes by the McClellan Senate Committee of an infinitesimal group of labor officials made scare headlines in the newspapers of the country.

Quick to seize on the public's reaction to such sensationalism, Senator Wm. F. Knowland threw his hat into the California gubernatorial ring. His avowed platform is something called "democracy in unions" and "voluntary unionism." The Knowland pamphlet on labor states "no American should be required to belong to a private organization and pay dues as a condition of earning a living for his wife and children."

So what happens? The "Right-to-Work" proponents latch on to this "Democracy in Unions" hogwash and their group becomes the "Citizens Committee for Democracy in Labor Unions." Its executive-secretary claims that it was organized "by Union members who have become disgusted and aroused by the extent of corruption within the union movement."

Please examine carefully the proposed amendment on page 3 of this issue and see if there is anything expressed or remotely implied in the law that would eliminate anything except the Union itself. We haven't found it, if it's there. So the "Democracy in Unions" slogan falls rather flat on its face.

Mr. Knowland's "voluntary unionism" slogan falls equally as flat when his own policy of labor-management relations is scrutinized. He is assistant publisher of the Oakland Tribune and his employees are organized in a phony Company Union. According to the California State Federation of Labor, the paper's Company Union used to be described as "voluntary" but now 80 per cent of new employees **MUST JOIN IT** within 90 days after they are hired.

So despite high-sounding slogans these guys have got their wires crossed. The proposed law will not correct alleged abuses and the loudest proponent of the law doesn't practice what he preaches.

What is it, then, that they really want? Not "Democracy in Unions!" Not "voluntary unionism!" But a nice fat increase in profits at the **WAGE EARNER'S EXPENSE.**

THIS LAW WE LIKE!

When the daily press in Cuba publishes an accusation against organized labor, or makes a derogatory statement against the movement, the paper is bound by law to give labor the same amount of space and in the same position for rebuttal, Knoxville, Tenn. labor officials learned recently when a team of Cuban labor leaders visited the Labor Temple.

42% Violated Law On Wages, Hours

Violations of the Wage-Hour and Walsh-Healy Acts were found in 42 per cent of the business establishments inspected during 1957 in New York State and New Jersey.

The record showed violations in 3,475 of the 8,192 places inspected with back wages totaling \$1.4 million due 15,267 workers.

Skilled UG In Downtown SF

(Continued from Page 1)

the job. Men who took the course are the following:

Cable splicers—Frank Maurer, Tom Haddy, Richard Sloan, Robert Gillman and Jack Dirickson. Apprentice splicers—Primo Dente, George Carey, Leo Kane, Russell Kruse and Elmer Coghlan. Cartmen—William Helms, Arthur Kirsch, Leo Seery, Norman Waldren and Otto Schwarz.

During the laying of the conduit the pipe ends are sealed at all times, except when lengths are being joined, and the pipe is kept under 5 to 10 pounds per square inch nitrogen pressure. The pipe is purged periodically with nitrogen to maintain a dew point low enough to prevent condensation of any water vapor that may be inside the pipe. A half-inch external mastic coating protects the pipe from corrosion.

The splicing is a critical operation and once begun must be continued around the clock, requiring three shifts. Eleven splices were made in the Hunters Point-Mission Substation circuit and 12 will be required for the circuit to Martin Substation.

The factory-made insulation consists of 107 wrappings of oil-impregnated paper around each conductor. A smooth taper to the bare copper for splicing is obtained by stripping away each layer in succession in quarter-inch steps, with a paper thickness of .0025 to .0065 of an inch.

