



The person working beside you ---
He's sharing the benefits
Is he sharing the responsibility?

Utility Reporter

Official Publication of I. B. E. W. Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland 12, Calif.

VOL. VII—No. 11

OAKLAND, CALIFORNIA

MARCH, 1960

YOUR
Business Manager's
COLUMN
by Ronald T. Weakley

"PROJECT '60", APRIL 2 AND 3 AT BERKELEY

Collective bargaining and union relations are considered by some utility executives to be a minor phase of operations or, in some cases, necessary evils to be tolerated until they can be eliminated. This is unfortunate for the utility industry.

A union, when it can no longer fulfill its obligation to those it represents, has no reason to remain as an institution of usefulness. Similarly, when a utility company can no longer fulfill its obligations, it too will go down the drain. The health and maintenance of both institutions is necessary to the survival of each with certain exceptions.



R. T. Weakley

Should a utility company be taken over by a public power agency, that is the end of the company. When this happens, the employees suffer some losses but the industry must have people to work so that there will always be some employees for the union to represent.

We see more changes in law which increase the rights of employees to organize in public agencies. We will see more of them. Therefore, the exceptions concerning institutional survival rest with the unions rather than the companies.

The private utilities need the rights of monopoly in their franchise areas. Services rendered must be paid for by all, not just some of the recipients of those services. The utilities need security in order to function as a service institution.

The unions on their properties need the rights of monopoly in their franchise areas—the collective bargaining units. Here too, the services must be paid for by all recipients, not just those who volunteer to do so. The unions also need security in order to discharge their responsibilities as a service organization.

Most private utilities have adopted the principle of mutual security with the unions on their properties. This must be the foundation of a proper relationship or there is no real relationship despite temporary co-existence.

Paternalism was not and is not enough to eliminate the need for unions on utility prop-

(Continued on Page 6)



Guests of Local 1245 during the first two weeks of March were Japanese Trade Unionists, Yasuo Otsuka and Akio Kamijima. (See story below.)

Members Ratify New Citizens Utilities Pact

At ratification meetings held from February 29th through March 2nd inclusive, Local Union 1245 members employed by the Citizens Utilities Company of California overwhelmingly voted to accept the results of negotiations between Union and Company which were concluded, subject to membership ratification, on Friday, February 26, 1960.

Changes in the Agreement were few in number and were designed primarily to improve procedural matters. One really significant change, however, resulted in a provision whereby employees who have exhausted their sick leave benefits under the terms of the Agreement are assured an additional 30 days leave of absence.

Wage increases averaging a

little in excess of 4½ per cent were obtained under the agreed to one year extension of the collective bargaining agreement. Plant Department employees received increases up to 16c per hour which averaged 5½ per cent. While employees in the Traffic Department received wage adjustments somewhat lower than employees in the

(Continued on Page 7)

Japanese Trade Unionists Are Bay Area Guests of Local 1245

Two Japanese Electrical Union Officials, Yasuo Otsuka and Akio Kamijima, spent the first two weeks of March observing the operations of Local 1245 and visiting facilities of the Pacific Gas and Electric Company. They were here under the auspices of the I.C.A. and the State Department.

The Industrial Relations Department of the Pacific Gas and Electric Company arranged for the visitors to tour the Electronic Data Processing Center in San Francisco; the Electra Hydroelectric Power Plant and the Hunter's Point Steam Generation facilities.

During their stay they attended Unit meetings in the Bay Area, an Executive Board session and a Staff meeting. In addition, they were briefed on the operations of the Local by Business Manager Weakley and Assistant Business Manager Walters.

Mr. Otsuka is a member of the Executive Board of the Shikoku Electric Power Workers Union with a membership of about 6,500 and Mr. Kamijima is the Director of Education for the Tokyo Electric Power Workers Union, whose membership is approximately 28,000. They are spending a total of six

Delegates from Eureka to Needles and from San Francisco to Reno are preparing to attend the annual Conference of Local 1245 at the Claremont Hotel in Berkeley, April 2 and 3. These delegates were elected by the membership at Unit meetings during the month of February.

