



"... Taking the Second Industrial Revolution as accomplished, the average human being of mediocre attainments or less has nothing to sell that is worth anyone's money to buy."

—Dr. Norbert Weiner

Utility Reporter

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MARCH, 1959

YOUR Business Manager's COLUMN

by Ronald J. Weakley

While the spotlight plays on the Berlin Crisis, the debate over the causes of inflation, disclosures of billion dollar losses from improper defense contract manipulation, and other major political issues, the growing shadow of unemployment spreads over the land.

While estimates vary, it seems that some five million Americans are in this shadow. Some one million are estimated to be in desperate straits. Compounding the effects of this situation through family dependents and lost business revenue, we find a longer and more ominous shadow.

Organized Labor, as usual, is spotlighting the issue in Washington and calling for administration and Congressional action to meet this crisis here at home.

Once, when asked if I believed in the "welfare state", I answered the question, which was designed to evoke an admission of support for so-called "socialist government," by saying that while I did not espouse the cause of socialism, it seemed to me that the prime reason for government was the welfare of the people. I still believe this.

Our government wasn't set up merely to collect taxes, draft soldiers, and make laws to benefit a few, but to provide an orderly process designed to advance and to protect the welfare of all our citizens.

Included in the responsibilities of government, Organized Labor believes, is the protection of our human resources. Our people's health, economic opportunity, and the maintenance of human dignity are certainly prime responsibilities of government. Wars have been fought to maintain our way of life and that way does not exclude five million unemployed working men and women from the benefits of our system of government.

Many suggestions are being made to meet the problem. The use of billions tied up in surplus food, vast public programs, debt moratoriums, and other measures are proposed.

We must have a strong defense but perhaps the reported

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'59 NEGOTIATIONS UNDERWAY



Union's Negotiating Comm. for S. P. P. Co., left to right: Asst. Bus. Mgr. L. L. Mitchell, Orville Owen, Loretta Arneson, Lloyd Clark. Bus. Rep. Roy Murray is missing from picture as he took this photo.

Citizens Phone Pact Is Wrapped Up For Year

At meetings held between February 26 and March 2, inclusive, the membership of Local Union 1245 employed by the Citizens Utilities Company of California (Telephone) voted to accept the results of negotiations between the parties which were conducted between February 23 and 26.

In addition to many changes in the Agreement, which were primarily for purposes of clarification, improvements were made in the sick leave provisions, expense allowances, and job duties of Groundmen and Helpers.

A wage increase to be applied in two steps—March 1 and September 1—averaging 4 per cent, was obtained in a 1-year Agreement, effective March 1, 1959.

In addition to Bus. Rep. Fred Lucas and Asst. Bus. Mgr. M. A. Walters, Local 1245's Negotiating Committee was composed of Lillian Bailey, Operator from Susanville, Ora E. Shamburg, Clerk "B" from the Redding office, and Charles A. Miller, Installer Repairman from Alturas. General Manager D. H. Steel and Al Powell represented the Company in these negotiations which were conducted in an air of mutual respect with a desire to recognize the position and the problems of both parties.

Sierra Pacific Notified on Agreement Amendments

Local 1245 members employed by Sierra Pacific Power Company, Reno, Nevada, have submitted proposals to amend the wage and conditions Agreement on that property.

Committee members Orville Owen, Lloyd Clark and Loretta Arneson spent February 24th and 25th going over the final drafts of the proposals and studying certain job classification inequities submitted by the membership. Assisted by Asst. Bus. Mgr. L. L. Mitchell and Bus. Rep. Roy D. Murray, the Committee completed its preparations and formal notice to amend the Agreement was submitted to the Company on February 26.

Proposals were based on a one-year term with wage adjustments in the form of certain inequities and a general wage increase, provisions in the contract to clarify temporary and part-time work, an enabling clause for negotiating solutions to problems which might arise due to technological changes, an increase in shift premium, increased holiday guarantees, clarifications of various sections of the Agreement which have caused trouble because of problems of interpretation, and a new grievance procedure.

The date for the first session of negotiations has not been set as yet due to the illness of Sierra Pacific Power Co. President, Frank A. Tracy.



Last minute preparations by Union's negotiators with Citizens Utilities. Left to right: Lillian Bailey, Bus. Rep. Fred Lucas, Asst. Bus. Mgr. M. A. Walters, Chas. Miller and Ora Shamburg at typewriter.

Cal-Pac Agreement Is Open For Amendments

On February 27, Local Union 1245 notified the California Pacific Utilities Company that it wished to open the Agreement between the parties as of May 1, and enclosed proposals for changes in the Agreement covering electric, gas and telephone employees at Needles, California.

Union's proposed changes included provisions to improve the overtime, holidays and sick leave clauses in the agreement as well as the institution of pay roll deduction of union dues. In addition, Union made several proposals designed to improve the job security of its membership and asked for improvements in, or clarification of items referring to the relationship between Union and Company.

A general wage increase designed to meet the increased cost of living, as well as the pattern in the general area was requested as well as an opening for discussion of the retirement annuity plan.

At the present time it appears that negotiations will actually start some time in the first half of April. The Union will be represented in these negotiations by Shop Steward Charles E. Renfro, Gas Serviceman; Bus. Rep. Jack E. Wilson; and Asst. Bus. Mgr. M. A. Walters.

Cal. Safety Meet is 'Beacon Light' Of Labor-Mgt. Cooperation

Some 1100 labor and management representatives, on Feb. 5th and 6th, met at the Biltmore Hotel in Los Angeles for the Governor's Industrial Safety Conference.

The delegates, including Local 1245 Business Manager R. T. Weakley and Safety Committee Member Vernon Franklin from Oroville, were welcomed by Governor Edmund Brown, Los Angeles Mayor Norris Poulson and John F. Henning, Director of State Dept. of Industrial Relations, who acted as chairman during the two-day conference.

Governor Brown, in his address, stated that the growth of our state is a challenge to both labor and industry and with this growth, safety programs must grow as well. He pointed to the state's improved safety record since 1950 with the resultant savings in dollars and cents for employers and workers, as well as reduction of in-

jured workers who suffer physical on top of economic pain.

A redoubling of our efforts, however, must be made, he emphasized, in order to maintain our record and to make appreciate

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Second to the left at lower right is Safety Committeeman Vernon Franklin at Governor Brown's Industrial Safety Conference.

THIS ISSUE:

A Preview of Operation Security



The UTILITY REPORTER



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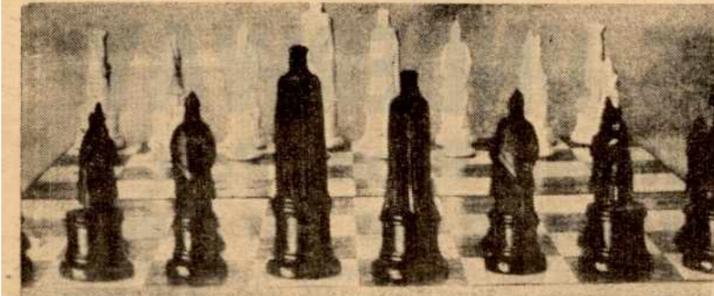
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YOUR Business Manager's COLUMN
by Ronald J. Weakley



The First Move Is Management's

Mr. Henry J. Kaiser, Jr., Vice-President of Kaiser Industries, in a recent address before the California Governor's Industrial Safety Conference, stated that he deplored the attempts of both Labor and Management to blame the other for the inflationary spiral.

This kind of fighting only begets more fighting, he said, and warned that this is exactly what this country cannot stand, for it means division.

He called on both groups to cooperate in working out some mutually acceptable program for halting this "You did, I didn't" self-righteous, holier-than-thou, type of industrial warfare.

We certainly admire Mr. Kaiser, as a representative of management, for his forthright, courageous stand and we're heartily in accord with his analysis. Further, as part of Labor in the prefacing half of Labor-Management, we accept his admonishments.

BUT—and it's a great big **BUT**—this cooperation is not a one-way street. Just how can Labor "cooperate" when management has brought up its big guns into the fight with an apparent stepped-up propaganda program.

Practically every Management Periodical, Industry Journal, House Organ and daily press editorial, aided and abetted by certain government officials, points the accusing finger at Unions as the horrible cause of the inflationary spiral.

"Higher wages cause higher prices," is the sole theme of their deliberate misrepresentation to the public and their captive audiences—their employees.

Management is trying to lead you to believe that wages and prices must advance at the same rate, and that stable prices depend upon stationary wage rates. **This is pure nonsense!**

If wage rates did not rise faster than prices, or prices drop without wage reductions, the standard of living could never advance. The whole history of our economic progress has been based upon wages and other consumer incomes rising faster than prices, enough to increase real purchasing power sufficiently—an advance in standard of living.

This constant repetition of the Big Lie by some management and some government officials has led much of the public to assume that Labor and its demands for wage increases is the "cause of it all." By so doing, it has enabled many managements to raise their prices with increasing boldness and with whopping increases in profits.

So, although we may be ready, willing and able to lay down our arms and "cooperate" in this mutual problem which affects every man, woman and child in America, it will take more than glib platitudes about "working together" to arrive at the solution.

We fully realize that it will require far more than just giving lip service to the problem but we do not intend to capitulate in an unconditional surrender. Cooperation must begin with a willingness to face the facts head on and where necessary, admit error where error exists.

The first move is yours, Mr. Management.

FLASH!

The following appointees of the 1959 P. G. & E. Wage & Contract Committee will meet on March 30th to begin development of proposals: Harry F. Dederman, San Francisco; William M. Fleming, Sacramento; Bobby G. Robinson, San Joaquin; Joseph S. Kreins, East Bay; Melvin J. Robins, East Bay; Peter E. Pelucca, General Construction; Anthony J. Boker, General Construction; James H. Fountain, North Bay Clerical; Wesley R. Bennett, East Bay Clerical.

- The Assembly has passed and sent to the Senate the administration bill to **abolish California's primary election cross-filing system.**
- Senator Hugh M. Burns (D) of Fresno, the president pro tempore of the upper house announced he will seek to **trim some 58 million dollars** from the state budget bill by eliminating a proposed salary increase for state employees and additional state support for public schools.
- Assemblyman Jesse M. Unruh (D) of Los Angeles has introduced a bill aimed at **eliminating racketeering** and unjustified charges involved in installment credit purchasing which was passed by the assembly and sent to the Senate.
- Senator Edwin J. Regan (D) of Trinity County introduced a bill to **make hazing unlawful** in any California public or private school.
- Senator John W. Holmdahl (D) from Alameda County has introduced a bill which would authorize the East Bay Municipal Utility Dist. to **add fluorine and fluorine compounds** to its water once the principle of fluoridation has been approved by the voters.
- The Assembly passed and sent to the Senate a proposed constitutional amendment which would **restore to a convicted criminal the right to vote** after he has served the sentence prescribed for his crime.
- A bill was introduced in the Senate to **shift the California primary election date** from June to September. It is the contention of the backers of the meas-

- ure that by shortening the period between the primary and the November general election, campaign cost could be reduced not to mention wear and tear on the candidates.
- Senator Hugh M. Burns (D) of Fresno has introduced legislation to permit issuance of 100 million dollars in self-liquidating state bonds to **finance home purchasing** by the needy aged.
- A bill continuing the present six-cent per gallon state tax on gasoline has been passed by both houses of the Legislature and sent to the Governor.
- The Assembly Welfare Committee has approved a bill by Assemblyman Edward E. Elliott (D) of Los Angeles to **increase the maximum basic monthly grant** to old age pensioners from the present \$80 to \$100.
- Senator Edwin J. Regan (D) of Trinity County has introduced a bill to **curtail income of judges performing marriages.** The measure would establish a maximum fee of \$3 for a civil marriage ceremony.
- Governor Edmund G. Brown sat down with a group of the State's **top business leaders** and asked for their "full, free and frank" opinions on the State's economic policies. The newly appointed Governor's Business Advisory Council, an innovation of the Brown administration, is to act as a **non-political sounding board.**
- A bill designed to **close a fraud loophole** in the State's welfare program has been introduced in the Senate by Senator John W. Holmdahl (D) of Alameda County.

billions wasted lately, could have been used to cushion the tragedy of a combination of unemployment in the midst of inflation.

Part of our defense is the attitude of our people. We who are old enough to remember the great depression, remember the despair, the demand for social change, and the loss of faith in a system which was failing to meet the basic needs of our citizens.

Demagogues abounded, communism beckoned, hungry people rejected the "prosperity around the corner" assurances of those who didn't understand the meaning of hunger.

Luckily, the Nation was blessed with the timely leadership of Franklin Delano Roosevelt in our time of peril. We were able to recover, to grow, and to defend our way of life from Fascist dictators.

Today finds us locked in a battle for the minds of men. As long as we are free, and as long as our economy provides a decent standard of living for our people, our attitudes and those of the free world are a major defensive weapon against those who would destroy us.

None of us can afford to lack concern over the plight of so many of our fellow Americans. Everyone's economic welfare is affected and everyone's national security is affected when our rising standards of living leaves some five millions and their families behind.

