



Always vote for a principle, though you may vote alone, and you may cherish the sweet reflection that your vote is never lost

John Q. Adams

Utility Reporter

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YOUR Business Manager's COLUMN

by Ronald T. Weakley

This column is written at the critical time in major negotiations with our largest employer. We hope to be able to present a satisfactory settlement to our members shortly.

We have done well in recent years with respect to improving the personal and family welfare of those we are privileged to represent. However, we cannot overlook the fact that another group occupies the chairs across from us at the bargaining table. This group is also responsible for the results of collective bargaining. We must understand this.

Jointly, we work hard at trying to meet the needs of the respective parties and at the same time, not lose the identity of our respective positions in our economic society.

The pressures of monetary and human considerations form the base of our discussions. Debate is sometimes sharp but

R. T. Weakley
we keep our sights on the fact that the result is important, not the argument. We do not try our cases in the newspapers although what we do affects a large percentage of California's population.

We work hard, do the best job possible, and when we finish, we put the outcome to a secret ballot vote of those who are directly affected—the membership.

Some new ingredients are present in our current negotiations. Technology changes many of the time-honored ideas of the role of Unions in our industrial society. Automation and the drive for increasing productive efficiency develops a host of problems for the worker.

We endeavor to meet the needs of our people and at the same time, try to reconcile the inevitable changes in an industry which lends itself to the use of new labor-saving devices. This is a real tough job for negotiators and this is a real tough year at the table.

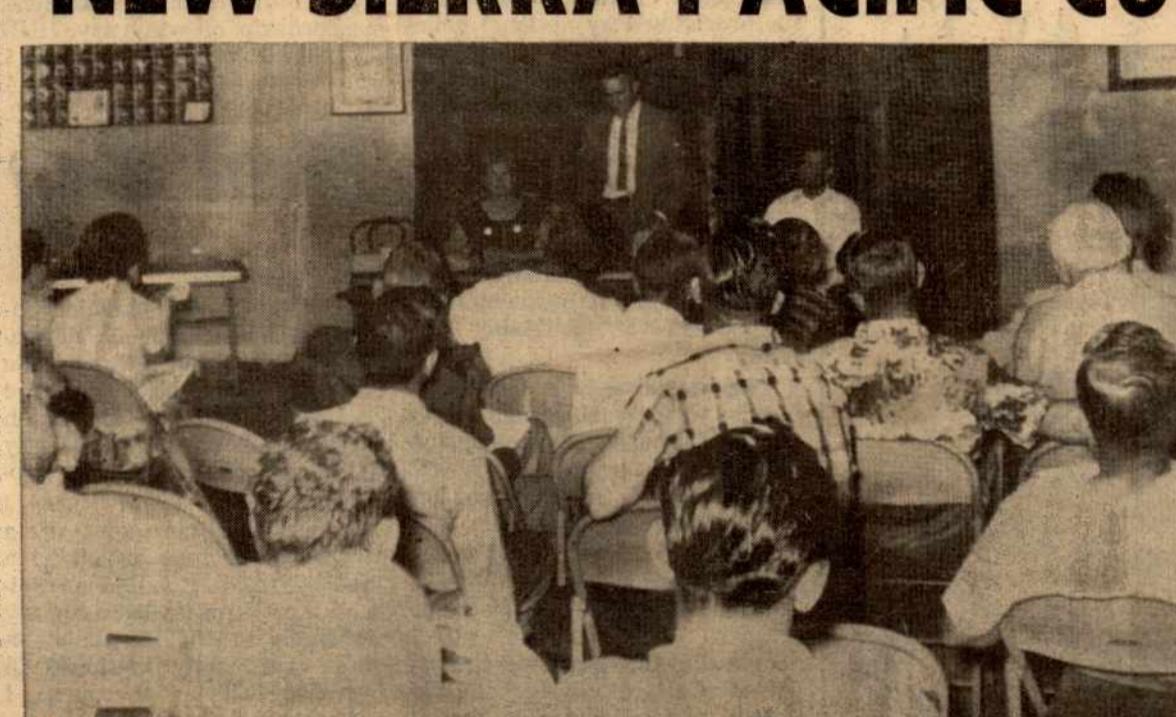
This writer sincerely believes that this is a point in the Union-Company relationship which will set the stage for better or worse. We know that nothing is static in this fast-changing industry. In spite of efficiency drives, a major consideration of management must be the people who make up this operation.

There is a balance between efficiency needs and employee needs. Should it get too far out

(Continued on Page 2)



R. T. Weakley



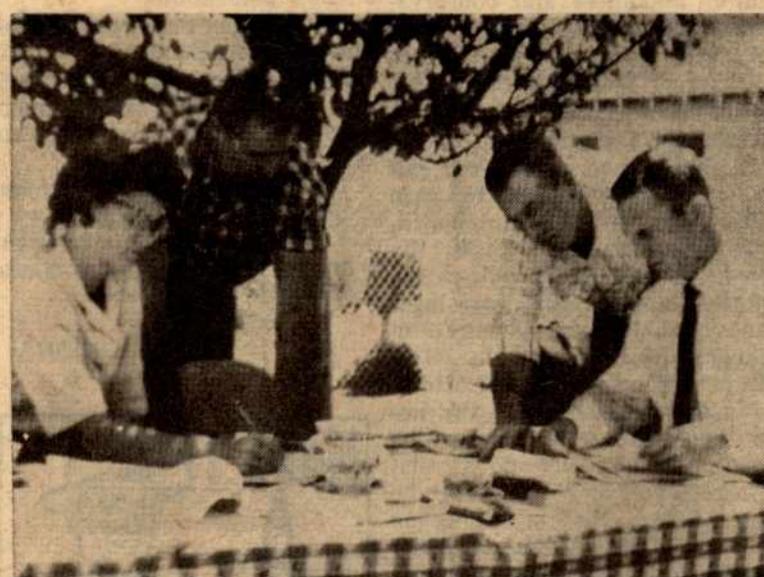
Local 1245 members in Sierra Pacific Power Co. hear Negotiating Committee's report on results of negotiations and ratify the new 1-year Agreement.

Public Employees Slapped Again! AB 570 Dumped

The Senate Finance Committee was the final burial ground for AB 570 designed to extend the right of representation and collective bargaining to public employees engaged in the production and distribution of electrical power.

Despite the extensive letter writing from Local 1245 members to their respective legislators urging support, the bill was sent to interim committee by the upper house finance committee on June 16 after being passed by the Assembly and receiving approval of the Senate pol-

(Continued on Page 8)



Union's Negotiating Committee for Sierra Pacific Power Co. enjoyed the hospitality of Committee member and Mrs. Lloyd Clark, to hold their between-session strategy meetings outdoors on the patio in Clark's yard. Left to right are: Loretta Arneson, Bookkeeper; Orville Owen, Gas Serviceman; Lloyd Clark, Lineman; L. L. Mitchell, Local 1245 Asst. Bus. Mgr.

Ten Meetings, Still No Settlement on PG & E

After ten meetings of the Negotiating Committee of Local 1245 and Pacific Gas and Electric Company since opening the Agreements, a settlement still cannot be reported.

A number of proposals have been exchanged to date but they have not yet provided answers to the problems which are both numerous and important to both parties.

PG&E, being one of the largest utilities in the industry, is being watched closely by those who recognize the impact of a settlement here.

Major issues are still unresolved at press time, although a number of minor ones are tenta-

tively resolved. Money, hours of work, fringe items, job and union security issues are getting into focus as the parties strive to get together an acceptable package to submit to the membership.

General Construction expenses and the method of qualifying for them remains as one of the toughest problems facing the parties.

In general, the Union is seeking a better settlement than any seen to date in the country, pointing out the financial health of the Company and the increased productivity of its workers.

Coast settlements to date, indicate that money, with some fringes, is beginning to shape a pattern.

Straight wage items in Southern California Edison, Southern California Gas, and Southern Counties Gas, hit 5½ per cent. To date, San Diego Gas and Electric and California Electric Power negotiations are not settled. Offers of 5½ per cent have not received membership acceptance as part of a total package.

A \$3.10 Lineman rate and an 8c and 12c shift differential are shaping up in the California private utilities.

While the general wage application on Sierra Pacific Power was pegged at 5 per cent, the total wage adjustment exceeded 5½ per cent due to spreading additional wage moneys among certain classifications in order to correct major inequities in the former wage structure.

Northwest settlements on private and government utilities show about 4.2 per cent but due

(Continued on Page 6)

Wage Boost Plus Inequities, Conditions

Local 1245 IBEW and Sierra Pacific Power Company concluded 1959 wage and contract negotiations with the ratification of the new Agreement by the membership in Sierra Pacific at a special meeting in Reno, Nevada, on June 17th.

Union's Committee Members Orville Owen, Loretta Arneson, Lloyd Clark with the assistance of Business Manager R. T. Weakley, Asst. Business Manager L. L. Mitchell and Business Representative Roy D. Murray are to be complimented for their arduous work in arriving at the new 1959 Agreement, as are Company members Ralph A. Holdcraft, Asst. Secretary-Treasurer, Neil W. Plath, Asst. Gen. Supt. and Frank Sperry, a New York labor consultant.