The delegates will tackle "Project '60" at this Fifth Annual Conference of the Local. The negotiating program for 1960 will be hammered out by the more than 140 delegates in the tightly scheduled two-day conclave.

The Conference will be opened and chaired by President Charles T. Massie at 1 p.m. on Saturday. The key-note address will be delivered by Business Manager Ronald T. Weakley, following which the assembled delegates will plunge into the business at hand.

Attendance of guests at this Conference has been limited due to the serious nature of the issues which are to be discussed.

Members of the Executive Board, Advisory Council, negotiating committees, and the Local Union Staff will also be in attendance.

Plans for the Conference were nearing completion as we went to press.

ORGANIZING DRIVE SET BY LOCAL 1245

Plans for a three-month organizing drive by Local 1245 were okayed by the Executive Board at their last session. The plans, as outlined by the Union Office, call for a drive which will be kicked off at the Annual Conference, April 2 and 3, and will extend through April, May and June.

A highlight of the organizing effort will be a contest with val-

uable prizes to be awarded to members who participate.

For use in this drive, the Executive Board approved funds for the printing of a booklet for new employees, which will be made available to help in the organizing drive.

Special kits containing membership application cards, pamphlets, instructions and contest rules will be distributed at the Conference and in the Unit meetings during the course of the three-month push for new members.

(Details will be found on pages 4 and 5 of this issue.)

Election Reminder

Nominations for Local Union Officers and for members of the Advisory Council must be made at Unit Meetings during the month of April.

(Continued on Page 8)

April 14th is the Last Day to Register!!



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
NORMAN AMUNDSON Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

Executive Board: Charles T. Massie, President; Marvin C. Brooks, Milton Shaw, Thomas F. Kerin, Walter R. Glasgow, Robert E. Staab, Everett T. Basinger, Richard N. Sands.

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The Threat of Discharge

In the employment picture, certain forms and degrees of collective pressures termed "disciplinary action," are applied to employees for the omission or commission of certain acts. These range from minor infractions of rules to major breaches of employee responsibility.

The principle of applying corrective measures is supposed to be guided by the common sense fairness in which people generally believe. Validity of the charge, separation of fact from hearsay, the opportunity to face one's accusers, and a proper and equally applied degree of punishment consistent with the degree of offense, are some of the factors in properly handling disciplinary cases.

A reprimand is similar to a traffic ticket for a minor violation. A discharge is similar to execution, as far as the life of a man's job is concerned.

Unions and management sometimes have considerable disagreement over some of these cases. Grievance procedures in collective bargaining provide machinery for review of disciplinary cases somewhat similar to our laws. In general, our bargaining relationships have not involved a great many cases of dispute over disciplinary actions as a percentage of all types of disputes during the last few years.

However, our membership is expressing growing concern over this matter and the concern is shared by the officers of the Union.

For example, one current case has to do with the discharge of a service employee for alleged misconduct in a customer's home. The point of interest here is that if clear and proven facts support the charge, perhaps the discharge was justified. If not, the jeopardy of all customer contact employees is involved where mere hearsay of a customer can destroy a man's job and his reputation in the community.

Another has to do with outside employment while off duty in a utility. While it is recognized that certain circumstances may warrant action, particularly where outside employment unduly affects an employee's ability to perform his regular duties, the principle of personal rights is involved as far as the employee is concerned, and there are basic limitations of employer's rights to live a man's life off the job.

A number of other types of discharge cases are presently developing wherein serious questions are involved. Serious, because any time a man loses his job in a utility, he loses more than just a job. Pension rights, insurance rights and his total personal investment in the job are wiped out. Most utility jobs are specialized and it is most difficult to relocate and to find a similar job in the industry. Usually, one must start all over in a completely new field in order to earn a living.

We are becoming more aware of the question of discharge and are concerned about some instances which appear to be arbitrary or capricious.