CITY ELECTIONS NEED MEMBERSHIP ACTION

Political action by labor is a year-round activity and must take place on a local and municipal level as well as on a state and national level. Local 1245, IBEW emphasizes the importance of these elections to all union members and urges energetic participation.

Such local officials are most closely involved with a host of problems of immediate concern to the voters. Local Unit Education Committees should swing into action on these non-partisan elections as strongly as they did in last November's election.

The following list gives the vital facts on California cities with over 10,000 population in our jurisdiction. If your city is on the list, now's the time to get busy.

	Offices	Gen. Election
Berkeley	Mayor, 5 Councilmen, Auditor, 2 School Directors	April 7, 1959
Chico	4 Councilmen, Treasurer	April 13, 1959
Eureka	Mayor's term expires July, 1959	
Merced	3 Councilmen	April 7, 1959
Modesto	Mayor, 3 Councilmen, Bd. of Ed.	April 14, 1959
Monterey	Mayor's term expires May, 1959	
Oakland	7 Councilmen	April 21, 1959
Sacramento	City Councilmen	Nov. 3, 1959
Salinas	City Councilmen	June 2, 1959
San Francisco	Mayor, 6 Supervisors, Dist. Atty., Sheriff, 4 Muni Ct. Judges, 1 Member of Bd. of Educ.	Nov. 3, 1959
San Luis Obispo	Mayor, 2 Councilmen	April 14, 1959
San Mateo	2 Councilmen, Treas.-Tax Coll.	April 7, 1959
San Rafael	Mayor, 2 Councilmen, 3 Members Bd. of Educ., City Clk.-Assessor, Treas.-License Coll., Chief of Police, City Attorney	April 13, 1959
Stockton	Councilmen, School Trustees	Oct. 13, 1959
Sunnyvale	4 Councilmen	April 14, 1959
Vallejo	Mayor, 3 Councilmen	April 7, 1959
Watsonville	Mayor, Board of Aldermen	May 11, 1959

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None of us can afford to lack concern over the plight of so many of our fellow Americans. Everyone's economic welfare is affected and everyone's national security is affected when our rising standards of living leaves some five millions and their families behind.

We should have learned our lesson once. There's still time and money to meet the need. How it's done is important but that it be done is imperative unless we believe that the welfare of our people is secondary. Our enemies hope we make the fatal mistake.

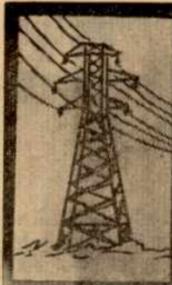
Hansen, Co-Chrmn. S. Leandro Hospital Fund Raising Drive

Al Hansen, Admin. Asst. Local 1245, IBEW has been appointed as Co-Chairman of the Labor Coordinating Committee in the fund raising campaign now under way to help construction of the San Leandro Memorial Hospital.

Al, already a member of the Board of Trustees of the hospital, outlines the campaign procedure this way: "First we will have to have a period in which to educate the people as to the need for these hospital facilities. San Leandro, with nearly 70,000 residents has never had a hospital, so this educational program will be an important phase of the campaign.

"Following this indoctrination period, committees will be selected to help in the actual solicitation of funds, which must be raised by May 22 in order to qualify under the Hill-Burton Act. If the residents of the San Leandro-East Oakland area fail in this campaign, it will be at least 8 years and perhaps longer before they will again have the opportunity to have a community hospital," Hansen warned.

Headquarters for the campaign are located at 1332 East 14th St., in San Leandro.

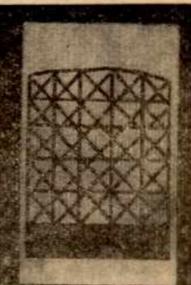


...g the next decade, largely because of the growing need for workers who can build, install, operate, maintain, and repair increasingly complicated machinery and equipment.

As the demand for skill goes up, the demand for unskilled workers will go down. It is not a matter of productivity through automation. It is a matter of technological change. The unskilled worker is less needed. Add to this the expected growth in the labor force of an estimated increase of 10 and a

being rehired are the unskilled or semi-skilled workers. The companies are able to maintain or even improve productivity with new equipment and a smaller but more highly skilled workforce. So skill improvement for the IBEW member is not only a matter of job security, but also a matter of job satisfaction. The IBEW member is not only a worker, but also a citizen. He has fought and is fighting for job security provisions to protect those

IBEW, but to our nation as well. Scientists say that the free world has the superior skill of our citizens. Our nations must maintain that advantage. The United States Commissioner of Education, Lawrence H. DeBelk, says that the free world has a need for a more efficient and productive labor force. He says that the free world has an adequate supply of well-trained and well-educated workers.



Courtesy of Hayward Daily Review.

Union Member Cited for Heroic Action

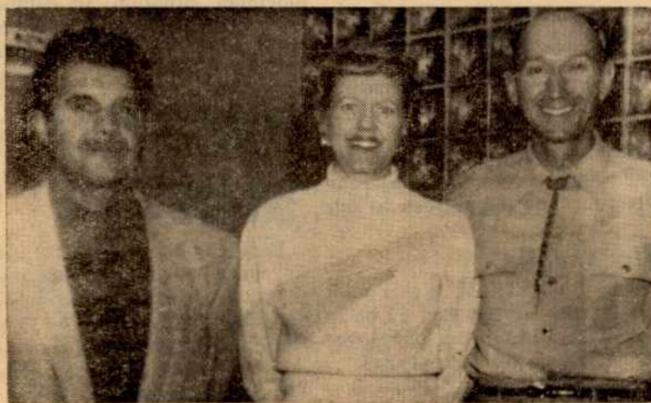
Thomas P. Peters, Lineman in Hayward, has been awarded the John A. Britton Award by the PG&E Co. for his quick action last year in saving the life of a fellow lineman.

Peters and his pole partner, Carl H. Siegfried, both Local 1235 members, were working atop a 50-foot pole on April 24 when Siegfried accidentally contacted an energized wire. He lost consciousness and slumped in his safety belt. Peters immediately prepared to administer pole top resuscitation.

Siegfried regained consciousness, and was quickly lowered to the ground, treated for shock and rushed to the hospital within six minutes.

According to the citation, Brother Peter's calm actions prevented further injury to Siegfried and brought prompt medical treatment.

Education Committee Sets Example in Reno



The Reno Unit Education Committee, formed in August, 1958 for the purpose of educating the membership on issues and candidates during the 1958 Primary and General Elections in Nevada, is shown above left to right: Nick Danos, Clare Black and Committee Chairman, Tom Lewis.

Following completion of a successful election campaign in November, the Committee members attended, as delegates from Local 1245, the 3-day Nevada Labor School conducted by the Washington, D. C. office of the AFL-CIO.

Already into their 1959 educational program, the Committee on Feb. 4th heard Mr. Arthur Johnson, Nevada Regional Director of the Social Security Administration, explain the recent changes in the Social Se-

curity law and the benefits available.

"We also plan to present future talks by representatives of the Nevada Employment Security Commission, the Industrial Insurance Commission, the Industrial Safety Commission and the State Labor Commissioner's office", Chairman Lewis states, "with the intent of rounding out member education in all these fields. When we have completed the educational program we will be in a good position to make some recommendations for legislative action in those areas where we see a need for improvements," he added.

The program presently being conducted by the Reno Committee is an outstanding example of the manner in which such Committees can be utilized for labor and political education of the membership.



WILKINSON PENSIONED

Brother Errol Wilkinson, Gas Serviceman in San Francisco Division, retired from PG&E on March 1, 1959.

On Feb. 28 a retirement party was held at the Gold Mirror Restaurant in San Francisco, honoring Brother Wilkinson, with over 100 attending the affair.

His Retirement Scroll stating that he had been a loyal and faithful member of Local 1245 for over nine years and the IBEW lapel pin were presented to Errol by San Francisco Grievance Committeeman Chris O'Grady. Wishing him a long and happy retirement were Bus. Reps. Dan McPeak and Frank Quadros.

The successful affair was arranged by Shop Stewards Eugene Campedel and Oscar Velarde.

CAL-PAC'S TAIT MEMBER, 1st RATE

Dave Tait, Electric Serviceman with California-Pacific Utilities Co. in the Needles Division, was retired in January due to an industrial injury. Brother Dave, who was one of the oldest employees on the property in Local 1245, having served as Vice-Chairman of the Needles-Topock Unit 1312 since Cal-Pac was organized by Local 1245 in 1957. Unit 1312 consists of PG&E's Super Inch Pipeline employees and the Cal-Pac employees in the area, and is sometimes called the "hot anchor" of the good ship Local 1245.

During Brother Tait's term of office he attended the Asilomar Conference last year and was a very active and ardent supporter of the Local Union, having seen, first-hand, the wide scope of activities which we cover. During the recent campaign against Prop. 18, Dave told Labor's story far and wide in the desert area and was undoubtedly instrumental in its defeat in that area.

Brother Tait, one of the founders of the modern Volunteer Needles' Fire Dept., of which the community is so proud, was for many years the leader, instructor and wheel-horse of the utility company in Needles and his separation was faced with regret by all members in the Needles Unit.

We all wish you a long and happy retirement, Dave.



There are some things that Automation can't replace!

Lodi Will Miss F. R. Calvert

Lodi Unit members of Local 1245 got together at the El Charro in Lodi on Jan. 30th for a dinner party to honor Brother and Mrs. Floyd R. Calvert on his retirement from PG&E Co. after 39 years as a Meterman.



Brother Calvert, shown here standing at right, is receiving Local 1245's Retirement Scroll and IBEW lapel pin from his long-time friend and fellow employee, Shop Steward Ezra Johnson. The scroll indicates that Floyd has been a loyal and faithful supporter of his fellow workers and Union principles for over 16 years.

Business Representative Edward James extended best wishes to Brother Calvert for a long and happy retirement in behalf of the Officers and Staff of Local 1245.

COAST VALLEYS BID FOR VACATIONERS

With the year 1959 well under way, many of our members are making plans for their coming vacations. This will serve as an open invitation from Local 1245 members throughout Coast Valleys Division to visit the area that comprises that geographical Division of the PG&E Co.

It can be pointed out that the area, running from Salinas and Monterey in the north to Santa Maria in the south, is ideal for all the family, young or old. It has a great deal to offer to those interested in California history as the area is the locale for much of California's romantic early day history. Of the twenty-two Missions located between San Diego and Sonoma, eight are within the confines of Coast Valleys Division. No one should pass up the opportunity to visit these historic state museums.

Other points of interest include the old Hearst Castle located in San Simeon, the 17-mile drive at Carmel—home of the famous Bing Crosby Golf Tournament, Monterey, the first cap-

ital in California with its many, many old buildings still intact, and its picturesque Fisherman's Wharf, and the old Custom House located near the Wharf. Not to be forgotten is the world famous Rodeo, held in Salinas each year and Hartnell College, located in Salinas—the first college erected in California.

To the far south in the Division is the beautiful flower-growing area around San Luis Obispo with nearby Moro Rock, one of nature's strange but rugged beauties.

These are a few of the many places of interest that can be found in this area. It is hoped that this will aid you in your vacation problem and we'll be seeing you in and around Coast Valleys Division this summer.

100-PERCENTERS' ANNUAL BANQUET



Valentine's Day, Feb. 14th, was "Love That Union" night for the Fort Bragg Unit when they held their 3rd annual 100 per cent union membership banquet.

These affairs have been held to celebrate the Unit's continuing record of 100 per cent Local 1245, IBEW organization of the workers in that area.

Although bad weather prevented some members and wives from attending, the turnout was a good one for the usual fine meal which is served each year and to hear Bus. Mgr. Weakley speak on current affairs.

Guests at the dinner included Bus. Mgr. and Mrs. R. T. Weakley, Asst. Bus. Mgr. and Mrs. L. L. Mitchell and Bus. Rep. and Mrs. Frank A. Quadros.

Thanks from all in attendance was extended to Brothers Jack Lemos and Walter Knox for once again making the event a success. certain public agencies

HELP BUILD YOUR UNION



ATTEND YOUR UNION MEETINGS!

State Association 1958

YOUR UNION UNDERSTANDS!

How Automation Has Affected IBEW Members in Electric Light, Power Industry

Nearly two years ago, James E. Noe, I.B.E.W.'s Director of Research and Education, at an I.B.E.W. Summer School at the University of Illinois, made the following address which we believe is indeed as appropriate now as in 1957:

The advent of automation has been labeled in certain quarters as the trigger for "The Second Industrial Revolution." Its repercussions are extending to many industries.

One such area of business which has started to apply the principles of automatic technology is the electric light and power industry. Old, time-honored jobs of "Powerhouse Operators," "Substation Operators," "Load Dispatchers" and "Accounting Clerks," all key occupations in a major electric utility, are beginning to suffer as from a deadly blight in the trail of automation.

Bargain on New Jobs

The first big electric light and power corporation to apply electronic computing techniques to its accounting operations was the Commonwealth Edison Company of Chicago. The IBEW had been recognized as the sole bargaining agent on those properties for many years. Upon installing mechanized accounting techniques, the Company at first took the position that the persons to be employed in its revenue accounts department for operating the new equipment would be "Supervisory Personnel," and outside of the recognized IBEW bargaining unit. Nevertheless negotiations started between labor and management in 1955 in regard to the all-important matters of manning the electronic machines and job protection for the hundreds of persons scheduled for displacement.