The new 1-year agreement, provides for a 5 percent general wage increase, effective May 1, 1959, after the application of the following inequity adjustments:

Senior Warehouseman, 10½¢ per hour.

Meterman, Gas & Water, 5¢ per hour.

Water Treatment Operator, 10c.

Chief Operator, 29¢ per hour.

Chief Operator, Reno, 7½¢ per hour.

Operator, Reno, 5¢ per hour.

Lineman, 1¢ per hour.

All clerical wage scales were revised to Time Progression with accompanying decrease in required time to progress from minimum to maximum of the progression. This resulted in adjustments of 1½¢ to 22½¢ per hour for thirty office employees.

Established several new classifications of work with a number of incumbent employees receiving wage revisions up to 30¢ per hour.

Including the inequity adjustments the settlement, wage-wise, will result in wage increases ranging from 9¢ per hour to 33¢ per hour.

The total wage settlement comes to over 5½ per cent.

Working conditions changes in the new Agreement are:

Probationary employees to receive same fringe benefits as regular employees.

Established "part-time" employees and changed "casuals" to "temporary" employees.

Enabling clause to negotiate new classifications with a guarantee of retroactive wages.

Provide reimbursement for use of private automobile at

(Continued on Page 8)



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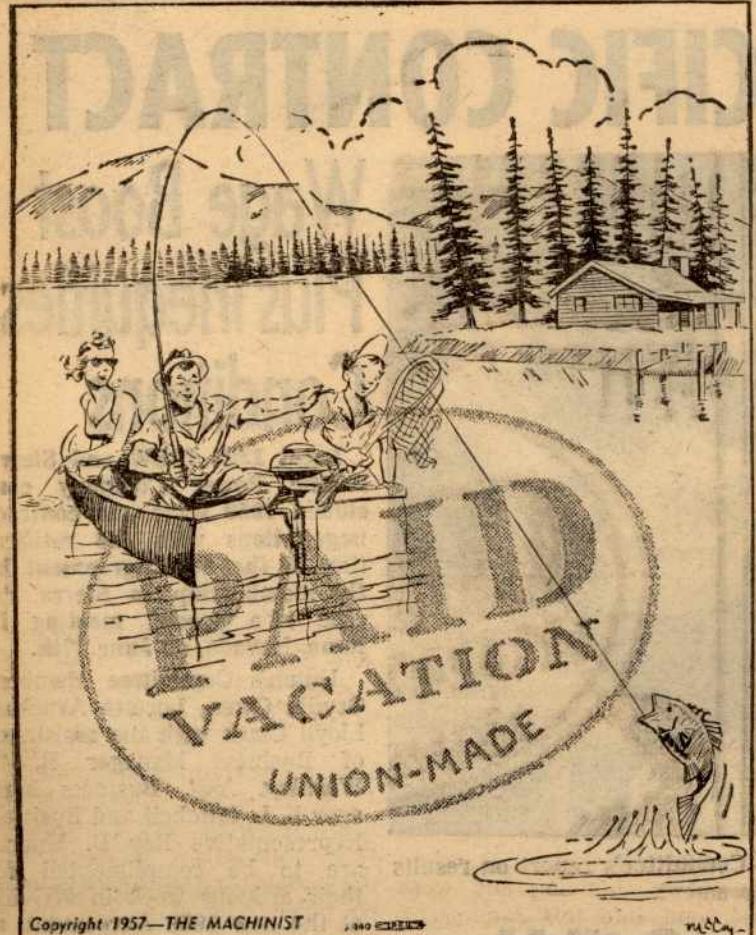
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VACATIONS . . .

A Pleasure or A Tragedy?

Summertime brings promises of carefree days for the kids and the realization of long-planned-for vacation trips and camping experiences. To ensure that vacation time will be safe as well as happy, ask yourself these questions to be truly carefree:

- Are my children inoculated against Polio? Other communicable diseases?
- Do my children feel at home in the country?
- Do they understand the danger of fire in the woods?
- Can they swim well?
- Will some responsible person be supervising their activities?

• Will they be near medical attention?

While care should be exercised in planning for your children, parents should also remember that a whole year's pleasure cannot be crammed into their summer vacation. Sunburn, sore muscles, an aching back, falls off ladders—can all take the pleasure out of your vacation.

If you are planning a motor trip, have your car checked by a mechanic. In 1958, approximately 142,000 accidents were caused by faulty equipment.

Nearly 3 million cars, apparently in good shape, were involved in accident last year. Perhaps we are over-confident when we stress that our car is in good condition.

Since 32,930 persons were killed on clear days and 28,730 on dry roadways last year, it becomes even more imperative to slow down when you meet with fog, rain or snow—or you might be among the 7,970 killed because they failed to adjust their speeds to hazardous weather and road conditions.

Take your time . . . don't overdue while driving . . . rest when tired . . . watch the road signs . . . stick to posted speed limits.

You can enjoy your vacation without becoming a statistic for 1959.



Attack on Bargaining

Collective bargaining has served America well. It has provided the spur for America's much vaunted efficiency and has contributed mightily to present-day living standards.

Collective bargaining has humanized the workplaces of the nation. With it has come higher pay, the grievance procedure, seniority rights, pensions, welfare plans, paid holidays, vacations, and innumerable other benefits.

Because of collective bargaining and union contracts, recessions have been contained during the postwar era. Union contracts almost alone have been responsible for preventing the wage cuts of yesteryear at the first breath of hard times.

It might be thought by now, therefore, that collective bargaining would be accepted as an essential part of the American scene. Although bargaining is proclaimed by national policy and by law to be necessary and desirable, it is today being attacked with increasing intensity.

Undoubtedly, the stage for today's attack was set by the McClellan Committee. While the committee has uncovered corruption in only a relative handful of unions, it has sometimes resembled an anti-labor crusade.

Taking advantage of this situation and emboldened by today's prosperity psychology, big business has undertaken a campaign against the basic concept of collective bargaining.

Hardly a day now goes by without some "responsible" industrial leader delivering a new attack. Always, the attack comes in the name of the national welfare. Always, the target is the collective bargaining process. Behind these attacks are big business attempts to restore to themselves the unchecked powers they had in a by-gone age.

To hear the representatives of business, a wage increase is never justified. Already, the refrain is growing that productivity increases and increases based upon past rises in living costs are inflationary. The objective of this refrain is the restoration of an economy completely dominated by business interests. This can be achieved only by the elimination of effective collective bargaining.

The Administration must bear its share of blame for this situation. Its demands for "tough" labor bills, its damnation of most wage increases as inflationary, and the President's general attitude have been fuel for the flame.

So serious is the situation that Boyd Leedom, chairman of the National Labor Relations Board, has called industry to task. Mr. Leedom is an Eisenhower appointee and conservative in his outlook. Nonetheless, he declared in a recent address that he is "truly distressed with the picture" he sees.

Mr. Leedom is witness for the fact that "great segments of employers, as evidenced by case after case coming before us involving union elections in the business and industrial plants of the country, take every legal step possible—and many employers overreach legality—to thwart their employees' efforts to organize even when the union involved is a decent, respectable union." He added that "some employers" seem to take the position that "there is no such thing as a decent union" unless they dominate it.

This is an indictment that the nation and the Congress can ignore only at the national peril. Already anti-labor forces have been emboldened to attack union officers and organizers in the streets of our great cities,

as well as in the Southern mill towns. Already, employers are seeking to apply strikebreaking formulas aimed at denying the right to free bargaining.

Organized labor is the sole effective non-governmental countervailing force to big business in our economy. As Mr. Leedom has correctly pointed out, unions and collective bargaining will endure. Nevertheless, business itself would be well advised to ponder the alternatives. It may rest assured that the American people will never permit a return to the big business overlordship of yesterday. (IUD Bulletin, June, 1959.)

Mail Bag

Editor
Utility Reporter

The fact that Tametaka Hasheba, a land farmer of Saitama-Ken, Japan, would ultimately be a happier man in 1959 because Local 1245 held its "Operation Security" Conference recently is inconceivable—but it happened!

A photographic copy of a photo album, once owned by a Japanese soldier, killed on Saipan, was horse-traded into my possession in 1945. Each photograph was neatly captioned in Japanese which, of course, I was unable to read.

During the recent conference, it was my pleasure, on behalf of Local 1245, to entertain Mr. Hirojiro Okamatsu and Mr. Kenichi Koshimura, each an Executive Board member from two electric utility unions in Japan, and during their visit in my home we discussed many things, including my inability to read Japanese. It was at this point that I asked them to translate some of the captions in the photo album. Their translation revealed many personal happenings as well as the address of the soldier's parents.

The important thing was to see that this album would be returned to the rightful owner so a letter was written by Mr. Okamatsu and Mr. Koshimura to Mr. Kasheba. An answer was not long in coming. "Yes," stated Mr. Kasheba, "it had been his oldest son who had been killed in the battle of Saipan." He had received no further word of his son nor did he ever expect to.

The album is now in Mr. Kasheba's possession. My sincerest appreciation goes to Mr. Okamatsu and Mr. Koshimura for their helpfulness and to Local 1245 and its members for making this happy human incident possible.