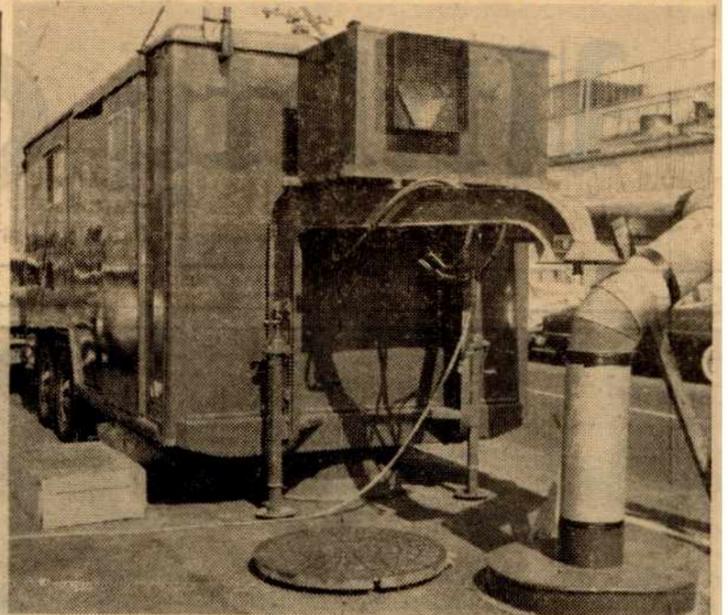
After the splice has been made this insulation must be built up again by hand, working from the center back toward the two tapering ends of factory insulation with rolls of insulating paper tape. When each conductor has been spliced and re-insulated, a wrapping of copper braid is applied over the splice completing the stress cone. The braid is grounded to the skidwire. After the three splices are finished, casing sleeves are welded into place to complete the conduit over the splice.

In order that no moisture will be taped into the splices, great care is taken to keep the manhole dehumidified to a relative humidity of 35 to 40% at an even 70 degrees Fahrenheit. A specially-built trailer is parked over the manhole and maintains continuous circulation of dehumidified air through the vault.

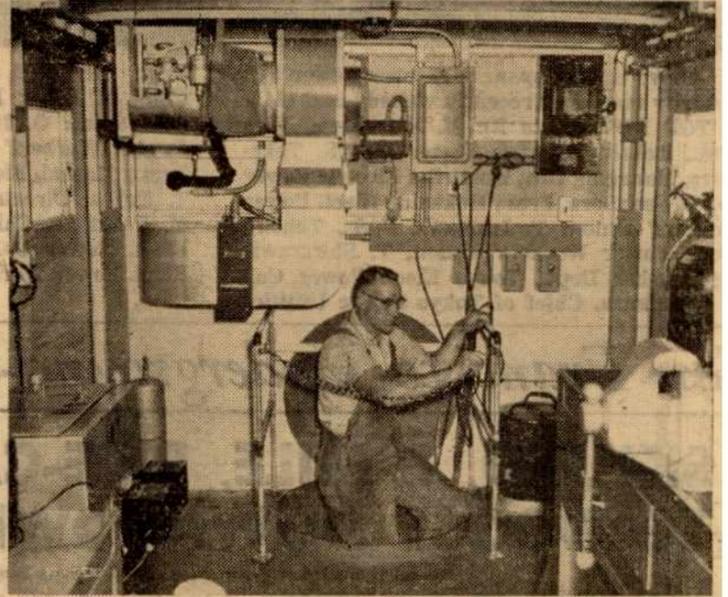
Moisture is removed from the air by condensation as the air is drawn by a fan over refrigerated coils at one end of the trailer. The air is then warmed to 70 degrees F. by passing over a 10 kw heater and is blown into the vault through a duct outside the trailer, exhausting into the trailer through a hatch in the floor which connects with another opening into the vault. Recording instruments in the vault give a continuous record of the relative humidity and temperature. Fluorescent lighting is used to provide good illumination with minimum heat.

The rolls of paper tape used at the splice are delivered in sealed nitrogen-filled cans which are opened only in the air-conditioned vault. During the insulation the wrappings are doused repeatedly with a bath of oil heated to 240 degrees F. to carry away any moisture.

New-type gas-filled cable potheads were installed on the Hunters Point-Mission Substation circuit. The same pressure of nitrogen gas, 200 pounds per square inch, as in the steel pipe conduit is maintained in the bushings of the potheads. The bushings are smaller in diameter than the oil-filled types previously used, and in order to withstand the gas pressure they have greater mechanical



The specially-built trailer is parked over one of two manholes in the vault. The duct in foreground admits the conditioned air into the vault.



Dehumidified air which is circulated through the vault during splicing is exhausted into the trailer through the manhole from which Local 1245 member Dick Sloan is emerging. The air conditioning unit, which holds the air to 35 to 40 per cent relative humidity at an even 70 degrees F., is at upper left above his head.