After several months of discussion and negotiations an agreement was finally worked out whereby three new job classifications were established, (within the bargaining unit)—"Programmers," "Console Operators" and "Industrial Accounting Clerks." They were all set at a new top of the wage scale for clerical employees in the Company. All displaced employees were transferred to other positions within the Company. Shift differentials were negotiated to apply when the electronic computer was operated more than eight hours per day.

When the automated accounting apparatus was first placed in operation, in January of 1956, the number of employees in the revenue accounts department was reduced from 445 to 208 (53 per cent.). Initially the electronic computing equipment processed accounts for 900,000 customers in the Chicago area. About January of 1957 larger and faster machinery was substituted and the operation extended to cover an additional 800,000 accounts outside the Chicago area. With this change the Company's accounting personnel was reduced from a previous total of 480 to 280, but, again, it was possible to work all surplus employees into other positions within the system. No employee was laid off at Commonwealth Edison because of automation.

In Los Angeles the Southern California Edison Company has recently installed automated equipment, but is putting it to a broader use. The operation of Plant No. 1 of its Redondo Steam Station, (built new in 1949), was converted to completely centralized control at a cost of \$1,015,000. As a result of the change over six men in the central control room supervise automatic operation of the Plant's four 72-thousand KW generating units and seven boilers. Twenty-eight trained operating men have been released for reassignment to other work within the system. Fortunately the system is rapidly expanding at the present time, so that it has been possible to assign surplus personnel to other jobs.

It is anticipated that, with significantly lower operating costs per kilowatt hour, and with the savings obtained on salaries, the cost of converting Plant No. 1 will be entirely returned to the Company within five years. At the Redondo Station eight additional turbo-generator units have been installed in four plants. Effective capacity has been nearly tripled in the eight years since it was built. Further new plants are scheduled for construction in 1958 and 1959 to meet expansion requirements.

New 'Brains' Take Over

Elsewhere in the light and power industry there has been a widespread trend toward converting to or erecting new automatic, unattended substations for the distribution of electric energy. Years ago all substations were manually operated and normally employed anywhere from one to six men per shift, around the clock. Today with automatic substations all necessary functions are handled from remote control centers. A single load center is able to direct and control the operations of many such automatic, unattended substations in its service area. Small traveling crews of maintenance men and trouble shooters make the rounds, adjust the relays or correct any difficulty, as soon as a trouble spot shows up on the control boards at the central office. Substation personnel are being eliminated today on a large scale as "electric brains" take over.

A new variation in applying principles of centralized automatic control in the power industry—one of potentially tremendous importance—has been pioneered over the past several years by a large utility company in Ohio. This company has developed a method for supervising systemwide production operations as well as distribution from a single point. From a master console in the system dispatcher's office, power production demands are allocated automatically among the company's 13 generating stations, (comprising some 50 generating units). Moreover allocations of power demands among the stations are made according to the most economic and efficient combinations possible at any particular time.

Using an electronic differential analyzer the central control office is able to determine continuously the optimum economic dispatching for its load-frequency control system. Incremental production cost information is available for each plant at all times. These data, (adjusted for distances from load centers and transmission losses), are processed by analog-type of electronic comput-

ing equipment adapted from devices originally developed for the aircraft industry.

Big Savings Effectuated

Automatic supervision and system-wide control dispatching has been used by this company since November 1956. It is said to be effecting substantial savings in operating costs (\$24,000 yearly). So flexible is its electronic dispatch computer that it can be used for customer billing, system analysis, planning and various other applications, in addition to dispatching.



Electronic generation-assignment equipment is also now in use at several other power companies. The Public Service Company of Colorado is one such system. The Niagara Mohawk Power Corporation has a mechanization program under way for its accounting department. Eventually its automation project will be extended to the operating departments. The IBEW has represented physical employees at the former company and both physical and clerical employees at the latter, for a good many years.

Job Security Paramount

At Niagara Mohawk, the IBEW has taken effective steps toward procuring advance protection in the direction of job security for employees with long service records at the Company. The Union and management negotiated an agreement whereby no employee with five years or more of continuous service with the Company would be demoted or laid-off as a result of curtailment of forces. Salaries of well established, loyal employees were thus fully guaranteed.



An interesting sideline development a few months after adoption of this clause came on July 1, 1956, when the Company hit news headlines all over the Nation. Practically without warning, its entire Schoellkopf Power Station at Niagara Falls was swept into the Niagara Gorge as a result of a massive landslide. Hundreds of jobs were wiped out instantaneously in the wake of the wreckage. Although the job security clause, negotiated but a few months earlier, was never designed or intended to meet such a catastrophe, Niagara Mohawk followed out its contract to the letter. Meticulously the Company placed all its Schoellkopf employees with five years' service or over, in other positions within the system's operations until restoration could be effected.

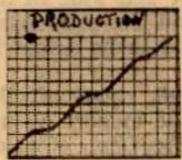
Another job and pay security clause similar to that agreed to with the Niagara Mohawk Power Corporation, has been negotiated between our organization and the Pennsylvania Electric Company to protect employees having five years or more of service there because of lack of work.

At the Central Hudson Gas and Electric Corporation the IBEW has been able to obtain a job security agreement whereby no employee having three years or more of service would have his salary reduced by reason of lay-off or demotion due to force curtailments.

Employees in jobs which become automated in the electric power industry are often in a better position to maintain employment than are those in other industries, by reason of the fact that the utility industry is in a period of rapid expansion at this time. The automation movement itself stimulates demand for electric energy. It has, therefore, been possible at times to transfer the bulk of surplus personnel to other positions within the company, and often with no loss in pay, when equipment is automated. Employees in many other automated industries have been far less fortunate.

Nevertheless, employment has been lagging far behind output in the electric utility industry in recent years. In illustration it should be noted that in 1956 the Georgia Power Company made capital expenditures of \$46 million and is planning a construction program of \$51 million for this year. Despite its great expansion last year, the Company added only four new employees to our bargaining unit.

Productivity Up and Up



It might be well to take a look at this point at what has happened over the past 55 or so years to the average output per employee engaged in the electric power industry.

	Total Output (Millions of KWH)	Number of Persons Employed	Average Output Per Employee (Thousands of KWH)
1902	2,507	30,326	82.7
1927	75,116	230,000	326.6
1952	399,224	243,500	1,639.5
1956 (est.)	601,441	253,100	2,376.3

No one could be so callous as to look at the breath-taking strides in productivity made in the electric utility industry, without feeling some sense of jubilation. It is imperative, however, that correlative social problems be not overlooked.

Most of the personnel subject to displacement in the sweeping tidal wave of electronic mechanization are skilled, thoroughly experienced, and fundamentally loyal employees. The great majority of them are married, with family responsibilities. Management must recognize that it, too, has responsibilities to the communities which it serves, particularly when it turns to automation.

Cooperation A 'Must'

Obviously it is of utmost urgency that measures be adopted to cushion resulting dislocations during the transition period. It is incumbent upon management and the representatives of labor, therefore, to cooperate with each other in working out effective programs to forestall ruthless, wholesale casting of trained working forces in vast numbers upon the labor market—with a probably consequent flooding of public unemployment relief rolls.



JUST WHAT WILL AUTOMATION DO?



A Prophet Says--

Dwight D. Eisenhower, President of the United States. "I see nothing but good stemming from automation. I am convinced that an expanding economy will find work for those displaced. As the nation finds ways to do more with less men, there always springs up more work."



An Expert Says--

Dr. Norbert Weiner, one-time child prodigy, MIT professor, and world-renowned mathematician. Dr. Weiner re-invented the word 'cybernetics' to describe the new science on which automation rests and is one of automation's guiding geniuses.

"Let us remember that the automatic machine is the precise economic equivalent of slave labor. Any labor that competes with slave labor must accept the economic conditions of slave labor. It is perfectly clear that this will produce an unemployment situation, in comparison with which... the depression of the '30s will seem a pleasant joke."

PG&E TELLS '58 INCOME

Pacific Gas & Electric Co's net income for 1958 amounted to \$85,310,000, up from \$76,620,000 for the previous year, the firm has announced.

Per share earnings were \$3.74 last year and \$3.41 in 1957.

Gross operating revenues increased from \$501,244,000 in 1957 to \$534,778,000.

President N. R. Sutherland pointed out that sales of electricity and gas were substantially unchanged in the two years.

"Sales of both electricity and gas were retarded far more by climatic conditions than by economic factors," Sutherland commented. "From an earnings standpoint, however, the reduction in sales volume caused by weather conditions, was about offset by an exceptionally favorable water year for hydro generation, with accompanying savings in fuel costs."

Construction expenditures last year came to 192 million dollars, about 23 million less than the record 215 million spent for construction in 1957.

More than 96,000 customers were connected to P G & E facilities in 1958 and by year end the firm was serving 3,440,902 customers.

Prime Factor in California Growth Is More Use of Electric Horsepower

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Signalling the opening of National Electrical Week, Goodwin said the labor of every worker in the region's factories will be aided by an estimated 15.7 horsepower by the end of the year, compared with 13 in 1957 and 9 in 1950.

"This rising application of electric power is a principal factor in California's industrial growth and capacity to provide jobs for the state's rapidly growing population," Goodwin said.

A striking increase of 31 per cent in horsepower per agricultural worker since 1950 also will be reached this year, Goodwin said. From 3.8 horsepower per worker in 1950 the use of electricity on the farm climbed to 4.8 in 1957 and 1958 and is expected to reach approximately 5

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"As an industry, this California farm productivity is possible in large degree because of the increasing application of electricity," Goodwin said. "It is expected that during 1959 an additional load of 234,000 horsepower in industry and 80,000 horsepower in agriculture will develop in this area."

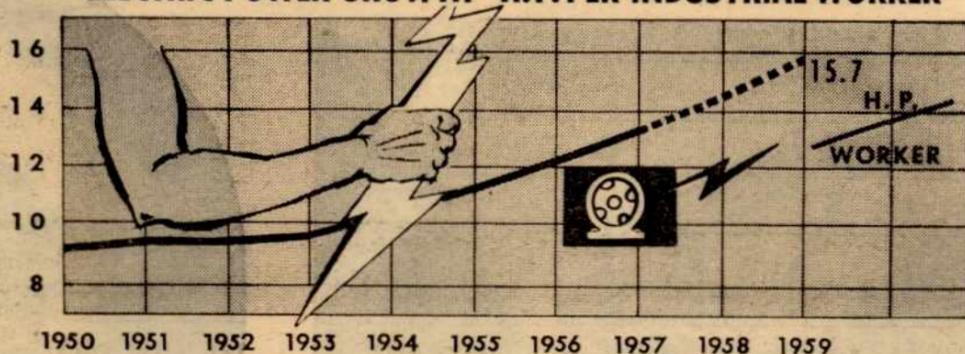
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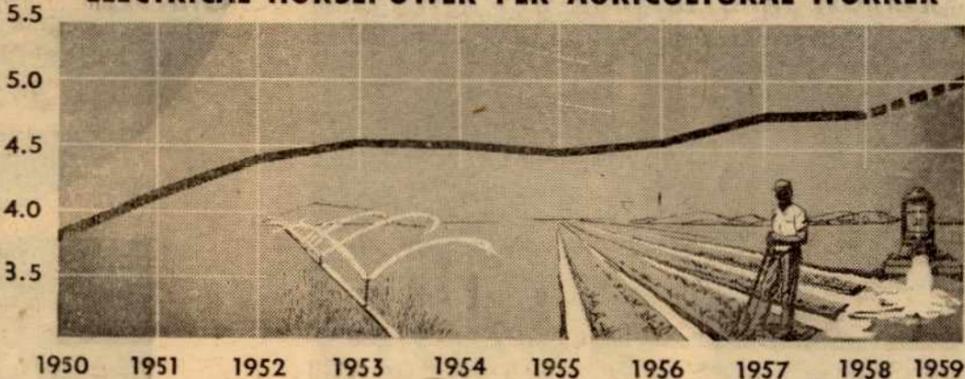
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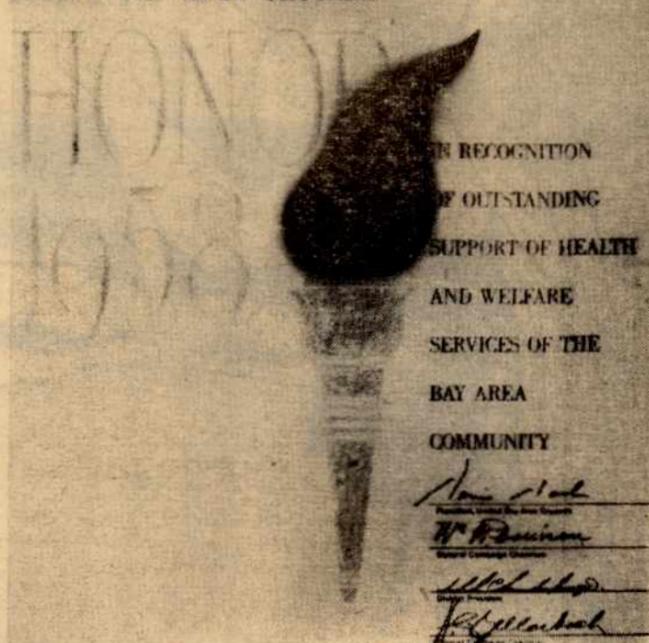
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This scroll is a symbol of the combined gratitude of the many agencies affiliated with the Crusade whose constant efforts are to provide the entire community with services and programs which make our Bay Area a better place in which to live.