Hearsay evidence, snap judgment, arbitrary spot applications of non-universal rules, and plain old discrimination are examples of poor management where used in disciplinary discharges.

Where these examples appear, we cannot condone such actions and the full force of contract rights and the courts will be used to defend our members where necessary.

Sometimes investigation discloses that our case is a poor one. Other cases are found to be sound ones. The basic rule here is that we must contend in behalf of the employee whose boss says "you're fired!" without a clearcut case to back up the discharge.

There is no more fundamental responsibility of a union than that of protection from arbitrary discharge. Such cases take priority over other phases of industrial relations which mean nothing to the employee and his family who have lost the means of earning a living.

Selected Reading Having to Do With Subjects Brought Up in This Issue:

"The New Industrial Elite", by Edward A. McCreary, in the April issue of "ESQUIRE" magazine.

"The Atom's Poisonous Garbage", by Walter Schneir, published in the March 17th issue of "THE REPORTER" magazine

WEAKLEY GIVES STANFORD TALKS FOR FIFTH YEAR

On February 9, 1960, Business Manager Ronald T. Weakley appeared at Stanford University for the fifth time in as many years at the invitation of Professor John Troxell, Director, Division of Industrial Relations, Graduate School of Business Administration.

Two morning classes, consisting of graduate students studying for Masters' degrees in Business Administration heard Weakley outline the history, structure, operations and policies of Local 1245.

Broader questions concerning labor-management problems and union responsibilities were also raised by Weakley.

Discussion periods followed and many questions concerning union democracy, union political and community activities, policies toward private enterprise, union and management rights, and the issues involving the division of benefits derived from increased productivity made for a lively discussion.

Local 1245's detailed financial accounting, non-partisan use of the "Utility Reporter" for political candidates of both Democratic and Republican parties to state their platforms, the role of Shop Stewards and committees, membership communications systems, the negotiating processes and organizing problems under obviously inadequate union security, were interesting matters discussed by the students and Weakley.

PH.D.'S AND MOGULS

In the afternoon, a special assignment found Weakley meeting with a project study group sponsored by the Sloan-Stanford Foundation. The group consisted of six Ph.D. candidates and a number of Foundation study group executives from some of the largest industrial organizations in the U.S.

The group, considering com-

munication methods involving industry, workers and the public, raised a number of important questions during the two-hour session.

The matter of foreign economic competition, union political activities, division of productivity benefits, effects of automation, and the qualifications of Union Representatives were some of the matters freely discussed by the group.

Weakley, in stating his views, challenged the general views of some industrialists and politicians concerning the problem of foreign economic competition.



Shift Differential

Local 1245 was one of the first Unions in the Utility Industry to win extra pay for employees working "Swing" and "Graveyard" shifts.

The "Good Old Days?"

\$10 A WEEK, NEW MINIMUM WAGE!

(We are indebted to Brother Ray Jones from Stores Division, Emeryville, for the following article which he let us take out of a copy of THE LODI SENTINEL dated Tuesday, July 10, 1917, which he possesses. This article is of historic interest to Union members because this decision by the Supreme Court upheld the constitutionality of Minimum Wage Laws. It also shows we have made some progress since 1917!)

"In accordance with a recent decision of the supreme court of the United States that minimum wage legislation is constitutional, the state industrial welfare committee Saturday formally adopted a minimum wage scale for women and minors employed in mercantile industries in California.

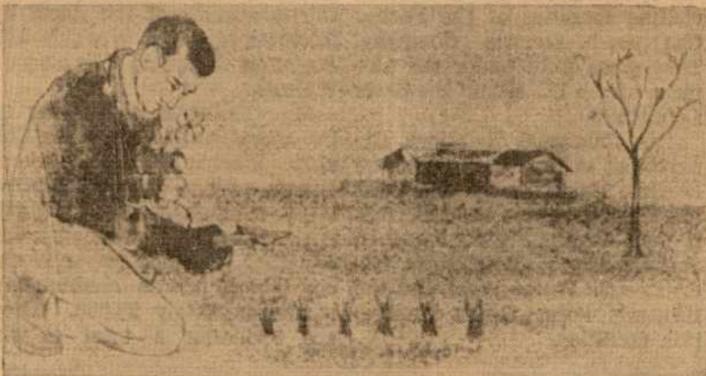
"Under the ruling, experienced employees must be paid a minimum wage of \$10 per week. The present average, said the commission (correct) is \$1.50 per day.