In closing, I cannot help but think: How far reaching are the effects in human relations when a union such as Local 1245 holds a conference.

Yours truly,

/s/ TED CORDUA



YOUR Business Manager's COLUMN

by Ronald T. Weakley

(Continued from Page 1)

of balance, both parties are in trouble. The negotiators try to keep a fair balance and hope they can provide a settlement which can correct error, make improvement, and do a bit of forecasting into the future. Your Committee has worked very hard for many weeks toward getting a "fair shake" out of these negotiations.

Strangely enough, these nine workmen, your negotiators, never once complained about missed meals, overtime, being away from home, or actual monetary losses which are noncompensable incidentals. They are too busy trying to solve the problems of their brothers and sisters.

They like to do this because they simply like their fellow members and they have faith and interest that is necessary to help make a better life for all and preserve our free system. They recognize that our system is imperfect but that imperfection is necessary and that ours is the best one found to date.

We all have things to do besides going to meetings, but let's make a mental date to be at the meeting when called upon to consider the results of bargaining so that we can exercise union democracy, which can wither like an unused arm, like it has in a few unions.

Your Committee represents you and your family. Your thanks to the Committee can be expressed by attendance at ratification meetings and voting your honest and secret convictions.

LABOR'S OWN TV PROGRAM

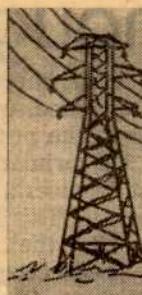
If you happen to be one of the many thousands of people who have recently turned on their television sets to a program called "Americans at Work," then you can take justifiable pride in the fact that this is labor's own TV film series.

Top officers of the AFL-CIO agreed with their Public Relations Committee that people who work for a living are far more interesting than machines. They approved a program aimed at showing the people who operate these gigantic machines, the people who turn out the countless thousands of items needed to keep America healthy, wealthy and wise.

"Americans at Work" is just that kind of a television series. Who knows? You might see your next door neighbor at his or her occupation in one of our nation's giant industries or some little-heralded occupation like the members of the International Ladies' Garment Workers Union, who sew buttons or accessories on Miss and Mrs. America's newest fashion creations.

As of May 1st, 80 TV stations have programmed the series on a 52-week basis, so if you have not seen the program yet, we heartily recommend that you tune into one of the following stations. You'll be happy you did.

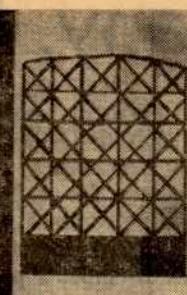
Eureka, KIEM-TV, Saturday, 12:45 p.m.
Oakland, KTVU, Sunday, 10:15 a.m.
Sacramento, KCRA-TV, Sunday, 1:30 p.m.
Las Vegas, KLAS, Sunday, 3:30 p.m.
Reno, KOLO, Friday, 5:30 p.m.



In 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 demand for skill goes up, the demand for less skilled workers will go down. Efficiency and productivity through automation has led to technological changes which the unskilled or less skilled would do this to expected growth in the labor force.

Scientists say that the free world are about equal in material resources. Our advantage lies in the superior skill of our craftsmen. We must maintain that advantage. The United States Commissioner of Education, Lawrence D. Brook, along these lines has emphasized the need. He said, "Much of our efficiency and productivity is based upon an adequate supply of well-trained and well-educated workers."



AFL News from the Field



Moss Landing Unit Sponsors Dodgers

Little League baseball is well underway in the Watsonville area as it is elsewhere.

Members of Local 1245's Moss Landing Unit are the proud sponsors of the Dodgers in the American League, with Don Daily, Control Operator, as manager.

Other members of the Moss Landing Unit who are active in the Little League are Dave Nichols, Senior Control Operator, who is president of the Watsonville Little League; Al Taylor, Warehouseman; Don Peters, Machinist; and Sid Rock, Helper are all Managers of Little League teams.

Congratulations fellows for taking on such a worthwhile project and may you all have a successful season.



Marysville Clerks Get the Word

Automation of Clerical processes and operation of the Company's new E.D.P. Center in San Francisco were the chief topics of a report made to Colgate Di-

vision Clerical members by Staff Representative Norman Amundsen at the regular monthly meeting of the Marysville Clerical Unit on Thursday evening, May 14th at the Marysville Hotel.

Under the leadership of the former Chairman Don Christensen and the present Chairman Henry Phillips, the Marysville group have retained their identity as one of the few strictly Clerical units in the Local Union structure.

Reports were followed by a question and answer period, during which clerical members gave evidence of their great concern over their lack of security of jobs and earnings brought about by transfer of their work to the Company's E.D.P. center in San Francisco. Wives and husbands of many of the members attended as guests, to hear the reports and participate in the discussion which followed. It was the consensus of opinion of the discussion group that every effort should be made to gain support for the Union's program to provide job security for its members by negotiating provisions in the Union/Company agreement during the 1959 negotiations.

Report All Safety Violations Immediately

Violations immediately.

Merced's Jess Smith Heads Handicapped Scouts' Jamborette

On June 6 and 7, the 3rd Annual Jamboree of handicapped Boy Scouts of the State of California was held in Merced. This program, one of the finest ever undertaken in the country, was chairman by Jess Smith, Joint Pole Clerk "B" in PGE's Merced office and long-time active Local 1245 member.

Some of the highlights of the two-day affair were a tour of Castle Field, the jet bomber base, a fishing derby, power boat rides on Lake Yosemite, with other interesting events, not to mention plenty of good "chow."

This gathering, the only one of its kind in the State, is composed of ten troops of handicapped Boy Scouts from cities of Sacramento, San Jose, Walnut Creek, El Cerrito, San Bernardino, Oakland, Modesto, Fresno, Bakersfield and Merced. Many of the boys are wheelchair cases, others have such ailments as rheumatic hearts, enlarged hearts, etc., which tend to restrict their activity.

Only by attending can one fully appreciate the tremendous amount of planning and work that went into this Jamboree to make it the success it was. Our hats are off to Brother Jess Smith and his crew of assistants for a worthwhile job well done.



the successful affair.

It was the best affair of the year said many of the people in attendance who are all looking forward to next year's 'Joint Pole' Dance.

RENO INSTALLS NEW OFFICERS

Past Chairman Thomas Lewis year term of office; and talk by Assistant Business Manager L. L. Mitchell in which the aims, purposes and policies of the Local Union's 1959 negotiations program were outlined.

Shown standing, left to right, repeating the obligation of office are: Executive Committeeman Charles Lercari; Unit Recorder Loretta Arneson; Unit Vice Chairman Ralph Walker; Executive Committeeman Don Sites; Past Chairman Lewis and standing at the table, outgoing Unit Recorder Clare Black and outgoing Unit Chairman George MacDonald. Newly elected officers will take over their duties of office at the next regular or special meeting following the installation.

Highlights of the evening's meeting were talks by the outgoing Chairman George MacDonald, in which he expressed his appreciation of the support and backing given him by the membership during his two

Joe Aliamus Hero Again



JOE ALIAMUS

Last year your UTILITY REPORTER paid tribute to Brother Joe Aliamus, Gas Serviceman in San Mateo, for his unbelievable feats in first aid and life saving. Well, Joe has done it again!

He now has over 50 life saving acts accredited to him.

Last April 18th, Joe received a call for help from a neighbor and upon arrival at the scene, the patient had no heart action, no pulse, the skin was in a darkening condition, and was apparently dead.

Joe immediately started to administer artificial respiration and after working for some time he called in the Fire Dept. with a pulmotor and a doctor who were able to revive the patient.

If it had not been for Brother Aliamus' prompt and efficient application of his knowledge of first aid, the Fire Dept. and doctor would have arrived too late to save the patient.

Joe's main goal in life is to teach first aid to as many people as possible and at every opportunity you can find him talking to some group on first aid techniques. His latest mission is making everyone aware of the danger of plastic bags which have been the cause of an alarming number of children's deaths.

Brother Joe Aliamus, again we salute you for your untiring and unselfish devotion to your fellow man.

Attend Union Meetings



Meany, Haggerty Warn: Electing Demos Not Enough

When C. J. Haggerty, secretary of the California Labor Federation, criticized Governor Brown and Democrats in the state legislature for failing to live up to their promises, he was reflecting an important national development in labor's political thinking.

Haggerty told the Upholsterer's Convention in San Francisco: "We have found a platform is something to run on, but not to stand on."

"We got lots of Democrats elected to the Legislature," Haggerty said. "We had the right to expect legislation that would be of benefit to the people of California. But not one major piece of legislation has reached the Governor's desk." (Well, maybe one—FEPC—and the record may be somewhat improved by press time, but that doesn't alter his point... Ed.)

Haggerty concluded: "Well, governors come and governors go; politicians come and politicians go, but the labor movement must go on."

Only a few days earlier AFL-CIO president George Meany had told the Hatters Convention in New York: "We are supposed to have elected a good many friends and been successful in defeating those who would have

foisted 'right-to-work' laws on us. Well, maybe we didn't do as well as we thought. Maybe we have got to take another look.

"If we feel this calls for more (political) activity, I am sure the trade union movement is ready to deliver. I am confident that, to whatever extent we are forced to defend ourselves... in the political arena, to that extent we will go into politics."