Permit me to add personal appreciation of the generosity of the membership and the continued interest and cooperation extended by your fellow officers and yourself.

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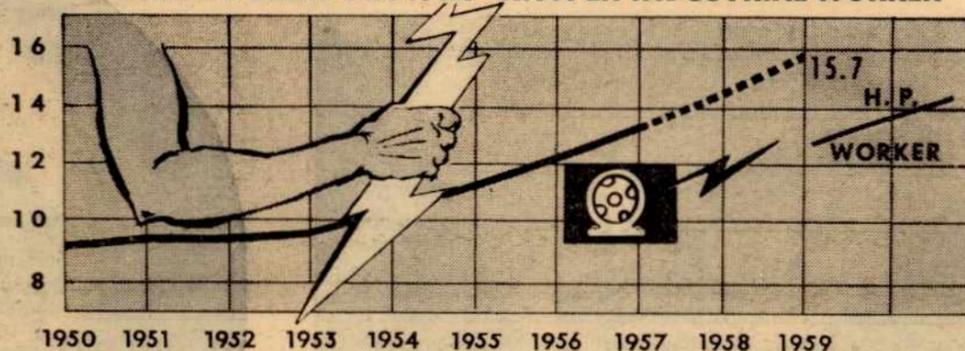
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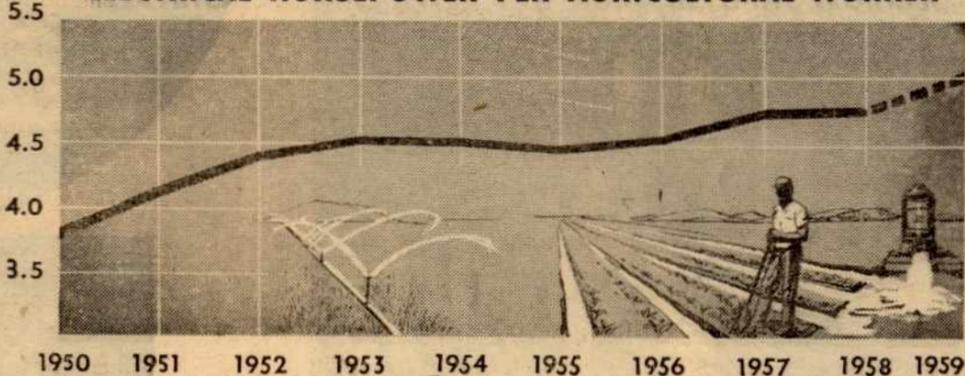
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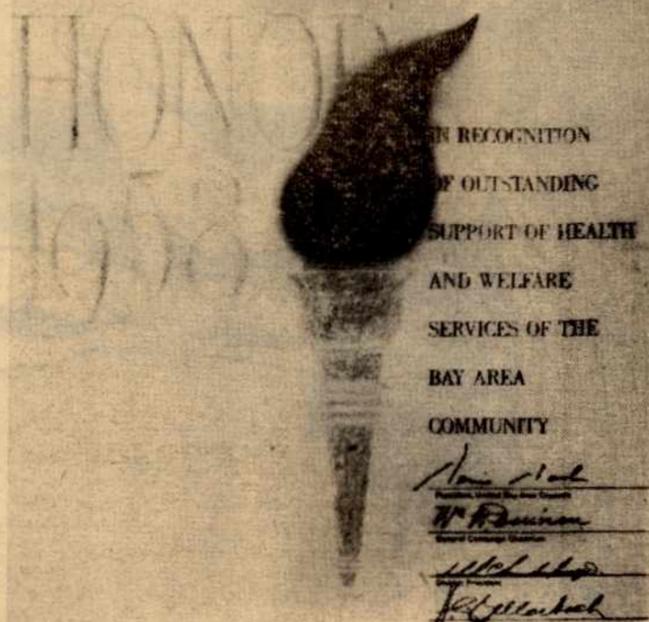
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Tide

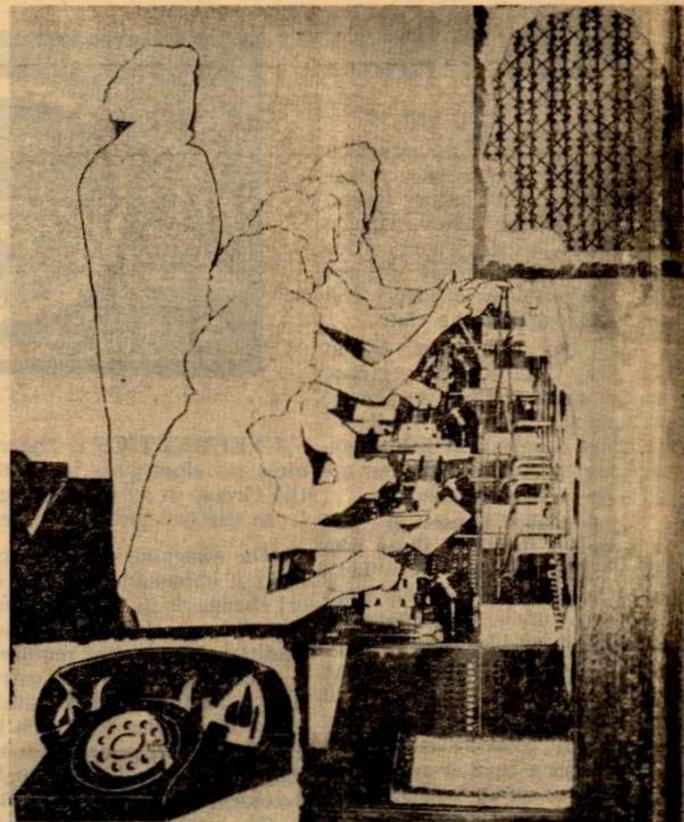
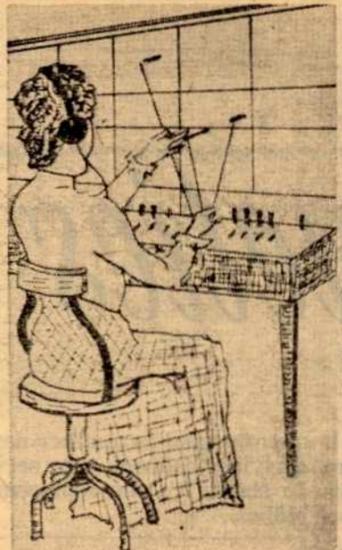
have been kidding ourselves regarding technology under our free enterprise systems and better "labor saving" machinery eliminating jobs. Whenever it appears with machines, replaced they will

gress. Neither do we oppose profits—that is. We are, however, deeply concerned sufficiently attentive to the human production of technology presents for us who, by now, must be aware of the maximize productivity."

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ge the future as being an easier one employment of all its members at a adequate standard of living for them

he rank and file must be concerned long range program. We've got to understand the issues involved behind our 'Operation Security' and 12th.



THE VANISHING OPERATOR

From about 1877, Bell's invention — the Telephone—has provided millions of jobs for women as the nostalgic 'Number Please' Girl. In the early days she was truly efficient but limited by the extent of her arm's reach.

This limited reach was des-

igned to give place to the customer-operated dial phone in making local calls but which today promises to make possible a call from anywhere to anywhere with an Electronic Brain doing the necessary work. No human intermediary—the Operator vanishes!

It's Easier Work, But For Fewer Workers

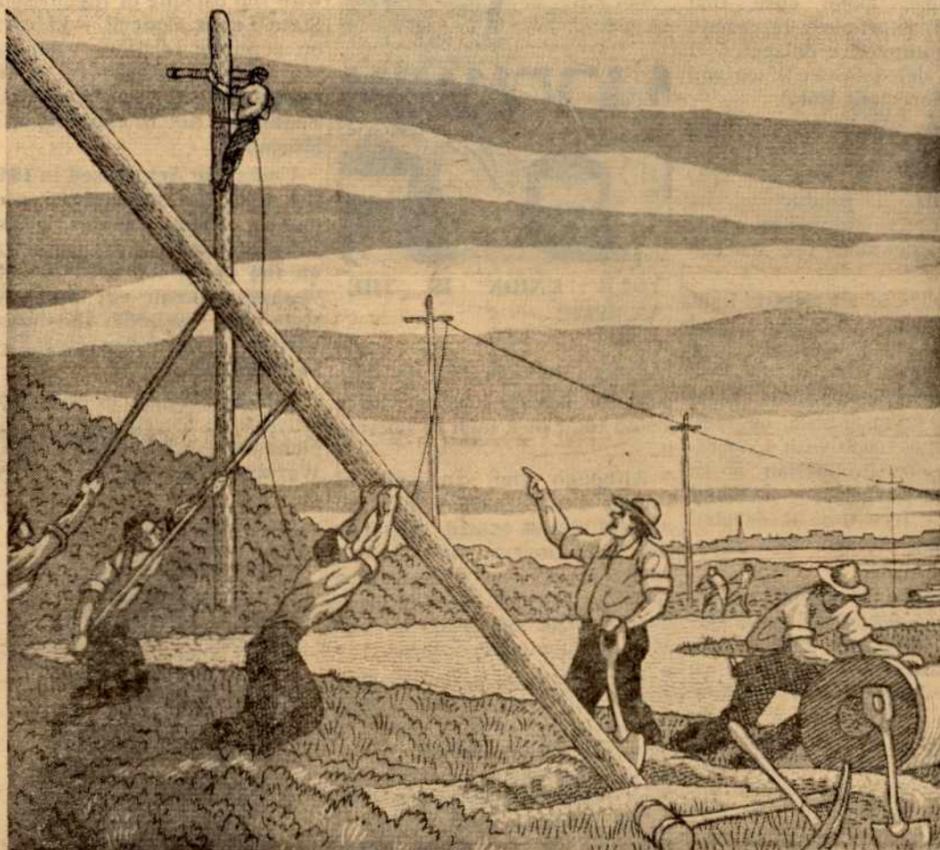


Courtesy of PG&E Co.

AND TOE MACHINES MUST GO

Every-day commercial operations it gave way to the adding machine and electric calculator.

These too, are now outmoded by the ultra-precise, lightning-fast, electronic computer which poses the greatest threat to the worker's job security he has ever faced.

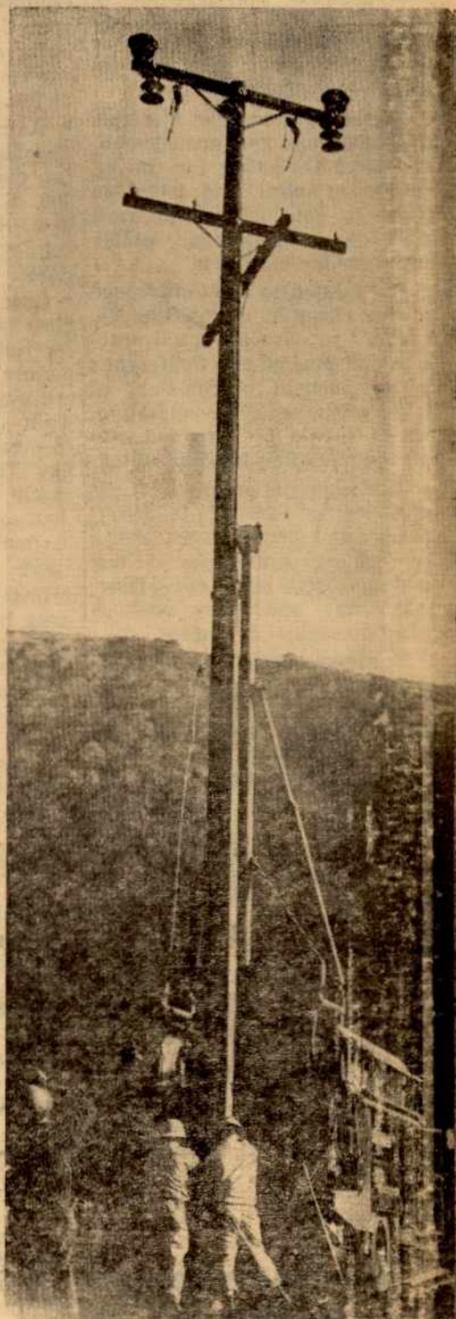
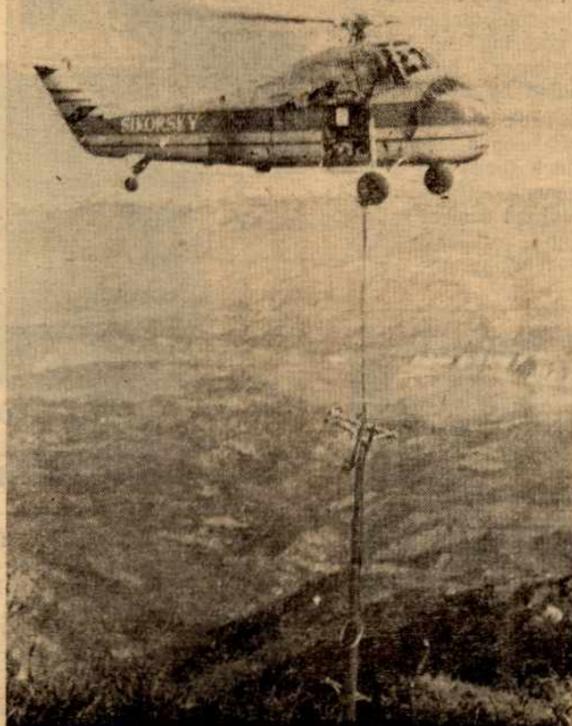


Up until a couple of decades ago, overhead line construction was pretty much a 'grunt and groan', 'tug and pull' type of operation.