"Those under 18 years of age just entering employment, must receive a wage of not less than \$6 per week or \$26 a month. The ruling provided for a graduating scale, applicable to beginners, who are to receive an increase of fifty cents in the weekly wage at the end of each six months of employment.

"According to the commission, the ruling was intended primarily for five and ten cent stores and candy shops. Employers are given sixty days in which to put the new wage schedule into operation.

"Adult and minor apprentices in any establishment shall not exceed twenty-five per cent of the total number of women and minors employed.

"The commission declared 46 per cent of the adult working women in California were receiving less than \$10 a week and 19 1/2 percent less than \$8 a week."



Retirement

Through his Union's efforts, today's retired worker can lead a dignified and secure life.

He pointed out that while the Soviet bloc was developing into a formidable economic competitor for world markets, our Allies were presently more competitive on the U.S. market, due to our rebuilding their productive capacity with both government and private capital.

URGES NEW LOOK

Citing the fact that some big American industries are capitalizing foreign subsidiaries and rebuilding cartels while dumping in some cases, their own goods on the American market, Weakley urged a new look at our total foreign economic policy.

Lower living standards, wages and working conditions in Western Europe, Japan, and other presently competitive non-communist nations are being used for "runaway shops" similar to the move to "right-to-work" states by some American investors, Weakley declared.

Pointing out that any proposal designed to lower American standard of living, wages and working conditions, in order to meet foreign economic competition is disastrous, Weakley underscored the fact that America is also engaged in social and political world contests and is looked toward as being the goal of millions.

FAILURES SPELL TROUBLE

Social disunity and failure to properly meet ever rising economic problems concerning a fair division of our great productive capacity spells trouble for America, Weakley warned.

He suggested to the group that a "summit conference" of labor, industry and government representatives, which is now being considered in Washington, might be of great value to the future of America.

Citing the investor-owned electric utility industry and the unions which represent its workers, Weakley suggested that what happens to labor relations here might be the bell weather of the future of free enterprise and free labor in America.

Nationalization of the power industry or the breaking or shackling of the utility unions will be the end of industrial freedom for the parties concerned, warned Weakley.

FREE LABOR AND MGT.

One by one, the other great industries such as steel, oil, communications, and railroads will go, Weakley predicted, along with the freedoms of collective bargaining as we know them today, if fundamental differences over human and monetary values cannot be reconciled through responsible collective bargaining. This is the challenge of the extremists and class warfare proponents which must be contained if our way of life is to continue.

Government's role, Weakley urged, should be to avoid undue compulsion, protect the existence and freedom of labor and management and continue to raise the social and economic standards of all Americans so that we may continue to be the example we should be to the rest of the world.

The friendly discussions moderated by Professor Troxell, produced a healthy exchange of views and generous round of applause followed each session.

Letters to Congressmen Are Needed on Forand Bill

Letters by Union members and friends to their Congressmen urging passage of the Forand Bill (HR 4700) are needed in order to secure passage of this vital legislation, according to information received from the AFL-CIO Offices in Washington, D. C.

Local 1245 has been urging its members to write on this Bill and informational pamphlets were distributed at Unit meetings in March. Members should not only write themselves, but request their friends and relatives to do so, urges the AFL-CIO.

This is the Bill which would pay in full for 60 days of hospital care for all persons eligible for old-age and survivors benefits and meet the costs of combined nursing home and hospital care up to 120 days a year and cover certain surgical expenses.

It is an insurance program in that the expenses would be met by an increase of a quarter of one per cent in Social Security contributions by employer and employee and three-eighths of one per cent by the self-employed.