Although the Congressional record is almost uniformly poor so far (with the exception of railroad retirement improvements), Meany was particularly incensed at those Democrats who, joined in the 90-1 Senate vote, which, in the AFL-CIO view, changed the Kennedy-Ervin bill from an anti-corruption measure to an anti-union measure. (Meany told a House labor subcommittee, "We want to get at the crooks. We assure that's what Congress wants to do. We respectfully suggest that we get on with the job.") The so-called bill of rights amendments have nothing to do with corruption he testified.)

But if the Democrats elected with labor's help have teamed with the GOP to turn an anti-corruption bill into an anti-labor bill, if, they have failed on civil rights, and national health in-



surance for old folk, if they have delayed on housing and aid to education, this does not mean the AFL-CIO will not continue to look to Democrats in the future for a bold attack on social problems. It does not mean they are ready to start a labor party.

According to Victor Riesel, who writes what sounds for once to be a straight account of a top-level discussion on this problem, Alex Rose, president of the Hatters, proposed such a break-away. But the 35 top labor chiefs meeting in Washington May 20

decided this was impractical now. They determined, instead, to work harder in the precincts, and harder in the primaries, to elect—not just Democrats—but friendly Democrats. This is particularly true in the South which keeps re-electing the same old reactionary Dixiecrats to dominate Congress of the whole United States.

Clearly, some individual Republicans will, by their actions, continue to win labor support, as they have in California on occasion.

George Meany is reported to have said in the May 20 meeting that he is not a Democrat but an independent—but that labor has to work through some party—and that obviously the chances are better through the Democratic Party. Can anyone picture the Republican Party as an organization defending and crusading for needed social legislation?

Just the same, any Democratic politicians who can't picture themselves doing the same had better look to their own primaries, especially now, in California, where crossfiling has been abolished. Labor's mighty tired of the states big landowners calling the tune in Sacramento.

Workmen's Compensation Vastly Improved

Legislature Passes Bill

The California Legislature, this Monday, sent to Governor Brown the first major piece of social insurance legislation to be enacted by the 1959 session.

AB 1015, authored by Assemblyman Robert W. Crown (D-Alameda Co.) was passed by the Senate without opposition. It was steered through the upper house by Senator Edwin J. Regan (D-Shasta and Trinity Co.)

The bill contains far-reaching improvements in California's workmen's compensation program which will increase benefits for injured workers by over 16 million dollars a year. Having already been approved by the Assembly, the bill goes directly to the Governor for signature.

C. J. Haggerty, secretary-treasurer of the California Labor Federation, AFL-CIO, commended the legislature for its action in enacting "the most substantial improvements in workmen's compensation in my fifteen years as legislative representative of organized labor in the state."

The State AFL-CIO head added: "The workers of this state, I am sure, are appreciative of the action of the legislators and also of the support extended by the Governor during the process of consideration of AB 1015."

Benefit Provisions

Within the present wage-loss formula in California's workmen's compensation law, AB 1015 increases the maximum weekly benefit for temporary disabilities from \$50 to \$65, and the maximum for permanent disabilities from \$40 to \$52.50 a week.

In the case of both temporary and permanent disability the minimum benefit amount is increased from \$15 to \$20 a week.

These new benefit amounts will permit a large majority of injured workers to receive indemnity benefits in accordance with the principles of compensation which have been in the workmen's compensation law

for better than forty years. At the present time, the artificially low ceilings on earnings which may be counted in computing the benefit of an injured worker has the effect of restricting the application of the 65 per cent wage-loss compensation principle in the law to about 35 per cent of injured workers.

AB 1015 would extend the application to close to 70 per cent of injured workers.

Death Benefits

Death benefits, payable at the temporary disability benefit amount, are also increased substantially by the liberalization measure on the Governor's desk.

A totally dependent wife with children will receive a death benefit of \$20,500 instead of the present \$15,000. In the case of a totally dependent spouse without dependents, the death benefit increase is from \$12,000 to \$17,500. The maximum for partial dependency in the case of death is raised from \$12,000 to \$15,000.

The effect of these improvements in death benefit payments will be given to wife of a fatally injured worker with children, for example, up to \$65 a week for approximately six years. Under present law such a surviving spouse of a fatally injured worker can receive only

Other Provisions

AB 1015 contains many additional improvements in California's workmen's compensation program.

For the first time in many years improvements are made in the provisions for medical care. Where an injured worker requests a change in physician, AB 1015 gives the employer fourteen days to nominate three additional doctors from which a worker may choose another doctor. If the employer does not advance this choice within the new time limit, the injured worker would be given free choice of doctor at the expense of the employer. In any event, in a serious case, an injured employee is given the right to select his own consulting physician at the expense of the employer.

And Still More

1) Eliminate the present waiting period when the industrial injury requires hospitalization.

2) Increase the ceiling for separate recovery of benefits in serious and wilful misconduct cases from \$3750 to \$7500, and provides for the awarding of costs and expenses not to exceed \$250.

3) Provide substantial increases in the life payments to permanently disabled workers with disabilities of 70 per cent or more. The level of wage loss compensation is increased from 10 per cent to 15 per cent for a 70 per cent permanent disability; from 20 per cent to 30 per cent for an 80 per cent disability; from 30 per cent to 45 per cent for a 90 per cent disability; and from 40 per cent to 60 per cent for a 100 per cent disability.

4) Boost the burial benefit

from \$400 to \$600.

5) Provide that where a petition to reduce a permanent disability award which has become final is denied, the IAC may order the petitioner to pay the injured workman for all costs incurred with respect to x-ray, laboratory services, medical reports, and medical testimony, in connection with the proceeding to reduce the injured worker's award.

6) Provide for reimbursement to an injured employee of expenses reasonably, actually, and necessarily incurred for medical testimony to prove a loss in total benefits.

Water Unlimited . . .

The \$1.75 billion water bond bill, SB 1106 (Burns, D-Fresno) passed the legislature without any protections against "unjust enrichment" of individuals and companies holding thousands of acres of now waterless land in the southern San Joaquin Valley.

A final effort to amend the bill to include such protections was made by Assemblyman Lloyd W. Lowrey (D-Rumsey) when the bill was being considered on the floor of the assembly:

" . . . contracts for the sale, delivery or use of water for agricultural use shall contain provisions limiting the use of water to farm units of sufficient acreage for the support of an average sized family at a suitable living level, which units shall be established by the department, having in mind the character of soil, topography, location with respect to the irrigation system, and such other relevant factors as, in the judgment of the department (of Water Resources), enter into the determination of the area and boundaries thereof."

"This represented an attempt to avoid the rigidity of the federal government's 160-acre limitation on the size of farms receiving reclamation project water but still to provide a policy and procedure for avoiding "unjust enrichment" and for protecting the family-size farm. The amendment lost 25-49.

Those who voted for the

contested claim, in addition to x-rays, laboratory fees, and medical reports; provides also that an injured employee shall be given reasonable expenses for transportation, meals, lodging, together with one day of lost wages, when requested to submit to a physical examination.

7) Provide that an injured individual shall have five years to receive the maximum of 240 weeks of temporary disability compensation, thereby permitting small breaks in the continuation of payment without any medical testimony to prove a loss in total benefits.

amendment were, with the addition of a few stout-hearted liberals deeply concerned with this specific issue, the same conservatives who voted for all of the amendments, hoping that by amending the bill they could kill it. It was the same group that voted "no" when the final vote on SB 1106 was taken.

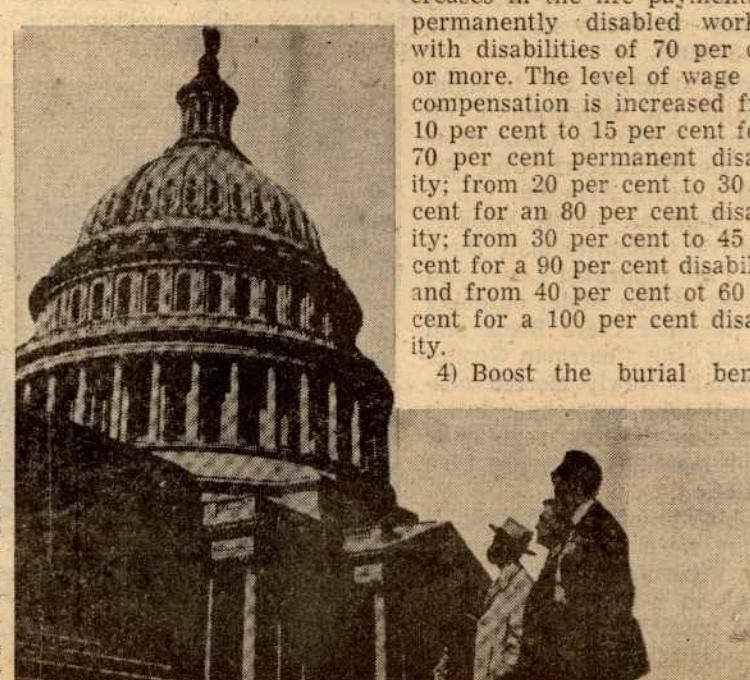
This doesn't prove anything, except that politics makes strange bedfellows.