JAPANESE VISIT

(Continued from Page 1)

son Co., the T.V.A. in Knoxville, Tennessee, the Atomic Energy Commission in Oak Ridge, Tennessee, the Duquesne Light Company in Pittsburgh, Pa., two days with the Niagara Mohawk Power Corp. in Syracuse, N.Y., a visit to General Electric Co. in Schenectady, N.Y., a meeting with the Power Authority of the State of New York in Massena, N.Y., the National Association of Manufacturers, the American Management Ass'n. and the Edison Electric Institute, all three in New York City. From New York they go to Boston to visit the Harvard University Graduate School of Business Administration, to the Atomic Energy Commission in Germantown, Md., to the Dept. of Agriculture Rural Electrification Administration, the American Council on Education, U.S. Dept of Labor, the Federal Power Commission, the AFL-CIO Headquarters and District Director of Internal Revenue all in Washington, D.C. From Washington, they will return to San Francisco prior to debarkation back to Japan.

Touring with the team is Mr. Bradford J. Johnson, project manager from the International Cooperation Administration.

It is hoped that we will have an opportunity to meet with them again prior to going home and if time permits, they stated

strength. No stop-tube to separate the oil in the bushing from the gas in the duct is necessary with the new gas-filled type of terminal.

that such a meeting would be arranged.

Upon the team's return to Japan, the group will publish a report and list of recommendations available to, and for the benefit of, all elements of the Japanese economy. Each member will train others through talks, conferences, articles in the public and technical press and by other suitable means.

Local 1245 was happy to have hosted this group and we indeed feel honored that this Local was singled out as the initial labor organization to meet with them.

The Mail Bag

January 6, 1958

Editor, Utility Reporter
 Local 1245, I.B.E.W.

Dear Sir:

In regard to the paper that your Local publishes, I have read several of your past issues and find them very interesting.

I would appreciate a copy of your December issue and would like to subscribe to your paper or have my name placed on the mailing list.

I am a Utility worker here in Mason City, Iowa, and a seven-year member of I.B.E.W. Local 432.

We get some pretty good ideas and suggestions from your paper.

I remain,

(Signed)

D. R. LINDQUIST
 Mason City, Iowa

This Law Will Cost You Money!

Calif. Workers Stand to Lose One Billion Dollars a Year from Their Paychecks

What Is It?

It's the Compulsory Open Shop law, the so-called "right-to-work" law, and is being proposed as an amendment to the constitution of the State of California. It's a political power move aimed at weakening or wrecking unions by outlawing union security provisions in collective bargaining agreements and thereby destroying the security of Unions and industries—thus destroying responsible Unions and peaceful labor-management relations.

The California Attorney General's office will draft a ballot title for the proposed amendment. The Citizens' Committee for Democracy in Labor Unions opposes the terms "right-to-work" or "a measure to prohibit compulsory unionism" in the title. They have suggested calling it "a measure to establish and provide means of enforcing principles of voluntary unionism."

Attorney General "Pat" Brown has already assailed "right-to-work" as a misnomer and blasted the movement to pass the law as an attempt to destroy labor unions. Brown contends the proposal would be better labeled "right-to-wreck."

But whatever it is to be called, remember what it actually is—**COMPULSORY OPEN SHOP—A HAVEN FOR SCABS AND FREE RIDERS.**

Who's Proposing It?

A small miscellaneous group of generally unknown persons who call themselves the Citizens Committee for Democracy in Labor Unions, bolstered by ambitious, reactionary politicians.

Why Is it Proposed?

The people who are behind this law are definitely after something other than democracy in labor unions. If they can weaken or destroy the Unions in California, they figure they will not have to pay as much money to their employees. They want to cut costs, and raise profits, by exploiting wage earners. But they must first shove Unions aside to be able to do it.

What If It Passes?

Eighteen States now have such a law on the books. Figures from the U.S. Dept. of Labor prove that in those 18 states, the workers don't make as much money as they do in California, raises come slower and they're smaller than they are in California. If California passes this law and follows the pattern established during the last five years in those 18 States which have it, California workers will receive an estimated **ONE BILLION DOLLARS LESS** in their pay envelopes per year.

You and every other working man and woman in California will be hit where it hurts—in the pocketbook—if this law is passed in California.

Ed Emerine, editor of the Idaho Farm Journal, in explaining the "right-to-work" issue to his farmer readers in that state, boiled it down to a simple, understandable summation.

"Now," he asked, "who with a family, living in town, buys farm products? The fellow making a good salary. If he is out of a job, or his wages are reduced, he'll have to leave the butter and steak counter and buy oleo and old-bull bologna for his kids."

Here Is Text of the Initiative

The People of the State of California do enact as follows:

A new Section 1-A is hereby added to Article I of the Constitution of the State of California to read:

Section 1-A.