A vigorous attack on the legislation has been launched by the AMA and the Insurance Lobby in Washington. They have termed the plan "Political

Medicine" and "Socialized Medicine," stated that the program is not needed, and made liberal use of the "smear" techniques in their drive to defeat the Bill.

A full report on the Bill was published in the February issue of the "Utility Reporter." Members who are in accord with this social legislation and have not written to their Congressman should do so immediately.

The following Legislators represent members of Local 1245 in the U.S. Senate and the House of Representatives:

Senators: write care of Senate Office Building, Washington, D. C.

California

Clair Engle—Democrat.
Thomas H. Kuchel—Republican.

Nevada

Alan Bible—Democrat.
Howard W. Cannon — Democrat.

Congressmen: write care of

House Office Building, Washington, D. C.

California

First District: Clement W. Miller (Dem.), Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, Sonoma Counties.

Second District: Harold T. Johnson (Dem.), Alpine, Amador, Butte, Eldorado, Inyo, Lassen, Mariposa, Modoc, Mono, Nevada, Placer, Plumas, Shasta, Siskiyou, Tehama, Trinity, Tuolumne, Calaveras Counties.

Third District: John E. Moss (Dem.), Colusa, Glenn, Sacramento, Sutter, Yolo, Yuba.

Fourth District: William S. Mailliard (Rep.), San Francisco, (Assembly districts 19, 21 and 22).

Fifth District: John F. Shelley (Dem.), San Francisco (Assembly districts 20, 23 and 24).

Sixth District: John F. Baldwin (Rep.), Contra Costa, Solano Counties.

Seventh District: Jeffrey Cohelan (Dem), Alameda County (Assembly districts 16, 17, and 18).

Eighth District: George P. Miller (Dem), Alameda County, (Assembly districts 13, 14 and 15).

Ninth District: J. Arthur Younger (Rep), San Mateo County.

Tenth District: Charles S. Gubser (Rep), San Benito, Santa Clara, Santa Cruz Counties.

Eleventh District: John J. McFall (Dem.), San Joaquin, Stanislaus Counties.

Twelfth District: B. F. Sisk (Dem.), Fresno, Madera, Merced Counties.

Thirteenth District: Charles M. Teague (Rep.), Monterey, San Luis Obispo, Santa Barbara, Ventura Counties.

Fourteenth District: Harlan F. Hagen (Dem.), Kern, Kings, Tulare Counties.

Twenty-seventh District: Harry R. Sheppard (Dem.), San Bernardino County.

Nevada

Walter S. Baring (Dem.), At Large.



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THAT BLASTED ROCK

By RAYMOND ENSLEY

To most people a rock is a rock, but when you stub a toe on one it's a different kind of a rock — @#%&*0) + ROCK! Brother John Silva, Apprentice Fitter at Monterey, now has in his possession a rock from the State of Utah which was almost the ruination of a perfectly good toe.

While on a hunting trip in Utah, Brother Silva stumbled onto something, or maybe it should be said that he stubbed his toe on something that has his curiosity aroused. Beating his way through the brush looking for deer, Brother Silva's toe came in contact with this stone. Upon second glance at the stone, Brother Silva detected something odd about this particular stone. Upon closer examination, he found it bore a resemblance to a tortoise. Brother Silva decided he would keep this rock, sore toe or no sore toe.

After further investigation, Brother Silva found out the stone was a petrified tortoise. From Indian legend he found that the Indians used to split the tortoise, remove the inner workings and deposit their jewelry in it. Then it was tied together with leather thongs and buried with the deceased owner.

This information has been confirmed by the Museum in Monterey. Brother Silva's problem now is how to open the veritable fortress without destroying its historical value. He has approached several "rock hounds" but they shy away from trying to open it. Brother Silva hopes to find someone, someday, who will be able to reveal the contents of the tortoise and ease his curious mind.



Bro. Silva, with strange rock.