The bond issue now will go on the ballot for November, 1960. Governor Brown, while the bill was being considered, promised that the problem of keeping the water project from becoming a multi-million dollar give-away to the great landowners would be considered "later."

Politically, some legislation covering this problem is essential; it is doubtful whether the bond issue can win the necessary "yes" votes next year without it. The people would hardly saddle themselves with a gigantic debt burden for the benefit of a few land barons.

Because next year's regular session of the legislature will be confined to budget matters, watch for the Governor to call a special session to include the water issue.

Senator Estes Kefauver produced figures for Congress showing that United States steel's rate of profit has about doubled since 1954. Yet the steel industry blames wages for inflation!



Organizing in the Dark of the Morning

In the darkness before dawn farm workers look forward to a day when the rising sun will mean more to them than sweat . . . when they will emerge from the darkness and disease and hunger of their exploited lives to share the dignity of union membership. . . . For now the whole AFL-CIO is behind a drive to organize them. . . . Valley unionists, a few earnest ones who have seen the starved look of jobless migrants competing for work, have volunteered to help tell the farm workers about unions. . . . And among them there is the shadow was Kay Black, news editor of the Valley Union. This is her account:

By KAY BLACK

At 3:30 a.m. the streets of Stockton are peaceful and serene. They look made for poets walking and cats seeking companionship and lovers taking it easy on the way home.

But stroll a few blocks west from the center of town, to the vicinity of the Farm Labor Office, and there you will find a regiment of early risers—the anxious, job-hungry Waiting Men who cheat sleep rather than miss one chance at the day's offerings when the squeaking busses of the labor contractors begin arriving.

The crowd under the mustard street lights, fogged with old peat dust, is not belligerent, not fretful or antagonistic. It has a quality of resignation, but also a quality of hope and anticipation and even liveliness in the knots of young men who laugh and spin on their heels and joke in the cold dark.

With Delmer and Norman Smith, chairman of the Ag. Workers Organizing Committee, I went among them in old jeans, unnoticed. Presently we came on Raul, talking earnestly in Spanish to an elderly gentleman who listened without expression, then broke into eager response, much gesticulation and head-nodding. As Raul spotted us and moved on the elderly man called in Spanish to three or four of the men leading against the building and began explaining to them.

We were there to meet the reporter and the photographer from the San Francisco paper who wanted to do a story on the first steps to a decent life for these forgotten people of one of the most prosperous areas of prosperous America.

Before they came the contractors' busses had begun to slide up. They parked along the side streets, or sometimes double-parked, the contractors opened the door, got out and began to call their offerings:

"Need forty today! Forty to work in the beets. Eighty-five cents an hour." "Can use 60 cherry pickers. Loaded trees. Dollar a bucket." "Boysenberry pickers wanted at this bus. Very easy work." "Cherries! Cherries! Get you a partner and pick cherries for \$1.25 a bucket!"

Some busses filled up fast. Some gathered in a few and the contractor made an extra effort by walking through the crowd and calling his wares. One seized me by the arm and looked

sharply in my face: "Where you from?" "Stanislaus." "Oh, well, ever done any hoeing?" "Yep." "Better come down with me today. Nothing to it. No weeds at all in that field—just carry the hoe up 'n down the rows and collect 85 cents an hour."

Delmer gave an experienced snicker when I told him about this. "You notice he hasn't got many," he said, "The word gets around—but it's a killer of a job."

By five o'clock the sky was graying and the seedy street was showing its neglected face. The Delta breeze came up sharp and chill and the lightly-dressed ones huddled against the buildings while a very few dashed in and out of a tiny cafe with paper cups of hot coffee splashing in their haste.

The Labor Office was open by this time. Now and again a brassy loudspeaker repeated a request we had already from some prowling contractor: "Cherries for \$1.25 a bucket. Need 50 cherry-pickers at this good rate."

"Uh, huh," said Delmer, "Trees probably big, scrawny, with few cherries and you got to move the ladder all day long."

There were women in the crowd now, I noticed, and a silent, serious cripple or two. An old man, with purple, quivering lips said earnestly to a much younger one leaning on a bus: "I'm a good cherry picker. Just get me the right partner for the ladder. I go fast on the low ones, and I can carry. You got a partner today?"

Delmer was busy "organizing." I sidled up and listened "... no other way I can see for things to get any better," he was saying. "Been following the crops all my life. Where did we get? Just the right to have the minimum wage turned down, no insurance, and no decent treatment." The two fellows in old Army pants and tattered jackets to whom he spoke both nodded.

"We're floaters," said one. "How're you gonna manage for us?"

"You could have a traveling card. Turn it in at a local office when you hit a town. Pick it up when you left."

"I'll buy that," said the other one. "How much and where do we get it?"

Delmer told them. We moved on to another knot of sober looking workers. Delmer began the story. The ones dubious or not

interested moved away, one or two ran out as some job was called that sounded good. Always a few stayed and listened and asked how to get to 805 E. Weber.

The spirit came over me, too, and when Delmer climbed on the bumper of a loaded truck, board seats down its sides and boxes in middle full, I climbed up, too. We picked a couple of intelligent looking dark young fellows and began the story. One leaned back, out, asked all the questions.

The driver tooted. The bus began to move. The young guy leaned farther as we jumped off. "Where did you say to go?" he called. "I'll get me some friends today and we'll get in to that place. That Union is for us, for sure!"

Norman Smith came over to us and said, "I think it's about time for breakfast." The young reporter and photographer were behind him.

Delmer and I looked at each other, and around. The crowd had thinned down to a mere trickle even though there were some busses still not full. Those left looked at us, not unkindly, and in the gray light some even



HUB OF THE ORGANIZING activities is the refurbished old Labor Temple in Stockton. Here Norman Smith, chairman of the Agricultural Workers Organizing Committee (seated) is recruiting, training field stewards, establishing procedures for traveling cards, planning more offices in key farm areas. Smith helped to organize the auto industry. Ernesto Galarza (standing) has almost single-handedly defended California farm workers for ten years, but without money or manpower for effective organizing. He is Sec. Treas. of the Agricultural Workers Union.

smiled a little. It was a great So we all looked at each other crowd, a really courageous regiment, and agreed on breakfast, not really considering our own good fortune. And all at once the sun came up over Stockton and it was the beginning of another hot June day.

Brown Announces Reform Of State Farm Labor Policies

The state's farm labor placement service, long under labor attack, is about to undergo reform. Governor Edmund G. Brown has announced a 10-point program developed by the State Dept. of Employment at the Governor's request. Its aim is "to improve the Farm Placement Service both to agricultural employers and to domestic farm workers," and its result is expected to be a reduction in the number of Mexican Nationals doing farm work.

Carr said the hours will vary with demand. He said the department maintains 25 regular placement offices and 28 temporary offices on a seasonal basis. The latter will be manned with two persons instead of one as at present, he said.)

2. Careful field work will be done to see that the "prevailing wage" represents a level which will attract and retain domestic workers.

3. Grower associations will be required to keep domestic workers continuously employed as a condition of permission to use foreign workers as a supplemental labor source.

4. We will certify the use of foreign nationals only when necessary to supplement the domestic worker supply, and will guard carefully against any tendency toward "adverse effects" on domestic workers, or for the crop-area to become dominated by foreign nationals.

5. We will insist on "gate hire" and "day haul" of domestic workers whenever practical.

("Gate hire" means employment of the worker at the farm or growers' association, rather than sending him to the service officer for placement. "Day haul" means transportation of

Farm Wages

The average annual wage of farm workers in 1957 was only \$892. Tax-supported relief kept them alive because legislatures refuse to require decent minimum wages.

A democratic union requires an active membership. Attend meetings . . . take part in your union.

LONG BEFORE SUNRISE workers "shape up" to scramble for jobs. Contractors will tell them what work is available in the fields that day. There are limits, though, on what a man will do for 85¢ an hour.

Sister Locals Push Trinity Partnership

In response to requests for assistance on asking the U.S. Senate Appropriations Committee to deny spending the money of the Nation's taxpayers for Federal development of the power facilities on the Trinity River Project, a large number of sister IBEW Local Unions really came through.

Dozens of telegrams poured into Washington, D.C. from over the country. Some wires preceded Business Manager Ronald T. Weakley's appearance and testimony on June 19, 1959 before the Public Works Sub-committee on Appropriations of the U.S. Senate wherein he delivered a strong protest against Federal power development on the Trinity.

The full Senate Appropriations Committee, headed by Senator Carl Hayden (Dem.-Arizona), was given copies of Weakley's testimony which is in the Congressional Record, along with some questions and answers on the testimony. The Committee had not yet acted at press time.

While space does not permit a complete list of Locals which sent wires, support was assured from representatives of the workers in the major utilities over the nation.

A sampling of response follows:

"Hon. Richard B. Russell
Senate Office Building
Washington, D.C.

"We believe the best interests of the nation and the working people would be to allow the Trinity River Project to be developed by private interests. This matter is before your committee and your support to this end will be appreciated.

"Arnold G. Kennedy,
Business Manager
Electrical Workers Union
Local 84
Atlanta, Georgia."