(1) All men should be free to elect voluntarily whether to join or not to join a labor organization. The principle of voluntary unionism provides a safeguard against the abuses which result from monopoly control of employment.

(2) It is hereby declared to be the public policy of California that the right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor organization.

(3) Any agreement or combination between any employer and any labor organization whereby persons not members of such labor organization shall be denied the right to work for the employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, is hereby declared to be against public policy.

(4) No person shall be required by an employer to become or remain a member of any labor organization as a condition of employment or continuation of employment by such employer.

(5) No person shall be required by an employer to abstain or refrain from membership in any labor organization as a condition of employment or continuation of employment.

(6) No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees or other charges of any kind to any labor organization.

(7) No person, firm, association, corporation or labor organization shall cause or attempt to cause any employer to violate any of the provisions of this Section.

(8) Any person who may be denied employment or be deprived of continuation of his employment in violation of paragraphs (4), (5) or (6) or of one or more of such paragraphs shall be entitled to recover from such employer and from any other person, firm, corporation, association or labor organization acting in concert with such employer, by appropriate action in the courts of this State,

such damages as he may have sustained by reason of such denial or deprivation of employment, together with reasonable attorney fees.

(9) Any employer, person, firm, association, corporation or labor organization injured as a result of any violation or threatened violation of any provision of this Section or threatened with any such violation shall be entitled to injunctive relief against any and all violators or persons threatening violation, and also to recover from such violator or violators, or person or persons, any and all damages of any character resulting from such violations or threatened violations. Such remedies shall be independent of and in addition to the remedies prescribed in other provisions of this Section.

(10) The provisions of this Section shall not apply to any lawful contract in force on the effective date hereof but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract.

(11) Nothing in this Section shall be construed to deny the right of an employee to be represented in collective bargaining by a labor organization.

(12) The provisions of this Section shall be self-executing but legislation not in conflict herewith may be enacted to facilitate its operation.

(13) As used herein, "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

(14) If any of the provisions hereof, or the application of such provision to any person or circumstance, shall be held invalid, the remainder of this Section, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

What to Do About it?

Don't be fooled by the propaganda of your enemies.

Refuse to be one of the required 322,429 voters who must sign petitions in order to put this phoney union-busting law on the ballot in the November election.

Pass the warning along to your family, friends and neighbors not to help cut their own pay checks.

Do register to vote. If you're not registered to vote, you can't vote.

Refuse to support any candidate who endorses this destructive, costly, legislative fraud.

to call their manipulation of Sect. 14(b) (of the Taft-Hartley Act) an attempt to create a 'right to work.' What they really have in mind is to create for their clients the 'right to exploit.'

CALIFORNIA FARM LABOR CONTRACTORS ASSOCIATION

This group of employers recently adopted a resolution terming 'right to work' laws as "un-American." The resolution said the current drive against the Union shop was:

(1) An attempt on the part of a small group of self-seeking bigots to destroy the rights of the laboring population to obtain security through organization.

(2) Part of the "history of dictatorships" which shows that tyranny starts with the "suppression of labor unions, then fraternal orders and churches and finally the suppression of the rights of all."

A. B. KELLEY

(Representative from Pennsylvania and a long-time employer in several coal companies.)

"'Right to work' statutes are in conflict with basic American principles of democracy and with our national policy of encouraging collective bargaining as the means of settling industrial disputes.

"Laws restricting the subjects of bargaining, such as 'right to work' laws, run counter to the true function of government in labor-management disputes."

HENRY L. NUNN

(Former President of Nunn-Bush Shoe Co.)

"If you pass a 'right to work' law you won't have any unions. I've been in industry where I've found that the shops were closed shops all right—but they were closed to Union men."

C. BOOTH HAMILTON

(Labor Relations Manager of Detroit Controls Corp.)

"Our balance of labor relations is very delicate. Right to work laws could tip it in favor of discord. It is not a problem you could legislate. It is a problem that has to be worked out at the bargaining table."

IRVING J. FAIN

(Vice-President Apex Tire and Rubber Co.)

In answer to an offer from the Hattiesburg, Mississippi Chamber to move his company from Rhode Island to Mississippi:

"You consider as an asset, Mississippi's 'right to work' law. "Without at this time entering into a discussion with you as to the merits of this measure, its existence on the books of the state is an assurance not of labor peace, but of labor discontent."

Who Opposes This Law?