CORP. PROFITS SOAR

WASHINGTON — Corporation cash dividends reached a record high of \$12.5 billion during 1959—five per cent above the previous high of \$12 billion in 1957.

\$8 Million to Police Unions, \$3 Million to Police Business Frauds

President Eisenhower wants Congress to appropriate \$8,100,000 to enforce the Landrum-Griffin Act. Most of this would go to the new Bureau of Labor-Management Reports. But he asks only \$3,039,000 for the Federal Trade Commission—or roughly two-fifths as much—to protect consumers against false and misleading advertising, misbranding and other unfair or deceptive business practices.

—Political Memo from C.O.P.E., 2/1/60

Former Blue Cross Head Says Forand Bill Is "A Must"

According to a letter received by Representative Aime J. Forand (Dem., R.I.) from Dr. Basil G. MacLean, formerly head of the National Blue Cross Association, it is necessary that the Congress immediately enact the Forand Bill in order to meet the problem of medical care for the Nation's aged.

This is the measure to which the American Labor Movement has pledged its support and which the American Medical Association has stoutly opposed.

Dr. MacLean, who recently retired as President of the National Blue Cross Association, stated in his letter: "A lifetime's experience has led me at last to conclude the costs of the care of the aged cannot be met unaided by the mechanism of insurance or prepayment as they exist today."

In addition to the letter from Dr. MacLean, Representative Forand has received many letters from physicians across the Nation urging passage of the Bill and taking exception to the stand of their Association.

9 GOOD REASONS FOR FORAND BILL

1—Most older persons would benefit from the Forand Bill, which would pay the costs of 60 days of hospital care, additional skilled nursing care, and surgical benefits:

Thirteen million men and women would get lifetime protection—all those eligible for old-age benefits under social security.

2—Young workers would also gain:

Their aged parents would be protected at once—they and their families would have similar protection on retirement or if the wage-earner dies leaving young children.

3—Few persons over age 65 have or can afford good health insurance protection through any other means:

Only 2 out of 5 have any such protection according to the latest government figures.

4—Claims that voluntary insurance will grow rapidly are unscientific propaganda:

No figures have been released to support assertions that special policies for the aged are selling well.

5—The Forand Bill would strengthen welfare agencies, hospital and Blue Cross:

It would relieve them of the high-cost load of the aged. Many hospitals have large and growing deficits. Blue Cross keeps raising rates, partly because it includes retired people without charging them more than the community rate. As a result, Blue Cross is increasingly threatened by competition from commercial insurance.

A dependable system of financing health costs of the aged, such as would be provided through the social security system, would help these community agencies to improve and extend their services. High-quality, skilled nursing homes would be assured of revenues. A speedy return to independence and home care could be stressed.

6—The cost would be moderate:

The cost would be only about \$1 billion the first year, according to the Secretary of Health, Education, and Welfare. The higher estimate used by the insurance industry and its doctor allies reflects the expensive practices of commercial insurance and is highly exaggerated, as a government report shows. (Hospitalization Insurance for OASDI Beneficiaries, page 85.)

7—The new benefits can be financed on a sound basis,

through the social security payroll tax, but without endangering present cash benefits. Even the long range cost estimate of the Secretary of Health, Education, and Welfare is only 4/5 of 1% of taxable payrolls. Insurance through the social security system is the best insurance buy available, and people who have retired would not have to pay anything.

8—The Forand Bill follows our established patterns for paying the costs of health care:

It does not involve "political medicine" or "socialized medicine" as some officials of medical societies claim. They used similar unfounded slogans against medical care for dependents of servicemen, workmen's compensation, Blue Cross and Blue Shield plans, disability benefits, federal grants to local health agencies, and many other worthy programs.

9—Persons most familiar with social security operations and the health needs of the aged support the approach of the Forand Bill:

Among them are the American Public Welfare Association, American Nurses' Association, and the National Association of Social Workers; also two men who have headed the Social Security Administration: Arthur Altmeyer and Charles L. Schottland.

ed by Union

New Booklet Tells of Many Union Benefits

Copies of the new booklet, "GETTING AHEAD WITH LOCAL 1245," will be distributed during the month of April to Stewards and members who are participating in the organizing drive.