June 18, 1959
"U.S. Senate Sub-Committee
on Appropriations
Federal Power Development
Care of—
Senator Spessard L. Holland
Washington, D.C.

"Eleven I.B.E.W. Locals on property of Florida Power & Light Company representing approximately 3000 members request that your committee deny appropriations for Trinity Power Project and give our representatives an opportunity to show how much better this project can benefit our country by allowing private enterprise to develop such projects. Ronald Weakley, Business Manager, I.B.E.W., on property of Pacific Electric & Gas Company has asked to appear and will express our views.

"A. A. Moore,
Business Manager
System Council, IBEW
1671 N.W. 16th Terrace
Miami, Florida."

June 22, 1959
"Mr. R. T. Weakley, Bus. Mgr.
L. U. 1245, I.B.E.W.
1918 Grove Street
Oakland 12, Calif.

"Dear Sir and Brother:
"Received a call from one of your business representatives, Mr. Walters, on Wed., June 17, regarding the Trinity River Development as well as your having left for Washington to testify before the Public Affairs Sub-committee of the Senate. Please be advised that immediately upon receiving Mr. Walters' call I immediately sent telegrams to all members of the Sub-committee as well as our own two senators as per enclosure.

"On Thurs. morning, June 18, I had already received a reply from Senator Young.
"I might say further on that same day I talked personally with the business managers of

Locals 23, 949, 953 and 1426, and they took similar action. I talked to the Assistant Business Manager of Local 31 but don't know whether they sent telegrams. I hope you were successful in your effort and that the offer of the private utilities will be given every consideration. I would greatly appreciate further information on the Trinity River Development so that I may complete this file.

"I know what you are up against as this local union was very active on the Missouri River Development.

"Fraternally yours,
LOCAL UNION 160, I.B.E.W.
"By: /s/ Harry
Harry E. Leonard, Bus. Mgr."
(Minneapolis 14, Minn.)

June 17, 1959

(Enclosures)
"Senator Hayden, Chairman
Public Works Sub-committee
of the Senate
Washington, D.C.

"(Same to Senators Ellender,
Russell, Mundt, Young, Holland,
McClelland, Dvorak)

"Local Union 160, I.B.E.W. representing 2000 utility employees objecting consideration public power development Trinity Project until Congress considers private power proposal.

"Henry E. Leonard, Bus. Mgr.
L.U. 160, I.B.E.W.

"Hubert H. Humphrey
140 Senate Office Bldg.
Washington, D.C.

"Eugene J. McCarthy
Senate Office Bldg.
Washington, D.C.

"Local Union 160, I.B.E.W. requests use your influence against consideration public power Trinity Project California until Congress considers private power proposal.

"Harry E. Leonard, Bus. Mgr.
L.U. 160, I.B.E.W."

PG&E Asks Okay Of A-Power Plant

Pacific Gas and Electric Company has asked approval of the California Public Utilities Commission to build Humboldt Bay Atomic Power Plant near Eureka, announced in February 1958.

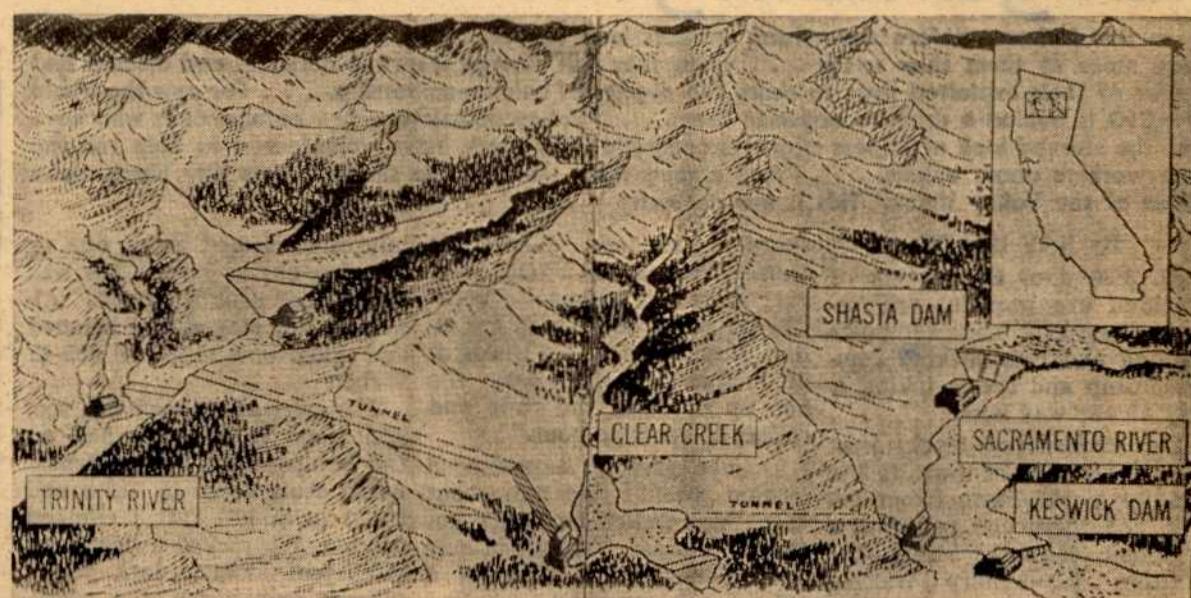
This is the plant which PG&E believes will break the economic barrier to everyday public use of atomic-electric power. With the second core of uranium fuel, probably to be installed in 1965, the Humboldt Bay A-Plant is expected to generate electricity at a cost equal to the cost of electricity produced in the Company's new oil and gas-fueled steam plant near Eureka.

PG&E President N. R. Sutherland has announced that the plant will be financed entirely by the Company. As with the Vallecitos Atomic Power Plant near Pleasanton, Humboldt Bay plant will be built without subsidies of any kind.

The application sets the plant's capacity at 50,000 kilowatts. It will be operated at that level initially, but is designed to produce power at substantially higher capacities later.

Earlier this month PG&E filed an application with the Atomic Energy Commission for permission to build the plant. Construction work is scheduled to begin at Humboldt Bay next spring.

The station will require two years to build. Bechtel Corporation is the general contractor and General Electric will manufacture the boiling water reactor and electrical equipment.



Local 1245 Executive Board Backs 160-Acre Limit on Water

At its June 6, 1959, regular meeting, the Executive Board developed and passed a resolution supporting the 160 Acre Limitation clause which has, for a number of these "liberal" many years, been a basic principle of giving California's water to a "favored few."

Strangely enough, while preaching liberal Democratic objectives, the Board finds that

comes to giving California's water to a "favored few."

This "favored few" are the same people who led the fight against Labor in California on Proposition 18, Fair Employment Practices, Minimum Wage and worked in cahoots with the public power lobby against the right to collective bargaining in public power agencies.

The whole story of the control of certain legislators by the big corporate farms of California will be unfolded in future issues of this paper.

C. J. Haggerty, secretary-treasurer of the California Labor Federation has sounded the battle call to organize the pitiful agricultural workers and to nail to the wall, the "liberals" who duck the fundamental issue of the 160 Acre Limitation.

The officers of this union call upon the membership of Local 1245 to learn the issues involved in the powerful attempt to control California's great agricultural potential through eliminating the small farmer and exploiting the poor farm worker with the "liquid gold" of California handed to them by certain politicians.

The resolution adopted by the Executive Board follows:

Whereas, the 160 Acre Limitation is a fundamental principle in the reclamation laws and policies of the United States Government, and

Whereas, this principle is a safeguard for the fair distribution of water resources, and

Whereas, continued legislative attempts to modify or eliminate the acreage limitation through exemptions on Federal projects must be opposed in order to protect small landowners, and

Whereas, California's water resources must be protected through the 160 Acre Limitation in order to protect small landowners, therefore be it

Resolved, that Local Union 1245, I. B. E. W., AFL-CIO, go on record in full support of the 160 Acre Limitation being applied to all Federal water projects and all California State water projects, and be it further

Resolved, that any legislation on such proposed water projects which exempts the acreage limitation provisions shall be vigorously opposed by this organization, and be it further

Resolved, that all proper means shall be employed in order to implement this resolution through seeking necessary assistance from public officials, labor and other organizations

(For further details on this great issue, see the center pages of the Utility Reporter.)

Patronize Union Stores



Family Features



WALKING TOGETHER
Religion and Labor
Walking Together

By Clair M. Cook

Executive Director, Religion and Labor Foundation

A few years ago, when as a machinist I became one of the unemployed in a time of layoffs, I wrote an article entitled "On Becoming a Statistic." Since then I have been keenly aware that if there are 3,000,001 unemployed, the "one" at the end, and all others, are people, not just figures. I sometimes wonder whether economists always grasp, or recall, that simple fact.

Perhaps I just don't understand what they are saying too well. But the truth is. I am really jolted by some of the replies of 615 economists from 150 universities the country over to a questionnaire sent them by the Joint Economic Committee. It looks to me as though too many of them are willing to treat people only as statistics, putting their fear of rising prices ahead of their fear of unemployment.