EISENHOWER ADMINISTRATION

Secretary of Labor James P. Mitchell, spokesman for President Eisenhower, has stated: "This administration will always fight for the preservation of the rights of a Union to enter into a contract with an employer which provides for a Union shop."

EDMUND G. (PAT) BROWN (Attorney General, State of California and candidate for Governor of California):

"Everyone believes in a right to work. But under the cloak of that expression is a hidden purpose that would torpedo the right to work for a decent wage and would destroy union democracy.

"The right to work slogan is an invention of those who have never lifted a finger to help the workers over whom they are now shedding fictitious tears. It is actually the right to be a free rider in the caravan of labor, enjoy its benefits, its protection and its security, its decent wages and decent hours. But no contributions, say the "right to work" advocates, should be asked of those few who refuse to contribute to these benefits."

SEN. THOMAS H. KUCHEL (Republican from California):

"I interpret the phrase, "right to work," as meaning legislation which would eliminate the right of employees to organize Union

shops. I am against that. I do not believe the Union shop should be outlawed."

SAN FRANCISCO MAYOR GEORGE CHRISTOPHER

"I am for the preservation of the union shop."

THE LATE U.S. SENATOR ROBERT A. TAFT

(Republican from Ohio and co-author of the Taft-Hartley Act, which allows States to enact legislation prohibiting Union security agreements.)

"I think it would be a mistake to go to the extreme of absolutely outlawing a contract which provides for a Union shop, requiring all employees to join the Union, if that arrangement meets with the approval of the employer and meets with the approval of a majority of the employees and is embodied in a written contract."

F. H. WILLIAMS

(Secretary-Counsel of the National Association for the Advancement of Colored People.)

"We are acutely aware of our identification primarily as workers and of the damage we would suffer as a racial group if organized labor were to be hampered by so-called 'right to work' laws."

NATIONAL COUNCIL OF THE CHURCHES OF CHRIST IN THE UNITED STATES

"We believe that union membership as a basis of continued

employment should be left to agreement by management and labor through the process of collective bargaining."

REV. WILLIAM J. KELLEY

O.M.I., L.L.D. (Lecturer at Catholic University, Washington, D.C.)

"The 'right to work' laws may well be an invitation to disaster of the general welfare.

"'Right to work' laws are immoral according to Catholic social teaching."

DR. ISRAEL GOLDSTEIN

(President of the American Jewish Congress.)

"The so-called 'right to work' laws, no matter what their title, seek the destruction of the trade union movement, the abrogation of democratic rights which it has taken decades to secure and the undermining of one of the strongest pillars of American democracy.

"I condemn 'right to work' laws."

AVERELL HARRIMAN

(Governor of New York)

"So-called 'right to work' laws sustain the power to fire rather than the right to work.

"Right to work laws become a roadblock to a state's progress. Their continuance constitutes a menace to free collective bargaining."

GEORGE M. LEADER

(Governor of Pennsylvania)

"Union busting lawyers like

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Local Union 1245 has been building opposition to discriminatory legislation which would harm our members and their families since this administration has been in office. We have been doing this through the newspaper, unit meetings and special educational programs.

We have many times pointed out that no matter what we may gain in collective bargaining, we stand to lose all or part by the passage of detrimental legislation.

In the last few months we have been reporting the activities of various anti-union forces and predicting that eventually this activity would result in a situation where labor must make an all-out effort to stop it.



R. T. Weakley

Today in California, we are faced with a situation where collective bargaining itself is threatened. Under the guise of "voluntary unionism," "Right to Work" and "democracy in unions," various and sundry committees are being formed to obtain the passage of a law which would restrict the parties at a bargaining table from entering into an agreement which would require membership in a labor union, regardless of the desires of the negotiating parties.

The basis of this maneuver goes back to 1947 and the passage of the Taft-Hartley Act. This act made it easier for corporations to split the membership into smaller groups and harder for unions to organize, unite and fight.

Slowly, but surely, one small phase of the act began to grow into a real threat to organized labor. As unions grew stronger, got better wages and conditions, this somewhat obscure section (14-B) began to raise its head.

This section, giving to the several states the right to pass legislation more restrictive than the federal law, was invoked by state after state—in each instance, for the same reason—to limit the bargaining position of workers.

In each instance, labor fought hard. Many states refused to enact these laws. Some passed them and realizing the mistake, repealed them. However, today we have such laws on the statute books of 18 states.