Mechanization, however, has removed much of this drudgery. This is fine, no one is for drudgery, but it has also removed jobs.

Truck-mounted hole diggers and hydraulic booms instead of Groundmen using shovels, bars and spoons for digging pole holes and pole pikes for positioning the poles

into the holes; one-man operated 'Industrial Monkeys' to trim trees, wash insulators, replace street lights and make mid-span connections; prefabrication of line hardware; the use of Helicopters to set poles, doing in an hour and a half what would take a line crew a week to do, and in patrolling 25 to 50 miles of line per hour compared to a Patrolman's average 10 miles per day—all these add up to more work with fewer workers.



Courtesy of PG&E Co.

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This, to us, spells increased productivity—to the tune that the electric light and power industry produces 500 percent more power than it did 20 years ago with only a 15 percent increase in the number of workers.

There are a number of questions posed on these 2 pages and throughout the remainder of this issue of the paper and deliberately so. Questions such as: Where did the surplus work-

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Attend Meetings... Take Part in Union Affairs!

Safety Meet

(Continued from Page 1)

able gains against industrial injuries. He requested a closer cooperation and better understanding among labor, management and the Governor's office and facilities, so that we can lick the problems of safety and smog throughout the state.

Mr. Henry J. Kaiser, Jr., in speaking before the group, made some rather surprising statements in his "pull-no-punches" analysis of labor-management problems and their approach to these problems.

He described himself as "just a little bit tired" of those who think the answer is: "Let's stand up and be counted. Let's show the other side where we stand and act like men."

"Anybody who thinks he can get somewhere with this kind of attitude", he warned, "is going to get just what he asks for—a fight. And a fight is exactly what this country cannot stand, for it means division.

"It's easy to fight and make a show of heroism among your associates. But it's also thoughtlessly dangerous because it encourages the other fellow to fight back, and in the long run both sides will lose." Mr. Kaiser, Vice-President of Kaiser Industries, explained.

Kaiser deplored the attempts of both labor and management to blame the other for the inflationary spiral, and called on them to get together to work out some mutually acceptable program for halting it.

He pointed to the Conference as an example of "getting together" to solve a mutual problem and praised the Conference as an excellent 'beacon light' of labor-management cooperation, which should be extended into all their relationships, he stated.

This cooperation in the field of Industrial Safety is an actual "working together"—not merely forming committees—but making safety work, every hour every day, and every week of plant-operation, he added.

Speakers before the Transportation, Communication and Utilities Section, in which Local 1245 delegates participated, included Mr. Roy E. McCann from Southern Calif. Edison Co., Mr. Harry B. Lowden of the Pacific Tel. & Tel. Co. Mr. Raymond White and Robt. Fagg of PG&I showed slides to the group of actual deaths by electrocution caused by a crane carelessly raising a section of irrigation pipe into an overhead energized line and a TV antennae, while being installed, falling over into a high-voltage line.

Both Bus. Mgr. Weakley and Safety Committeeman Franklin agree that this Conference was one of the best yet and are looking forward to the next one under Governor Pat Brown's sponsorship.

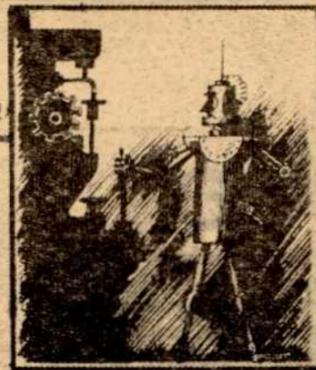
The Lineman and His Truck



We note more than a slight difference between this 'Line Wagon'—vintage 1910—powered by a 1-horsepower hay burner, and the modern Line Truck with a mounted holedigger, hydraulic derrick, pole-jack, and pole-pikes, compressor for air-driven tools and a 2-way mobile radio.



Cybernetics



CYBERNETICS is the name of the science upon which most developments in automation are based. It comes from the Greek word meaning governor—the idea actually comes from the governor on a steam engine. Today the word is frequently used as another name for the scientific principles underlying feedback-type servomechanism-operated controllers. In short, it's the replacement of human beings with machines.

The sweeping consequences of mechanization and automation make it impossible to gauge either the exact nature of technological change or its social, economic, and political repercussions. But already it is clear that these technological advances will reduce traditional manpower requirements.

Accompanying these extreme changes in methods of production is an increased responsibility of the worker which, in most cases, flows from the much larger investment represented by the equipment under the individual worker's control. Even where there is no increase in such investment, the individual worker becomes responsible for a much larger volume of output.

The problems of the displaced worker and the immense productivity gains of technological advances will be assessed and discussed by the delegates to the "Operation Security" Conference on April 11th and 12th.

If you're not a delegate to the Conference, make sure that your Unit is properly represented by sending five delegates. If you're a delegate, we'll see you at the Claremont Hotel.

- A conventional plant of the Cleveland Electric Illuminating Co. employs 100 men for 290,000 KWH of production; its new, largely automatic plant employs 28 men for 420,000 KWH.

- Over 90% of all electric light glass bulbs and ALL bulbs used for radio and TV tubes, except picture tubes, used in the U.S. are now produced in one single plant in Pennsylvania by only 14 machines, each with 1 operator. They're production is so much more than the demand that some free time is devoted to making Xmas tree ornaments.

- Installation of microwave stations have eliminated countless miles of telephone poles, cable, wire, X-arms and maintenance of these facilities. A machine that can lay 15 miles of underground cable per day—digging the trench, laying the cable, and covering it in a single operation—with a crew of less than 7 men has found its way into the Telephone industry.

- In some plants now the entire canning process of foods, including the manufacture of the cans and cartons, is completely automatic.

- Radios are now being assembled at the rate of 1,000 a day at a plant with only 2 men at machine controls instead of 200 formerly needed.

- From a single, instrument-laden room, 3 men can operate an entire complex oil refinery by automatic controls.

- A nearly 100% automatic paper mill bleach plant is now being operated by only 1 man and the crew of robots.

- An automatic plant to produce carbon dioxide—dry ice—



YOUR UNION IS THE ANSWER!

has been in operation in Oakland for nearly 4 years with a grand total of 2 men to operate it.

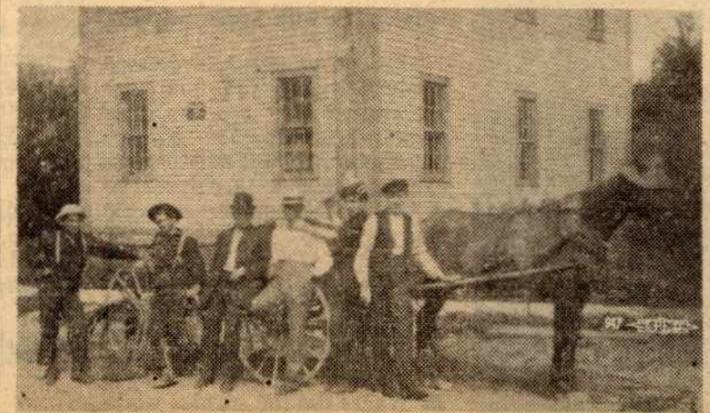
- Although the output of stamps and currency has remained almost exactly the same, the U. S. Government's Bureau of Engraving and Printing has reduced its work force by 44% over the past few years by utilizing automatic equipment.

- The electric industry produces 500% more electric power than it did 20 years ago with only 15% more workers.

- An electronic typewriter has been perfected combining television, radio-facsimile relaying and high speed motion picture photography which has transmitted and reproduced, at a rate of 1 million words a minute, the entire novel "Gone With the Wind."

- Long-distance phone calls have been turned over to automation. The customer dials his own call; the elapsed time of the call, the computation of the cost and entering the amount on the customer's bill are all being handled by machines.

- A new, fully automatic cotton gin has been placed in operation which turns out a precise 500-pound bale every 4 minutes. Human control is held to a minimum with only 8 men per shift handling the entire operation.



MISSOURI UTILITY UNIONS JOIN TO KILL STRIKE BAN

Representatives of 30,000 Missouri utility workers announced plans for a statewide campaign to repeal the King-Thompson Act, which has been used repeatedly to force strikers back to their jobs on company terms.

Officers of the Missouri Utility Workers Legislative Conference declared their intent to renew their fight against "this union-busting law in the courts and in the legislature." The conference, with the backing of the Missouri State Labor Council, will carry on a public relations campaign "to tell the real story of the impact of the vicious King-Thompson Act to the people of Missouri."

Under the Act, passed in 1947, the state can seize utility companies when workers strike. Fines of \$10,000 a day are levied on the union for each day the workers remain out after the state has "seized" the plant. Officers of the union are subject to \$1,000 fines.

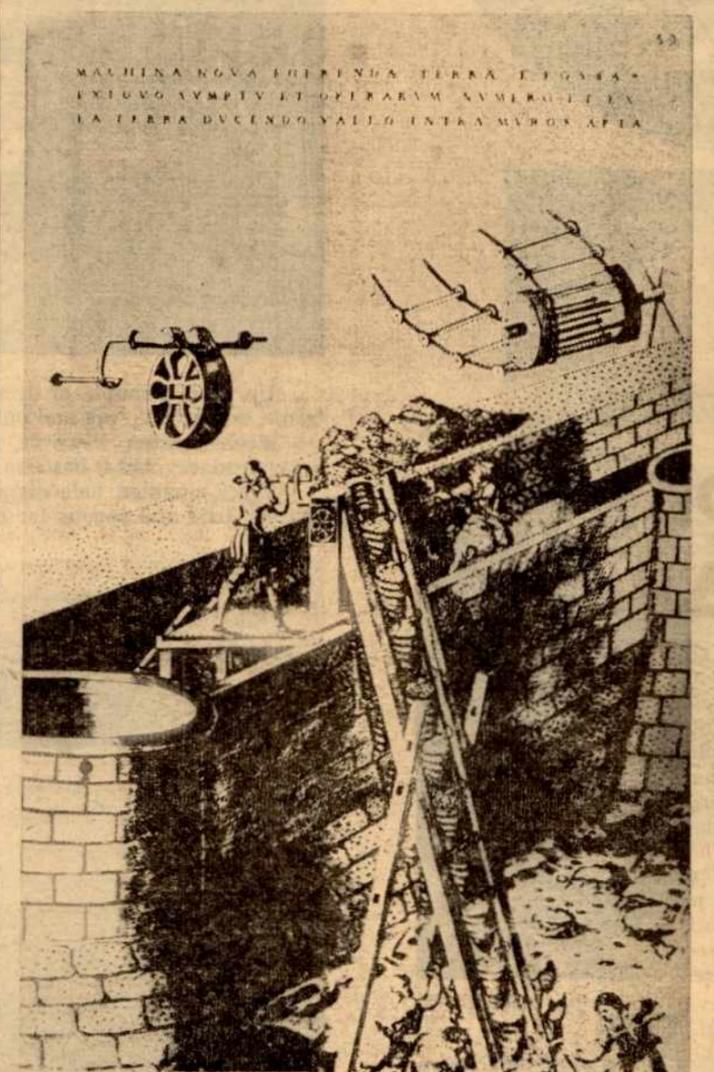
Unions joining in the legislative fight to repeal the act include locals of the IBEW, Utility Workers, Oil Workers, Street

Railway Employees, Communications Workers, Machinists, Operating Engineers and Laborers.

Officers of the conference charge the public utility employees in Missouri have fallen behind in wages and working conditions compared with states which do not have such "restrictive and one-sided legislation."

They cite the case of a Kansas City utility company where, after the workers were forced to end their strike, a mediation panel set up under the King-Thompson Act actually recommended a wage cut.

"In the final settlement in this case," the union officials declared, "the workers were able to gain next to nothing because they had lost their bargaining power."