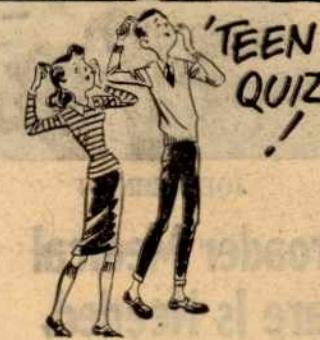
First, while the majority thought we could have both a "relatively high" price stability and "relatively high" employment, more than a quarter said it can't be done even in the long run. In other words, you've put up with either some inflation or some unemployment. But what really worries me is the answer of the three-quarters, who were asked in the next question to say what level of unemployment they would be ready to accept, if necessary, for satisfactory price stability.

Fifty-eight percent of those answering were willing to accept five percent or more unemployment, if necessary, in return for stable prices. To translate into the actual situation, 278 economists out of 465 said they were willing to have as many people out of work as March and April showed or more, if only we can hold the line on prices. And 22 of them would accept ten percent or more unemployed! As to whether price stability or maximum employment should be given the greater long-run emphasis, a fourth of those answering put prices above unemployment as their prior concern.

How much influence this kind of thinking has on the administration's economic policies I do not know. But certainly the questionnaire was issued for the guidance of the Joint Economic Committee, whose point of view is very powerful in forming policies.

Unquestionably inflation—which two-thirds of the economists would accept as tolerable if it is under three percent a year—can be a very serious matter. If necessary, direct controls are favored by two-thirds of these men, but it is equally significant that the others said "no" to having stand by controls. 93 percent of those in favor would have consumer credit controls, but less than 48 percent want business investment controlled, with price and wage controls favored by even fewer.

Maybe they are right on



DO YOU KNOW THAT—

The American Public Health Assn., convening in San Francisco, called for an intense educational program against cigarette smoking, particularly among young persons. It accepted a report that smoking is a major cause of lung cancer.

Demand Union Label Goods and Services

Live a Little Longer Do You Know Yourself?

By DR. WILLIAM A. SAWYER
IAM Medical Consultant

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We are said to have good mental health when we are able to get along well with each other. Being able to take life in stride, in spite of rough going, and to carry on in good spirit, is a sign of sound adjustment to life. If we possess good will and kindness towards others—our families, our neighbors and work associates—we are mentally well adjusted.

Recently I attended a conference on mental health of people in industry. This was a group of some 60 doctors and business men who were having a look at the relationships of workers and their supervisors. Several of the doctors were experts on mental problems.

Many questions were asked. Why are so many workers unhappy and discontented with their jobs? How can they be helped to understand themselves? How convince management that something should be done to help supervisors better understand what makes the average man tick? What harm is done by continuing to work for a boss who doesn't understand us?

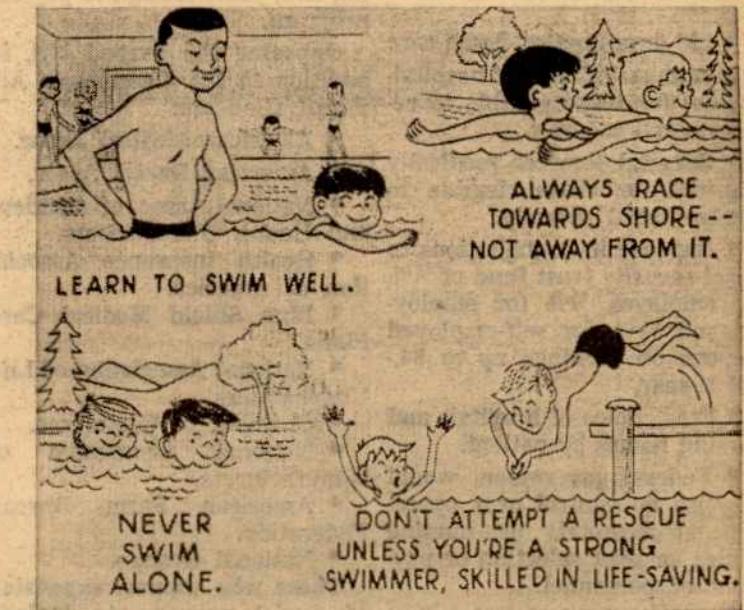
What can be done to help people adjust happily to authority? What are the early signs of unsatisfactory mental health on the job? Should foremen know something about giving emotional first-aid? How can we understand ourselves better and where lies the responsibility? These and many more phases of mental health were discussed.

In all of this we were told again and again that if we are to understand the other fellow, we must first know ourselves. Mental health problems affect all of us one way or another. Awareness of it can be incorporated into our thinking and our behavior so that we have increasing understanding of the other's point of view.

Most of us have our own worries and problems. If we take a look at the people near us we realize we don't really know the kind of families they come from, the neighborhoods they grew up in, their start in life as children, the kinds of homes they have, how they get along with their families, their dreams and ambitions. They are quite different in many respects, yet they have common interests and goals.

Sometimes at work a fellow brings his troubles from home to the job. He is really the same man in both places. It's hard to forget about his misunderstanding with his wife, or to stop worrying about a sick child. Sometimes a change in work takes place, there's a misunderstanding about it; sometimes—well, all kinds of things happen that bother people.

To understand all these things means, as I've said before, that we must start with ourselves. When we understand our own worries and hostilities, our temper flare-ups, our highs and lows, then we can much better adjust to the strange behavior of others. It also helps us to know where we fit into our groups, and how we can improve our relationships with others. We need to understand living and working together.



Hey Kids! School is Out Swimming is In — Play Safe

Swimming is man's oldest, most natural sport. But don't let familiarity blind you to basic safety rules. Learn to swim from a competent teacher and take refresher courses. Make sure a life guard (or an expert swimmer) is present—and never swim alone. If you race—do it toward shore, never away. Rest after exertion to avoid cramps . . . obey signs . . . check on water depth in a strange locale . . . don't show off. Remember water safety begins with YOU.

SOUP TO NONSENSE

Be Popular, Hate Yourself

By Jane Goodsell

For a long time I couldn't figure out why I wasn't a success socially. I was cheerful, polite and a good listener, but nobody paid any attention to me.

I wandered disconsolately around the edges of parties, trying to smile and wishing somebody would speak to me.

I changed my deodorant and my mouthwash and, when that didn't do any good, I almost gave up. But I didn't give up, and you mustn't either—all the rest of you who feel lonely, rejected and unpopular.

Instead, I straightened my shoulders, opened my eyes and looked around me. Gradually I began to realize what was wrong.

I was retarded. I was immature. I was trying to be polite and a good sport.

It's no wonder nobody was interested in me. I simply had nothing to offer. Well, I've changed all that, and now I think I can truthfully say that I'm as nasty, neurotic and interesting as the next person.

My first step toward rehabilitating my personality was to change my handwriting. I hate to admit it, but I used to have a signature that any 7-year-old could decipher without difficulty. But now, thank heavens, I have developed a scrawl that nobody can read.

My next move was to break myself of the childish habit of answering "Fine" when people asked me how I was. Instead, I told them that I felt ghastly or fiendish or terribly depressed.

I acquired a couple of basic, black neuroses and several fancy little phobias. I recoiled at fluorescent lights, and explained that they made me nervous because of something that happened to me when I was 5 years old.

I gave a lot of thought to my guests, too. Back in my old, naive days I invited people whom I thought would like each other and have congenial interests.

Now I know that the way to liven up a party is to invite a few people who hate each other's guts. There are infinite possibilities—divorced couples, political rivals, litigants in a lawsuit, two women who have the same dress.

The development of a fascinating personality really isn't difficult at all, once you get the hang of it. Of course, you may not like yourself very well. But, after all, you can't have everything.

And you do want to be popular, don't you? Well, don't you?

Buy Union—Be Union!



UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Forand Bill Would Assure Old Folks of Medical Safety

The Forand Bill, H.R. 4700, backed by AFL-CIO provides:

- 60 days hospitalization in 12-month period for those eligible to receive social security benefits.

- 120 days nursing home care (less number of days of hospitalization) for those eligible to receive social security.

- Surgical services medically required for those eligible to receive social security.

- Increase in contributions to social security trust fund of 1/4% for employees, 1/4% for employers and 3/8% for self-employed persons on earnings up to \$4,300 a year.

- Free choice of hospitals and nursing homes by patient.

- Federal government would exercise no control over operation of hospitals or nursing homes, or over selection or payment of personnel.

It is estimated that for first year of operation cost of hospital benefits would be \$905 million, cost of skilled nursing benefits "negligible," and cost of

surgical benefits \$80 million.

It is estimated also that increase in contribution rates would bring into social security trust fund about \$1 billion during first year, enough to pay for program.

Opposing the Forand bill, in addition to the Eisenhower Administration are:

- American Medical Assoc.
- American Dental Assoc.
- National Assoc. of Accident and Health Underwriters.
- Health Insurance Association of America.
- Blue Shield Medical Care Plans.

- National Association of Life Underwriters.

- Chamber of Commerce.
- National Association of Manufacturers.

- American Farm Bureau Federation.
- National Grange.

Those who support expansion of Social security to include medical care as proposed by Forand, are:

- AFL-CIO.
- American Nurses' Assoc.
- National Consumers League.
- Group Health Federation.
- National Farmers Union.
- American Public Welfare Association.