Now, as you have been reading in the UTILITY REPORTER and the general press, the issue is drawn in California for 1958.

Such laws were beaten down in the 1957 legislature. The governor has said he would veto such a bill if it were passed. So, the anti-labor interests, both in California and in the nation, have picked California for the 1958 battleground by using the initiative petition to determine the outcome.

This is an attack on unions as institutions and not to curb the abuses of individuals. Organized labor has demonstrated its feelings on corruption and malfeasance in office and stands ready to support any actual remedial legislation which will control it.

This fight is not of recent origin and dates back to the beginning of the century. The "open shop plan" of 1900, the great "American Plan" of the 1920's, the "Right to Work" movement since 1944, were and are the same attack on collective bargaining that is being fought un-

der the 1958 banner of "Democracy in Labor Unions."

Prior to 1935 and the passage of the Wagner Act, this was an economic battle with "no holds barred." The issue was clearly one of collective bargaining recognition. Testimony in the hearings conducted by the Senate Committee on Civil Liberties in 1929 conclusively proved that the aim by employers in these programs was the destruction of labor unions and collective bargaining.

With the adoption of the Wagner Act, the issue became a political one but the goal was still the same. The opponents in this battle are still those who started it in 1900. Nothing has changed but the method of attack.

Local 1245, through its leadership, knows the issues, has been working and will continue

to work on them. Only the people at the ballot box can stop them.

Remember, the only reason we have this problem is because labor has organized and gained wages and conditions which eat into corporate profits. Therefore, some of these groups are out to eliminate unions.

Your leaders are fighting this action and will continue to do so. Nevertheless, without you, your spouse, your neighbor and your friends registering, educating and voting on this issue in 1958, no leadership can beat your enemies.

Unity and complete participation are absolutely necessary. If we don't drop petty differences and unite on this issue we will not have the right to disagree again in this or any other union.

Industrial Electronics at Berkeley Night School

The Berkeley Evening Trade School is this year again offering a course in Basic Industrial Electronics for interested persons.

If a sufficient number of people are interested in this course, adjustments can be readily made to meet their particular needs.

Here's a good chance for you fellows in the Bay Area to get in on the "know how" of one of the fastest-growing industries in the country.

The topical outline of the course is as follows:

- I. Industrial Electronics
 1. Fundamentals of electricity
 2. Introduction to vacuum tubes
 3. Electric circuits
 4. Triode vacuum tubes
 5. Resistance in simple circuits
 6. Parallel circuits
 7. Combination circuits
 8. Principles of magnetism
 9. Electromagnetism and magnetic circuits
 10. Ammeters
 11. The Voltmeter
 12. The Ohmmeter
 13. Bridges and meter circuits
- II. Industrial Electronics
 1. Vacuum tube voltmeter
 2. Alternating current fundamentals
 3. Trigonometry
 4. Vectors and phase relationships
 5. Laws and properties of inductance
 6. Inductance properties and applications
 7. Laws and properties of capacitance
 8. Capacitors characteristics and applications
 9. Series LCR circuits
 10. Parallel resonant circuits

11. Application of LCR circuits
12. Sources of direct current
13. Alternating current generators.



This fellow lost the seat of his pants. He might have lost his life.

So the difference between a comic picture and a tragic one is a matter of inches and a little luck.

Hidden in the pedestrian accident figures of the National Safety Council are the tragic stories of thousands of men, women and children who pay too much—and too soon—for their chance-taking on the street.

Here are some of the ways pedestrians die:

Seven out of ten pedestrians killed on the street or highway are doing something admittedly unsafe.

Two out of five crosses—or tries to cross—in the middle of the block.

One out of ten learns too late how dangerous it is to walk "with" traffic on the highway.

One out of 14 of them is killed walking into the street from behind parked cars.

One out of 20 of them is a child playing in the street.

One out of 20 dies at intersections, bucking the red light.

The grimmest fact has not yet been told.

It is the fact that in the minds of most of us there lies the dangerous thought: "It can't happen to me!"

It can; unless we guard ourselves, it may!

When Polio Strikes

(Continued from Page 1)

polio. New polio, perhaps. But old polio, no. The blunt truth is that while new cases declined 50 per cent in 1957, there remain 300,000 survivors of paralytic polio, at least one-third of whom could be returned to more productive lives.

For these pre-Salk victims, mere survival is certainly not enough. Surely the thoughtful and responsible men and women of organized labor will want to contribute generously, as in the past, so that the fight against polio may be pushed forward to a more just conclusion.