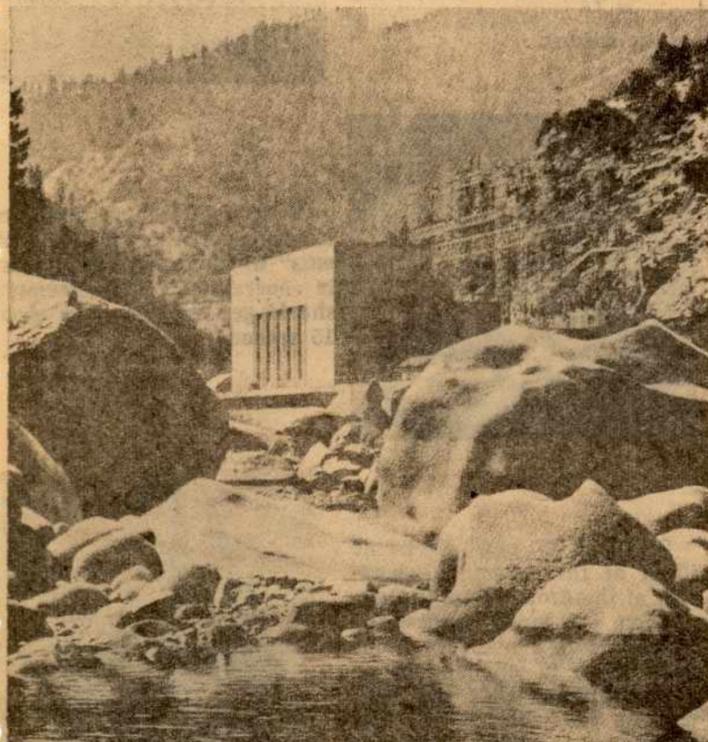
Courtesy of Metropolitan Museum of Art and ILWU Dispatcher.

EARLY MECHANIZATION—This is a reproduction of a copper engraving by a 16th century French artist, Ducerceau, printed in Lyons, France in 1578. The Latin caption above the engraving, roughly translated says, "A new machine for digging earth out of a ditch. It is suitable for constructing earth walls within stone—with small cost and a minimum of workers."

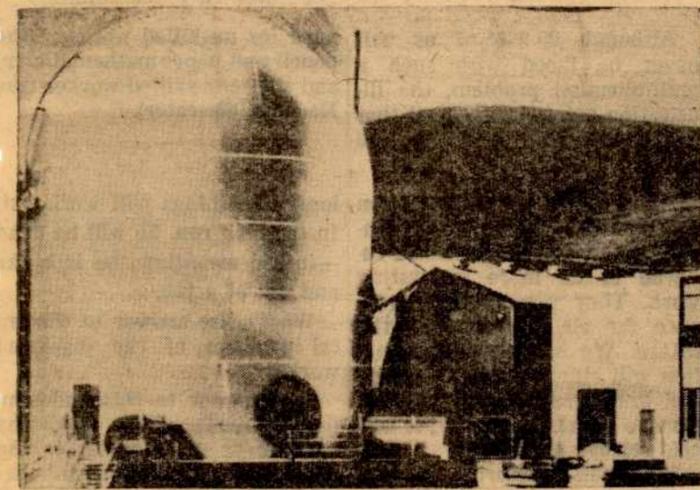
Same problem then as now! But these workers didn't have a Union Conference as a forum to discuss their problems. YOU HAVE.



Falling water supplied direct-drive power to mills and small machine shops in the late 1800s.



Falling water now drives turbo-generators which generate electricity as "power through a wire."



The tremendous heat derived from splitting the atom, now converts water to steam which drives turbo-generators. This steam can be radioactive or not dependent on the plant design.

KILOWATTS Past, Present & Future

Electrical World, trade journal for the electric light and power industry, predicts that by 1975 total electrical energy sales in this country will have zoomed to 2.1 trillion KWH—an increase of 275 percent over 1957 production.

In 1957, the industry installed new generating capacity totaling 7,592 KW. Of this new capacity, 100 KW represented Atomic Power; 1,204 from Hydro; 6,288 from conventional Steam Plants.

In 1975, Electrical World says, new capacity will total 33,547 KW of which 8,500 will be Atomic—a whopping 8400 percent increase; 1,100 KW from Water Power, a decrease of over 10 percent; and 23,947 KW to be produced by Coal, Gas or Oil, an increase of 280 percent.

Although it is predicted that Atomic Power will supply only a small percentage of the total capacity needed by 1975, its increase in the West becomes all the more dramatic when one examines what the situation will be less than 20 years hence.

We are already producing nearly all the electricity by Water Power that it is possible to produce. There is a natural limit on rivers and possible dam sites for Hydro Plants and with a few exceptions, these are about gone.

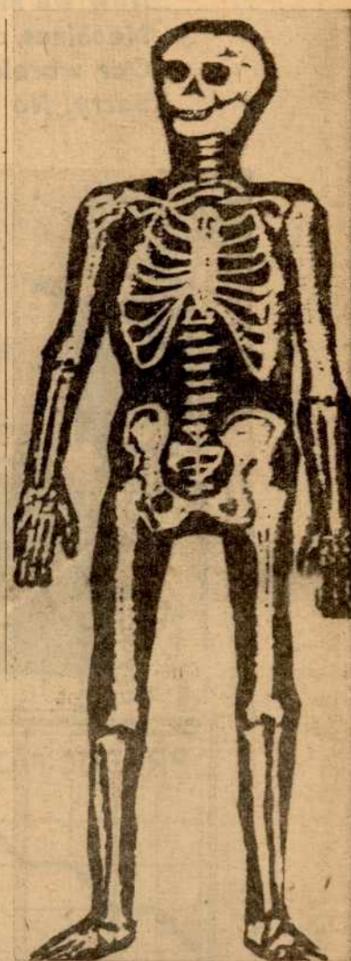
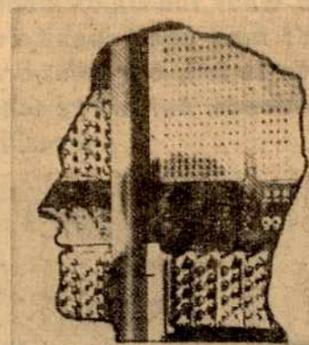
Despite the new efficiencies in the production and marketing of electric power, Coal as the major fuel for generation of cheap power in the West is out. There are few, if any, Coal deposits in this area and transportation costs across-country of the huge quantities needed preclude its use.

So with Hydro supplying a constantly diminishing percentage of the total, Oil and Gas being quickly depleted and Coal, for economic reasons, impracticable, it leaves the Atom as the only reliable source to supply the tremendous increase in KW capacity needed by 1975.

Does this bode good or bad?

Local 1245's 'Operation Security' Conference will examine and assess this question to its fullest extent.

An X-Ray View of Man and Machine



This is MAN — the original thinker. Although he's been with us since about the beginning of time, the original model has remained, for the most part, unchanged.

Reduced down to his component chemical elements, he's worth about an inflated \$2 on the open market. Over and above these tangible assets, however, he has an intangible, but truly remarkable object in the top of his head called BRAIN.

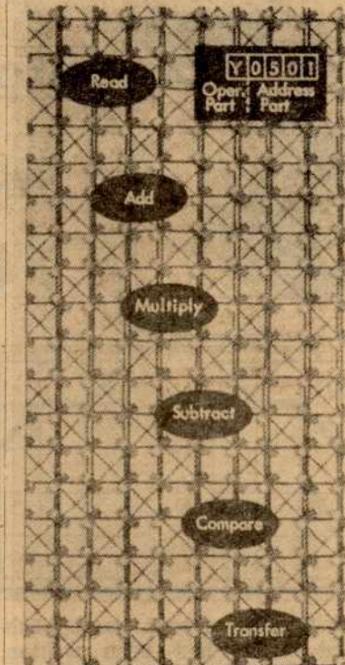
This BRAIN contains the equivalent of 10 billion electron tubes and relays and a 40-story building could not house a computer with as many relays as MAN has in his head. It would take Niagara Falls to supply the power to activate it and the Niagara River to keep it cool.

MAN has, from his very beginning, endeavored to improve his lot and that of his fellow MAN, whom he calls "friend and brother." He can reproduce himself at no cost to his employer whereas MACHINE represents a terrific initial investment and replacement cost.

A paradox, MAN is lazy and energetic, brilliant and dull, faithful and fickle, cruel and merciful, good and bad, but from his very birth he begins to "think." And since he's been around he has had some mighty "big thinks" including the electronic substitute for his brain which has brought him to the very brink of disaster and threatens to push him over.

MAN cannot "unthink" the MACHINE, as it's here! So it is MAN, organized MEN, who must "think up" the answer to the machine. He must have at least one more "big think" and soon, in order to eliminate the possibility of some "non-thinking" MAN pushing the panic button. This greatest of all "thinks" must make MACHINE the undeniable slave of MAN. The alternative is MACHINE the MASTER, with MAN pushed over the brink into eternity.

of the "ON-OFF" switch the MACHINE will and must remain forever, the slave to that intangible asset of MAN — his brain.



This is MACHINE — the end result of countless thousands of MAN'S "big thinks," with a magnified section of a few of the cells which are supposed to be the substitute for MAN'S brain.

The motivating factor underlying MACHINE'S creation was not merely to produce an electronic marvel but to replace MAN, in every way possible.

As opposed to MAN, MACHINE is efficient and exacting to the nth degree, it's a cheap and TAX DEDUCTIBLE producer and never complains to the employer over wages, hours or working conditions. It will work faithfully for its entire life-time with no time off for vacations or holidays and when finally cast aside due to obsolescence, it makes no demands for severance pay or pension.

But MACHINE has never yet been able to work up a "big think." Note that the ability of MACHINE'S so-called brain is limited to arithmetical computations. True, the most complex problems can be precisely solved with lightning-fast speed but it's still only a combination of rudimentary arithmetical rules. It couldn't wonder over an apple's fall from a tree and discover the law of gravity or watch a ship's sail sink in the horizon and decide that the world therefore must be round.

It could never love or hate, be enthused or indifferent, sad or happy. MACHINE might hear a beautiful passage of music but could never appreciate it; read a line of poetry but never understand it; look at the stars but never stand in reverence at the sight. It has no "friend and brother."

MACHINE could never sympathize with the MAN whom it had displaced, come pay-day. How could it possibly explain to small children that there will be no Santa Claus this year or why there's no milk on the supper table?

MACHINE will never be able to "think up" a MAN, and therein lies MAN'S superiority. As long as he maintains control

Public Employees Meet Air Problems & Solutions

The Institute of Industrial Relations of the Univ. of Calif. in cooperation with state and Local Unions of the AFL-CIO, presented its second annual conference on "Labor Relations in Public Employment" on Saturday, Feb. 7th at the Leamington Hotel in Oakland.

Local 1245, IBEW members employed in public agencies together with Officers and Staff Representatives attended the all-day Conference.

The Conference discussed the two major areas of concern to the public employee: "A Labor Relations Policy for Public Employees" and "The Grievance Process in Public Employment."

Irving Bernstein, Professor at U.C.L.A., the principal speaker of the morning session, referred to his comments of last year on the similarity between the efforts of employees in public employment to gain the right to bargain collectively and the struggles of employees in private industry prior to the Wagner Act.

Bernstein said that the acceptance of the rights of employees in public employment to join

unions is now generally accepted but it's now necessary to set up procedures similar to those in the Wagner Act for the selection of bargaining units, secret ballot elections and certification of bargaining agencies and finally the collective bargaining agreement as the end result of negotiations.

Earl Cheit, Univ. of Calif. Professor, was the speaker at the afternoon session and discussed "The Grievance Process in Public Employment."

Dr. Cheit said that appeals boards, fact finding panels and public hearings presently used in public agencies were unsatisfactory. These bodies are unable to make final and binding determinations as this prerogative still rests with the agency's ad-

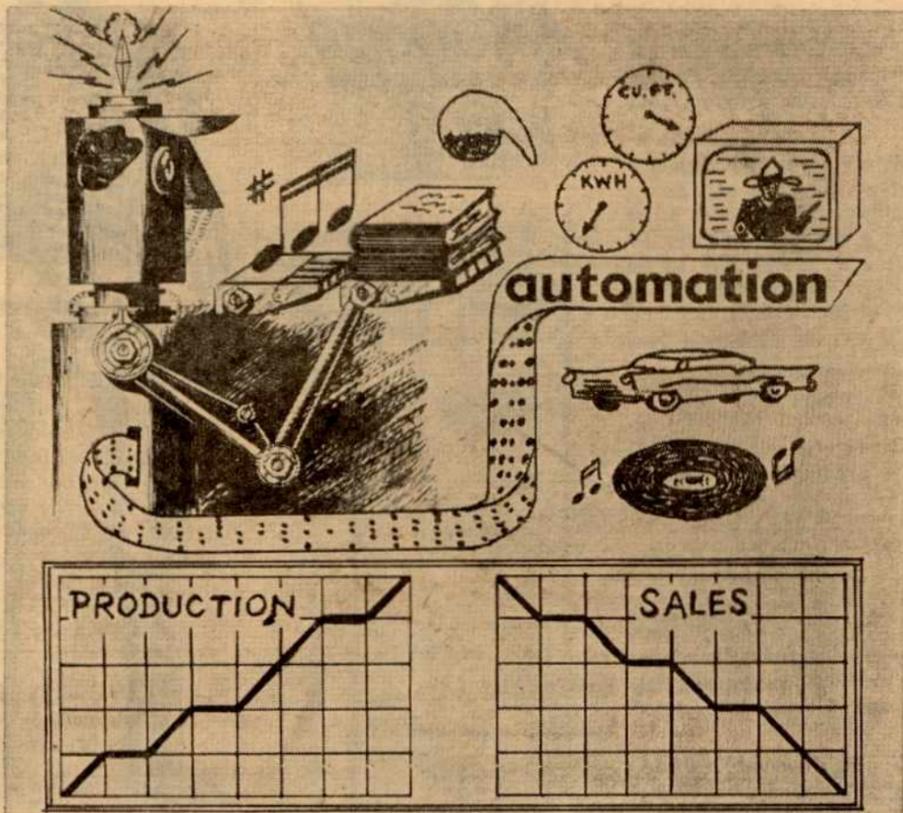
ministration, who are unwilling to transfer this authority to any other body.