- National Association of Social Workers.
- Local 1245, I.B.E.W.

Sierra Gains

(Continued from Page 1)

stated mileage rate.

Add statement of classifications considered Shift, Service, Operations Center, and Resident employees.

Establish Emergency Relief Operator classification with attendant working conditions.

Define criteria used in determining work in inclement weather.

Changed language to provide that regular days off and other overtime penalties will be paid in addition to 2-day penalty for change of hours in connection with ice fighting and removal of 14-day "free time" for rescheduling on return to regular schedule.

Guarantee of 8 paid holidays. Company Safety Rules to be furnished to Union.

Safety Inspection Reports to be furnished to Union's Safety Committee.

Establish Joint Safety meetings between Union and Company.

Revision of Seniority provisions to provide different types of seniority, method of job awards, etc.

Establish promotional lines of progression and job definitions.

Enabling clause for negotiations on reduction of work force caused by adoption of new technologies, revisions of operational procedures, etc.

Provide clearly that Company shall provide meals on emergency work and for disruption of regular meal practices.

Revised entire Grievance Procedure, provided method for selection of an Arbitrator, and established maximum time limit on retroactive award.

Included present Pension Plan as part of this Agreement.

Refinement of language in many sections of the Agreement was made for clarification purposes.

Early Bird Safer

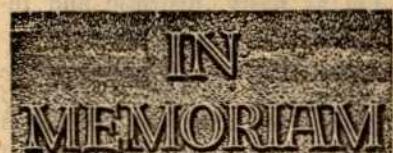
Start your vacation trip early in the morning so you can also stop early. It is a good rule to drive not more than seven hours a day. Longer driving stints are dangerous.

NLRB Chairman Blasts Anti-Union Employers

Boyd Leedom, NLRB Chairman, addressing the Florida Bar Association in Miami Beach which has been the center of bitter labor-management disputes, sternly criticized employers who are fighting union organization.

He declared: "I am truly distressed with the picture I see. While it is the official position of management to support the concept of collective bargaining by employees, great segments of employers, as evidenced by case after case coming before us involving union elections in the business and industrial plants of the country, take every legal step possible — and many employers overreach legality — to thwart their employees' efforts to organize even when the union involved is a respectable, decent union."

"I am troubled by the philosophy still present among some employers, in this state as well as others, of avoiding dealing with a union even at the expense of going out of business."



Daniel M. Clark, Oleum power plant, initiated in Local 1245 on June 6, 1950, passed away on May 24, 1959.

John Howe, Gen. Constr. Dept., initiated in Local 1245 on Jan. 1, 1948, died on May 29, 1959.

Frank Barnardi, Stores Division, initiated in Local 1245 on Aug. 1, 1956, passed away on April 25, 1959.

Vernon R. Prentiss, Sacramento Division, initiated in Local 1245 on July 14, 1952, died in March, 1959.

Charles W. Tessier, Stockton Division, initiated in Local 1245, on Feb. 1, 1947, passed away on March 12, 1959.



JOE KEENAN

Broader Medical Care Is Needed, Keenan Asserts

The government must "assume a greater responsibility in the field of medical care," Secretary Joseph D. Keenan of the International Brotherhood of Electrical Workers declared recently in Chicago.

Keenan, an AFL-CIO vice president, spoke at the fourth annual AFL-CIO National Conference on Community Services. He is a member of the federation's Community Services Committee.

Keenan said the volunteer medical groups have not provided the comprehensive medical care the nation needs.

"We all recognize that in our society the voluntary agency must be given the initial opportunity to meet a specific need," he declared. "But when this fails, let's not play the same record over and over."

'DESPERATE NECESSITY'

Keenan cited the "desperate necessity for extension of medical care programs to include mental health, dental care and optical care" and in meeting this need for comprehensive treatment, "there should be a partnership in responsibility between the voluntary and governmental agency," he urged.

The Forand Bill will help. Write your Congressmen and Senators.

AB 570 Dumped

(Continued from Page 1)
icy committee on local government.

The Senate Finance Committee is supposed to concern itself only with financial aspects of policy bills.

A. Allen Post, Legislative Analyst, pointed out that only minimal expenditures were involved in AB 570, ranging from 0 to \$3000.

As originally introduced by Assemblyman George E. Brown, AB 570 would have extended collective bargaining rights to employees of all public utility districts and publicly owned water and electric utilities. In the Assembly its application was confined to utility districts and passed by the narrow margin of 41 to 30.

In Senate Local Government the bill was further amended to confine its application exclusively to utility districts engaged in the production and distribution of electric power for sale to ultimate consumers.

Final defeat in Senate Finance was viewed by observers as a complete abandonment of a State Democratic platform plank which calls for the extension of organizational and bargaining rights to public employees.

Senator Hugh Burns (Dem. Fresno) is chairman of the Senate Finance Comm. Remember him!

Supervisory Force Grows As High Cost Is Ignored

The high cost of supervision is certainly a factor in the high cost of living, and one that management and the press conveniently overlook.

A recent study made by Princeton University shows that the ratio of bosses to workers is higher than ever and that it seems to be headed higher still.

The study looked at 50 companies. More than two-thirds reported increases in the number of management as compared with workers.

The average increases in bosses was 32 percent in the companies studied. The study also showed that productivity went up sharply in companies where production workers decreased in proportion to supervision and white collar workers.

Part of the rise in supervision and management numbers was found due to empire building. A far more significant reason was that fewer production workers are required to turn out an ever increasing product.

Government reports show that the number of production workers in manufacturing industry increased only one percent between 1947 and 1957. During this same period, the number of supervisory, technical, professional, white collar and other non-production workers increased 55 percent.

Last year, during the recession, about half of all management employees received raises. This, plus the expansion of the supervisory and other non-production force, is charged to costs as much as any production worker wage. In view of this altered composition of the work force, the total production worker wage bill has not risen significantly—if at all—in at least two years.

It might be well profitable for our former economists who are so worried about production wages to look at the costs of management. Certainly, in view of today's work force composition, these costs are becoming increasingly important.

The Princeton study cited several examples of what is happening in industry. It reported that when a galvanizing firm shifted from the "batch" process to the continuous galvanizing method between 1951 and 1957, the work force represented by executives increased 37.8 percent while the production worker force declined 16.3 percent. At the same time, the study said, output per employee rose almost four times.

This trend is accelerating due to increased stress on automation and other plant modernization. A recent WALL STREET JOURNAL report covering nearly 200 manufacturers, utilities and railroads indicated a stepped up pace of business spending.

While some of this increased spending will go for new fac-

tories, a major portion will go for modernization of the kind that means fewer production workers.

(From IUD BULLETIN, June 1959).

Flash...

A few moments before the UTILITY REPORTER went to press we received word that Walt Kaufmann, Collector in Fresno had suffered a heart attack and was in the Fresno Community Hospital.

Walt has been an enthusiastic Local 1245 member and served as Shop Steward, Unit Chairman, Grievance Committee Chairman and PG&E System Negotiating Committee member.

We wish Walt a speedy recovery.

Strikes Near End Of the List as a Lost-Time Cause

For every work-day lost through a strike during 1958, there were:

- 2.5 days lost through on-the-job accidents.
- 24 days lost through illness and injury.
- 49 days lost through unemployment.

Recession-caused joblessness, according to the AFL-CIO Dept. of Research, was responsible for more than 1.1 billion lost work-days last year. This is more than twice as many days as the total lost through strikes in the nearly 14 years since the end of World War II.

Illness Ranks High
Fewer days were lost in strikes since the end of the war than were lost from illness alone during the year of 1958 alone.

The research department publication, Economic Trends and Outlook, points out that lost time caused by unemployment could have been greatly reduced through "a positive program to provide a balanced economic growth."

More adequate medical care, including preventive health programs, could have reduced the 544 million work-days lost through illness.

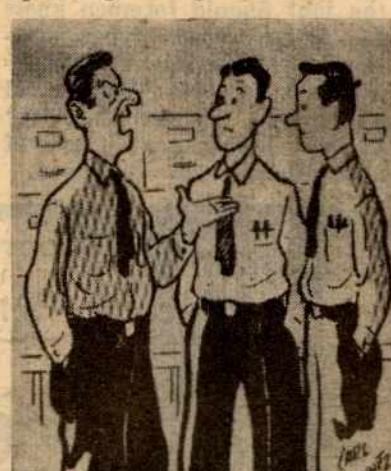
Better safety programs could have prevented many of the 55 million lost days from work accidents.

And, the publication adds, "less intransigence on the part of employers" could have reduced the 23 million days lost in strikes.

The Whole Story

Many across the nation probably became outraged when news broke that an unused building, formerly used as a nursery, had been dynamited in the course of the seven-month strike of Textile Workers against the Harriet-Henderson Cotton Mills here.

As usual it was assumed that strikers did it. What was not reported was that the morning before the night-time explosion took place the company carefully removed cribs, toys and all other equipment from the building.



"They call us the office force. That's a laugh! We'll never be a 'force' unless we organize!"

SIGN UP THAT NON-MEMBER TODAY!