PG&E Dept. Negotiations

In recent weeks, considerable progress has been made in completing negotiations with respect to job definitions and lines of progression for various departments on the PG&E properties. Conclusions have been reached for two groups and supplementary agreements, to be effective February 1, 1958, are in the process of being executed. Meanwhile, negotiations are moving forward for two other departments and although total agreement has not been reached, the parties are in accord with respect to a majority of classifications in both groups.

WATER DEPARTMENT

At the conclusion of the negotiating sessions on November 21, 1957, the parties were in agreement, except for the definitions applicable to the Truck Driver and Helper classifications. Subsequent discussions led to the solution of these differences and the negotiations were concluded early this month. The major change resulting from these negotiations was the combining of the former Domestic Water and Water Collection departments

into one group, thus broadening the opportunity for promotion. Other important changes with respect to lines of progressions, were provisions to eliminate dead-end of several classifications.

With respect to the job definitions, there were no earth-shaking changes, however, the job duties for several classifications were more clearly defined, which should tend to eliminate future misunderstandings.

DIVISION COMMERCIAL DEPARTMENTS

The results of these negotiations, which were concluded late in December, found the establishment of a new classification; that of Head Power Surveyor at a wage rate of \$108.20 per week. His duties will be that of a lead man directing, training and checking the work of five or more Power Surveyors.

Additionally, the next lower classification to Complaint Inspector was broadened, thus providing additional promotional opportunities for "Metermen" and "Inspectors" in the Electric Meter Department. Also, the duties of the Power Surveyor were further clarified.

ELECTRIC DEPARTMENT OFFICE

The negotiating session on December 17th found the parties in tentative accord on all job definitions, with the exception of Service Operator, Senior. The major obstacle was over a question as to whether or not this classification should be required to initiate switching orders and be responsible for restoration of service. Union contends that these duties should not be included and that a new classification should be established comparable to that of Division Operator, for employees who perform these duties on a district basis. While not denying the merit of Union's contention, Company feels that a study of its entire service dispatching operation is necessary prior to making any proposal on this matter. Although in accord that

such a study is in order, Union's committee was of the opinion that the duties in question are beyond that of service dispatching.

With respect to the transfer of Foremen's Clerks from the Clerical to the Physical bargaining unit, agreement has been reached on the job definitions and lines of progressions, and we are currently in the process of determining the actual individuals who will be transferred.

One additional item remains on the agenda, that of wage rates for Division Operators. Union proposes that these be increased due to additional duties having been added to the jobs, however, the Company contends that this is more properly a subject for wage negotiations.

DAVIS YARD AND WAREHOUSE

The second round of negotiations on January 9th found additional progress being made. However, there are still a half-

dozen or so unresolved issues and the Union's committee is now awaiting further counter proposals from the Company.

PG&E INTERIM NEGOTIATIONS

As part of the conclusion of the 1957 negotiations with PG&E, an agreement was reached that several items would be deferred for interim discussions between representatives of Com-

pany and Union. One of these related to job definitions for Davis Yard and Warehouse, which is covered elsewhere in this issue. Following are two other items:

Lines of Progression for Clerical Employees

On January 6th, we received a communication from the Company, stating that they were prepared to enter preliminary discussion with respect to this

matter and arrangements have been made to hold such discussions in the latter part of this month.

Transfers from Physical Unit into Clerical Unit, or Vice-Versa

On January 13th, Union received a proposed interpretation of the existing Agreements (both Physical and Clerical) from PG&E, which would provide the means whereby employees may cross bargaining unit lines and be considered for vacancies in either the Clerical or Physical bargaining unit. The specific lines of progressions are to be worked out after agreement in

principle has been reached. Company's proposal is currently under study in the Local Union office and we will attempt to set up an early date to enter into discussions on this matter.

Among the various classifications which may be affected, are Foreman's Clerks, Service Operators, Meter Readers and Power Surveyors.

C.U.C.C. ARBITRATION

At the last moment, prior to actually selecting an arbitrator and going to arbitration, the Company agreed to settle the grievance in line with Union's contention. That is, they agreed to pay the full claim presented on behalf of Sisters Mary Nelson and Barbara Cummings for wages lost due to the Company's failure to provide full time work in connection with the elimination of their jobs as telephone operators at Buntingville and their subsequent transfer to Susanville.