He cited as a dual problem, the reluctance of public bodies relinquishing any portion of their powers under the guise of government sovereignty and the inability of public employees to exercise any economic action. As a solution he suggested final and binding arbitration.

Cheit and Bernstein both indicated that never before has the political climate been as favorable for the possible passage of liberal legislation and suggested that public employees should use all their efforts in securing legislation granting them the same rights presently effective for employees in private industry.

Report to Stockholders — 1969

Now we know what the Union meant.
 Machines can't buy, can't spend a cent.
 Our warehouse is full, our sales are nil.
 Sorry! No dividends, but we're sending a bill.
 —President, ABC Company



- A chemical plant is now being run by a crew of 1 man who has finger tip control over the entire complex processes.
- A song-writing electronic brain can turn out 1,000 songs an hour, varying the melody 10 billion ways. With some further development, it will be able to harmonize the composition as well as orchestrate it for any number of instrumentalists.
- A giant computer has recently thought up 42,000 new words as potential new trademark names for new drug products and printed them in a 198-page dictionary.
- Recently a book was published which had been written, printed, bound and delivered entirely by a computer.
- Phonograph records are now being mass produced by 16 machines operated by only 4 dial-watching men and turn out 5 times as many records as 250 would normally produce.
- Auto engine blocks are now being turned out at the rate of 100 per hour, without the touch of a human hand. In one-third the time, 41 machinists now do the work of 117.
- One of the largest TV manufacturers predicts that it will soon be assembling TV sets 100% automatically; no men at all.
- The Ohio Edison Co. has installed a central electronic computer which will simultaneously control the operation of 35 generators in 9 plants spread over a 9,000-square mile area. Another utility has installed an analog computer at one of its 240-MW plants so has no further use for 13 men in the plant.
- Mechanization in gas transmission and distribution has reduced the size of the crews by 2 or 3 men.

What happened to the SURPLUS chemical workers, composers and arrangers, printers, bookbinders, machinists, electrical and gas workers? Did they find employment producing electronic computers? We think not!

These examples should make it clear that industry has embarked on a full-scale program of automation. Each company is contesting with the next to see how fast it can automate its plants and thereby reduce its unit labor costs. The changes in manpower requirements, those already in effect and those yet to come, require that the Union give careful attention to manpower displacement problems.

To meet these problems of manpower displacement, the Union must place special emphasis to

modernizing, strengthening, and improving those sections of our collective bargaining agreements governing layoffs, rehires, transfers, and promotions. Contract clauses should be negotiated to provide for the training and re-training at Company expense of workers who must now master new skills. The broader the unit in which seniority applies, the greater is the security provided by that security. Our agreements, therefore, must provide for the broadest possible seniority groupings to assure the optimum in protection for the members of our Union.

These and many others will be the subjects under discussion at our BIG, BIG 'OPERATION SECURITY' Conference at the Claremont Hotel in Berkeley on April 11th and 12th.

STATE'S I.B.E.W. LEADERS MEET AT ARROWHEAD

The Second Annual Liberal Arts for Labor Conference, sponsored by the Department of Liberal Arts, U.C.L.A., and the Los Angeles Labor Federation, AFL-CIO, was held February 20-22, 1959 at the University of California Conference Center, Lake Arrowhead, California.

The conference theme, "Labor and the Public—the Years Ahead," attracted some 60 participants from labor unions. The California State Association of Electrical Workers, IBEW, accounted for some one-quarter of the total participants.

Guest speakers included Dr. Abraham Kaplan, Professor of Philosophy, U.C.L.A.; Dr. Seymour Lipsett, Professor of Sociology, U.C.; Dr. Charles R. Nixon, Professor of Political Science, U.C.L.A.; and Mr. Brendon Sexton, Education Director, United Automobile Workers, AFL-CIO.

Staff members who organized the Conference were: Mr. Leonard Freedman, Head, Liberal Arts Department, U.C.L.A.; Miss Anne Gould, Coordinator, Lib-

U.C.L.A.; and Mr. Arthur Carstens, Administrator, Labor Programs, Institute of Industrial Relations, U.C.L.A.

The Conference delved into the question of labor in the public eye, what constitutes the "general public" and ways and means of improving labor's image in the eyes of the public.

Three Conference groups, after hearing from the speakers, discussed the subject matter separately and frankly and then the results of the discussions were summarized on the third day of the meeting. All agreed that the Conference stimulated much thought and provided a critical analysis by the labor group of both their personal responsibilities and the responsi-

in our society.

The setting was conducive to such an analysis in that the snow-covered Conference Center was isolated from the usual activities of labor leaders and provided an opportunity for concentration and a free exchange of ideas.

The Executive Board and the Education Committee of the State IBEW group met in special session at Lake Arrowhead prior to the Conference. Actions included a press release putting the State Association behind the principles of Governor Brown's major labor bills, S.B. 209 and A.B. 419, with reasonable amendments. Also, the Board supported a number of bills aimed at gaining collective bargaining in

THINK YOU CAN COMPETE?

Set yourself down with a BIG sheet of blank paper and a sharp pencil, turn the TV and radio off, run the kids and dog outside and send your wife to the store for some beer.

Now that all potential disturbing elements have been removed solve this multiplication problem:

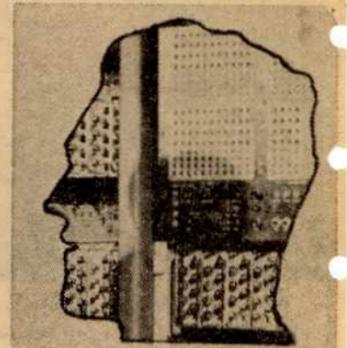
$$683,487,243,834 \times 438,342,784,386$$

You're human and you have the equivalent of 10 billion electron tubes in your brain—a capacity infinitely greater than that of the largest electronic computer.

With all these 10 billion "tube equivalents" functioning at peak efficiency, it should have taken you about 10-minutes to arrive at the answer.



A skillful Machine Operator, using only those "tube equivalents" which control the fingers in operating the calculator, should get the answer in about 15 seconds.



ORACLE, a new electronic brain at the Argonne Laboratory of the Atomic Energy Commission, can multiply these, or similar 12-digit numbers about 2000 times in one second or 1,200,000 times while you were working it with pencil and paper.

Although 99.9% of us will never be faced with such a multiplication problem, the illustration points up the fact that automation will cut down the

need for unskilled workers (the pencil and paper mathematician) and the semi-skilled worker (the Machine Operator).

Prophets of automation preach that workers doing routine and boring jobs will be relieved to do more interesting work. They predict an abundance for all, sometime in the future. We agree that automation will eliminate most routine and uninteresting work; it will remove human drudgery; it will also remove jobs.

It's small comfort to a person who's been displaced by a machine to know that over the

long run, things will work out. In the long run, he will be dead—in the meantime, he is broke and out of a job.

What's the answer to this vital problem of the displaced worker?

The answer to this and similar problems will be sought by the 500 or so delegates to the Local 1245, IBEW 'Operation Security' Conference on April 11th and 12th in Berkeley.

The answer to the problem, incidentally, is 299,601,701,554-508,469,975,924.





Family Features



By Clair M. Cook

Executive Director, Religion and Labor Foundation

"The underlying philosophy of materials and machines and the basically and morally wrong. Men not machines and material!"

Those words were part of the pronouncement made by the Rev. C. C. Watkins, rector of St. Andrew's Episcopal Church in Flint, Michigan, as chairman of a three-member arbitration panel in a long-standing wage dispute settlement between the city's administration and its firemen and police. Settlement was for a five per cent increase, details of which were recently reported in the *International Fire Fighter*.

Unfortunately, machines and material are too often given a place above that of men even now—but it would be hard to find anyone today willing to endorse that philosophy as badly as did the textile manufacturer of Fall River in 1855, who said: "I regard my work-people just as I regard my machinery. So long as they can do my work for what I choose to pay them, I keep them, getting out of them all I can. What they do or how they fare outside my walls I don't know, nor do I consider it my business to know. They must look out for themselves as I look out for myself. When my machines get old and useless, I reject them and get new, and these people are part of my machinery."

Despite the decades since the insight that "labor is not a commodity," expressed only a few years after the anonymous textile man's statement, by Bishop Potter, we have been slow to recognize the primacy of the individual human in the industrial process. The coming of provision for old age, illness, and industrial accident as in any way a responsibility of employers has occurred only within memory. Yet a respect for persons, a concept of the dignity and worth of every individual, is basic to Judeo-Christian tradition.

Dr. Theodore Kreps, professor of business economics at Stanford University, has illustrated our continuing attitudes in industrial life by supposing that an iron beam should fall, hitting a machine and the laborer on it. "Who pays for repairing the machine?" he asks. "Accountants have long since set up a repair account to repair machines. Who pays for the repair of the work-

er? There is workmen's compensation, but in the United States this leaves unmet about two-thirds of the injured worker's wage loss alone."

Similarly, there is a "wear and tear account" for machines; but if a worker acquires silicosis or some other occupational disease, again compensation is small: "The worker's family, the worker's wife, their children, are the ones that pay most of this bill." And when the machine gets out of date, an "obsolescence account" will take care of the cost of replacement. But when the worker is made obsolete by automation or some technological change, where is the "obsolescence account" to provide for his retraining? Instead, we generally "take a skilled worker and reduce him to an unskilled worker."

The stand that the Rev. Mr. Watkins took in Flint, the stand that every religious person must take if he is true to his heritage, is the one which sees beyond the processes of industry to the person involved in the process, behind the man-hour production figures to the man who put in that hour, back of "technological unemployment" to the unemployed person hit by the technology. Persons are, and must be, always paramount. This is a basic fact which neither business nor labor may properly forget.

We Understand

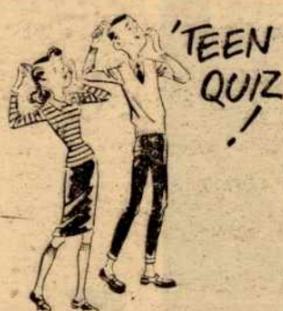
While Washington, D.C. schools were still segregated, Mrs. Page Wilson started sending her six children to a private integrated school.

The other day an Indian journalist visiting Mrs. Wilson asked how her children reacted to going to an integrated school. "Why don't you ask one?" suggested Mrs. Wilson.

The journalist asked the little girl, "How do you feel about the Negroes in your class?"

"I hate them." Mrs. Wilson gulped inwardly. Then the Indian visitor prodded further.

"Why do you hate them?" "Because they're boys, and I hate boys."



DID YOU KNOW that the United States of America was fathered in a union hall?

The famous building is Carpenters' Hall in Philadelphia which was built in 1770 by the Society of Carpenters, a craft guild of master craftsmen organized in 1724. It was here that the 1st Continental Congress assembled on Sept. 5, 1774.

YIPPEE, KIYO, KIYAY! I'M A UNION COWBOY



Yes, even cowboys have a union, and a closed shop union at that, in spite of the Taft-Hartley abomination. It is the Rodeo Cowboys Association, made up of cowboys who work on cattle ranches in the West and add to their income by participating in rodeo contests.

Rodeos are among the top three spectator sports in the United States. For every large one, there are hundreds of smaller, local contests. The Rodeo Cowboys Association has become so powerful in the last ten years that it is not only able to set minimum awards for contestants but also to require that all bronc busters, bulldozers and ropers be members of the union.

Good Questions

A dozen businessmen and bank officials have been accused by the U.S. Attorney's office in Los Angeles of looting a suburban bank of up to \$1 million by cashing thousands of worthless checks.

Have you read the story in your daily paper? If you have, was it on the front page? If a labor union official were charged with stealing that much money, wouldn't the story be in every paper in the United States? If a dozen labor union officials were accused of theft, wouldn't the story be not only in every paper but on its front page, and topped by eight-column headlines?

SOUP TO NONSENSE Cross Your Heart?

By Jane Goodsell

Assurances you'd better not take seriously unless you get them in writing and signed in blood:

"Yes, madam, I know it's a little more money than you expected to pay, but think of it this way. You can wear a classic dress like this for years and years. It's the kind of thing that never goes out of style."

"Gee, thanks a lot, pal, and I sure hope I can do the same for you someday."

"Well, all right, if you insist. We'll take off our coats, but honestly, we can only stay five minutes."

"Oh, don't let Prince frighten you. I know he looks ferocious, but he wouldn't hurt a flea."

"Honey, after we're married, we're never going to squabble about money the way other people do."

"Believe me, mister, you've bought yourself the best little used car in town. This is one deal that'll never give you a moment's regret."

"Oh, it's terribly informal. Just wear any old thing you happen to have. Nobody's dressing up."

"If you're the least bit dissatisfied, we'll cheerfully refund your money."

LIVE A LITTLE LONGER

Danger From Radiation

BY DR. WILLIAM A. SAWYER

This column is copyrighted by THE MACHINIST and is reprinted through the courtesy of the International Association of Machinists. Dr. Sawyer cannot answer individual correspondence.

A valuable report on Radiation as a Public Health Problem was issued recently by the Public Health Service of the U. S. Department of Health, Education, and Welfare. It was written by Dr. David E. Price, Chief of the Bureau of State Services

As I have told you before, we humans get radiation from several sources: rocks and soil, and cosmic rays of the sky; medical x-rays; and fall-out from atomic explosions.

Eventually nuclear power plants will be possible sources.

The effects of harmful radiation accumulate gradually in the body and the damage is permanent. Dr. Price says, "If we wait until there are obvious signs of radiation damage, it will be too late to help the affected population or to decontaminate the polluted environment successfully. In this situation prevention is not merely desirable, it is imperative."

There is no better way to prevent harm than to inform everyone about the vigorous degrees of hazard and how exposure is controlled.

The chief source of radiation exposure today is the x-ray used by doctors and dentists. Present-day public health activity is being directed toward any unnecessary over-exposure, especially when used to detect or treat disease. Apparently needless exposure can be reduced so that there would be no reason for worry.

For several years, public health officials have been trying to eliminate the use of x-ray shoe fitting machines. If a child

were exposed everytime he got a new pair of shoes, he would be exposed over the year to a considerable dose of x-rays. This is an exposure that can be dispensed with. Make sure that your child is not subjected to such x-rays.

Dr. Price points out that another exposure that can be reduced is in mass tuberculosis surveys. Despite the fact that such surveys have saved many lives, the Public Health Service is recommending a more selective use be made of this approach, especially where lung tuberculosis is rare. In areas where it is more prevalent, the findings by mass x-raying are valuable and necessary.

Through research studies it has been found that sometimes x-rays used in medical and dental examinations deliver more radiation than is necessary to get good x-rays. Efforts are now being made to overcome this by finding ways of producing satisfactory results with less exposure. In the best x-ray laboratories proper precautions are taken to prevent overexposure. When good doctors and radiologists advise the use of x-rays for diagnosis, you can be confident they will be done with all due precautions.

Public Health authorities are also concerning themselves with protection against other sources of radiation. Far more important for the future is the rapidly growing number of power reactors being built. A number of State Health Departments are assuming responsibility for this development.

Cart Before the Horse



The claim that "Wage increases are responsible for today's high living costs" is a propaganda weapon of big business and has enabled them to raise their prices with an increase in profits.

Their claim is "putting the cart before the horse" because real wages have lagged behind prices and profits.



AUTOMATION IN UTILITIES OVER THE U.S.

One of the purposes of the recent tour of Assistant Business Manager L. L. Mitchell and Representative Norman Amundson was to gather information on clerical automation.

The tour covered the following utility companies: Arizona Public Service Company, Phoenix, Arizona; Union Electric Company, St. Louis, Missouri; Duquesne Electric, Pittsburgh, Pennsylvania; Consolidated Edison, New York; Commonwealth Edison, Chicago, Illinois; Long Island Lighting Company, Long Island, New York.

The methods for obtaining information, on both operational policies and personnel policies, involved discussions with union officials and management officials along with visits to installations of data processing centers. Certain problems, however, were encountered in collecting information due to the differences in the systems reviewed.

Data processing installations visited varied as well as the operational procedures. Univac, Electronic IBM 705 and 705A, and Mechanical IBM 604 and 650 all involve different methods but all were affecting clerical employment. The centralization of clerical work and the conversion of clerical work to electronic or mechanical equipment were both processes in a total program of automation.

Most companies start with billing as an automated process. From that they go on to pay roll, general accounting, inventory, engineering problems, load factors and selected special functions. Studies are made for feasibility on all functions before actual operations and are performed in the Methods & Procedures Department.

The companies visited had introduced automation on a step basis with several stages—centralization, introduction of IBM machines, bi-monthly billing, mark sense meter reading, etc., were generally introduced separately and not in combinations.

Most companies had adopted general humanitarian policies in introducing the processes of automation. Various methods of wage protection and job protection had been utilized. Most companies had made every effort to keep the employees completely informed on every step of the process through the collective bargaining agent. Each step was reviewed with the union before and after its introduction to see if anything was being overlooked.

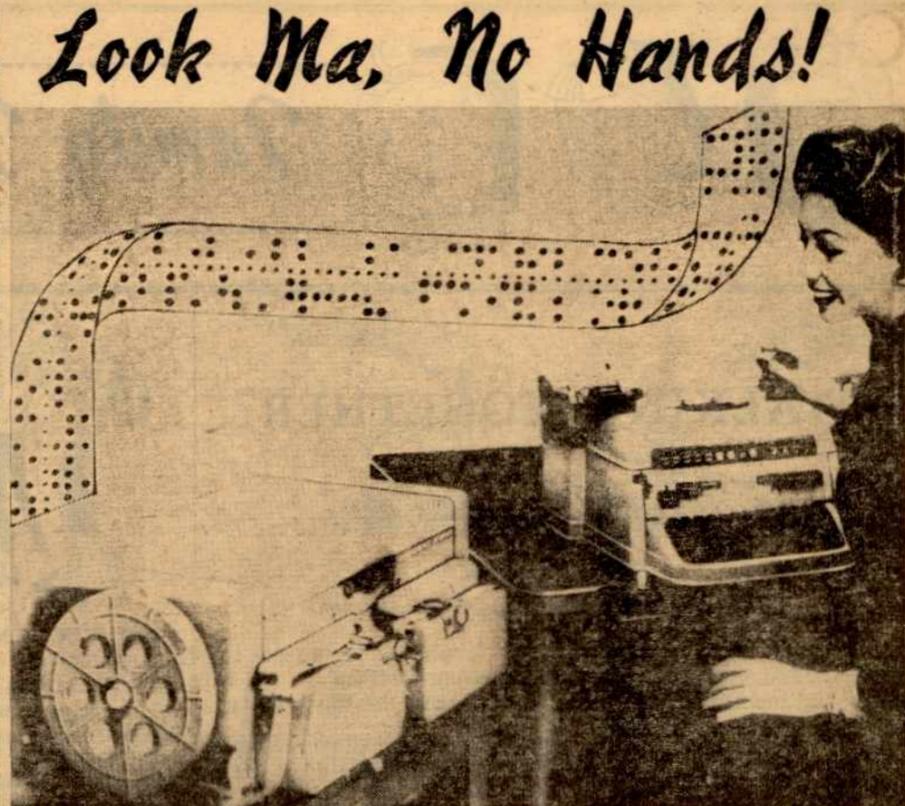
Generally, automation has resulted in fewer but better jobs.

The surplus worker problem is met by red circling and job freezing. New hires are restricted and general turnover takes care of surpluses. Promotional opportunities are severely restricted until surpluses are eliminated and some companies have compensated the employees financially for this loss of "hope factor." Most generally, senior employees are given the opportunity to take over the new jobs with the costs of retraining being borne by the company.

The reduction in the work force is recognized as inevitable by both the unions and the companies. Both have worked together to reduce hardships to individual employees and have adopted the idea that the costs of extending the transition period is necessarily a part of the cost of conversion to automatic operations. Transfers, where no other means of taking care of employees exist, are borne by



"I'm sorry, Miss Jones, but you'll have to come back after dinner tonight to get out these routine sales letters to our offices in New York, Chicago and Smartsville."



Bosses have been saying this since about 1873 when Remington placed the first commercial typewriter on the market. It's now no longer necessary.

During regular work hours an order, letter or whatever can be typed in San Francisco, flashed by wire to New York, Chicago and Smartsville, where equipment there is activated and the

message appears. It's all done with tapes, automatic readers and printers. So Miss Jones is really not even needed during daylight working hours.

IN MEMORIAM

PACITO CAMPOS, Janitor at PG&E's General Office Bldg. passed away during Dec., 1958. Brother Campos had been a member of Local 1245 since March 15, 1950.

K. D. SETTY, Compressor Engineer at the Pipe Line Operation Station at Avenal passed away on Feb. 12, 1959. Brother Setty was an old-timer in Local 1245 with membership dating from April 1, 1943.

VERNON R. PRENTIS, Appr. Meter Repairman in Sacramento, died on March 1, 1959. He had been a member of our union for nearly 7 years.

GEORGE T. BROWN, Sacramento Gas Dept. Appr. Fitter, passed away on March 6, 1959. Brother Brown joined Local 1245 on Sept. 1, 1956.

GORMAN WHITESIDE, Helper in the Gas Dept. in Vacaville, died on March 1, 1959. Brother Whiteside had been a Local 1245 member since July 1, 1952.

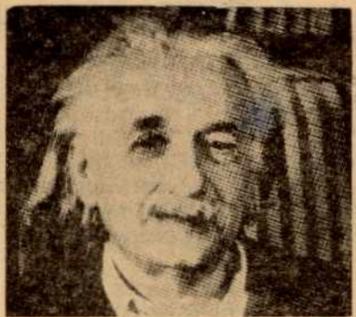
the company. Employees in the surplus pool may be given options of transfer, severance pay or preferential rehire where offices are completely eliminated.

The general conclusions drawn were that it was necessary for both parties to the collective bargaining agreement to recognize that a special problem exists. The rigid rules of a contract do not provide all the answers and it is necessary to draft a general set of principles to be applied to the overall with flexibility allowed to review specific cases for hardship. It is also necessary that all affected employees know and understand the principles to be used for adoption of the automation processes. Rumors and speculation must be stopped by complete and definite periodic disclosures of plans and the progress being made to solve any problems.

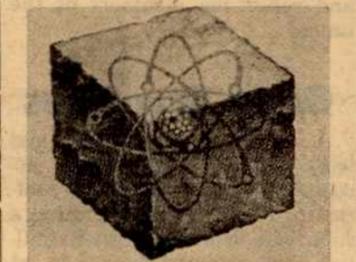
Where this had not been done employee morale and health had been adversely affected. It had also created additional problems for both management and union. While adoption of the policies stated had not eliminated all the problems, the spirit of cooperation had gone a long way toward providing the answers.

Never Call a GENIUS a 'CRACKPOT'

The late Dr. Albert Einstein, who in 1935, was ridiculed as a refugee professor with some crackpot theory about relativity



Dr. Albert Einstein, great German physicist, has been called 'one of the eight immortals of history'. Although he allegedly flunked mathematics in school, his theory of relativity opened the door to the Atomic Age.



A pound of uranium, just slightly larger than a one-inch cube, is the expendable element in the conversion of atomic energy to electric power.

which only 12 people in the world supposedly understood, was the true "father of the Atomic Age."

His 'crackpot' theory turned out to be the clue to splitting the atom, which man, in his inhumanity to man, now threatens to use to destroy all mankind. A genuine 'crackpot' is all that it will take!

His theory has also furnished the key to Atomic Power by utilizing the tremendous heat generated from atomic fission in a water to steam to electricity conversion.

The nearly unbelievable amount of energy which the atom holds captive is illustrated in the release of this energy from a one-pound, one-inch cube

of Uranium. It equals the energy in 3 million pounds of coal and when converted to electric power can light up the City of Reno for 145 days or the average home for 9,000 years!

Dr. Einstein, genius-physicist, but also a humanitarian and pacifist, did not visualize the potential evils to which man would put his discovery, and understandably so. But the good Dr. erred in stating that "science in its present state makes it appear almost impossible that we shall ever succeed" in shattering the atom and that atomic energy would probably never be used to light up our cities, propel our boats, or run our factories.

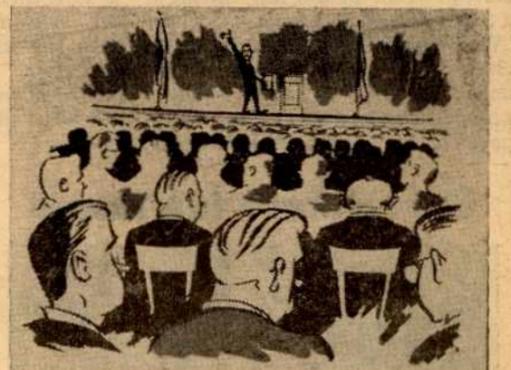
It's here and now!



Reno, Nevada, the 'Biggest Little City in the World' could be lit up for 145 days and nights from the energy in a one-inch cube of uranium and there's plenty of lights in this gayest of all cities.



The Atomic Worker—the indispensable element in converting atomic energy to electric power. He must remain the indispensable element regardless of cost!



What lies ahead in the peaceful uses of atomic energy is anybody's guess. But of one thing we're plenty sure. The physiological and economic impact upon the worker and the community as a whole are going to get a thorough review at Local 1245's 'Operation Security' Conference in Berkeley on April 11th and 12th.