The booklet is designed to be used as an organizing aid and it is hoped that in the future, whenever a new employee starts to work, he will be given a copy of the booklet his first day on the job along with a membership application.

The cover of the booklet depicts a few of the many jobs which are performed by members of Local 1245. The center spread is composed of sketches which illustrate benefits which Local 1245 has pioneered in the utility industry.

Sections of the booklet are devoted to such topics as the organization of our Local, the importance of the Steward's function, the meaning of the Contract, services performed by the Union, terms used in Industrial Relations, and—most important—why every employee should be a member.

The Executive Board authorized the printing and distribution of 10,000 copies of the booklet at a cost of approximately 25c each. The material was prepared by the staff of the Local under the direction of Business Manager Ronald T. Weakley.

Safety

Replacement of Safety Straps for Employees—As a part of our safety program. Local 1245 negotiated an agreement whereby the employer replaces worn out and therefore "unsafe" safety straps.

GETTING AHEAD WITH LOCAL 1245



ction to your local union

booklet which Local 1245 has employees the reasons why they

ganizer—gestions

etings are the following suggested here for the information of

Union," or "Here's Charlie Smith. He's Chairman of our Safety Committee."

8. Send names and addresses of non-members into the Union offices. They will be put on the mailing lists to receive organizing materials.

9. Always be positive. Point out the accomplishments of the Union and that the way to achieve further gains is through the Union.

10. Remind people that as the legal agency which represents them in collective bargaining, the Union has plenty to say about how they are paid and under what conditions they work, and the way to have a voice in the Union decision is to join it.

Union Button

has thousands of Union buttons tribution. Additional buttons are for new members.

belonging to a cause of goodness are badges of unity without loss of pride in an organization members but rather has served them. wearing the service pins which it production for their employers. work buttons are perhaps not so pride of ownership—the owner-

recent demand for Union buttons More will be made available and member will assert his pride of all concerned.

HERE ARE THE CONTEST RULES

1. All members of Local Union 1245 and any new members shall be eligible to enter the contest. Employees of Local 1245 will not be eligible.
2. Membership application cards and payroll deduction cards may be submitted to the business representative or mailed direct to the Local Union Office.
3. To receive credit for a new member sign-up, the payroll deduction card must be signed by the contestant as witness, or in the case of cash payment of dues, payments must be accompanied with a Steward's receipt indicating contestant who signed new member.
4. Applications may be submitted singly or in groups. Contestants will be notified when they qualify for the prize awarded for sign-up of five new members. Contestants may receive as many (five new members) prizes as they can qualify for.
5. Records of new member applications received will be kept in the Local Union Office.
6. Applications received until 12:00 Midnight, June 30, 1960, will be counted in the contest. Applications received by U.S. mail will be counted if postmarked before 12 Midnight, June 30, 1960.
7. Winners of the five major prizes will be announced in the July edition of the UTILITY REPORTER.
8. Any dispute over the awarding of prizes or the conduct of the contest will be referred to the Executive Board.

Here are Contracts for a Better Living!

Local 1245 has negotiated many agreements for its members. We have reprinted here the Introductions and Headings of a few to illustrate this most important function of our Union:

This Agreement entered into this 1st day of March, 1960, by and between Citizens Utilities Company of California, a California corporation, hereinafter referred to as "Company", and Local Union No. 1245, International Brotherhood of Electrical Workers, affiliated with American Federation of Labor-Congress of Industrial Organizations, hereinafter referred to as "Union":

AGREEMENT

THIS AGREEMENT, made and entered into this 9th day of October, 1959, by and between The Transit Authority of the City of Sacramento, hereinafter called the "AUTHORITY" and Local Union 1245 of the International Brotherhood of Electrical Workers (affiliated with the American Federation of Labor-Congress of Industrial Organizations), hereafter called the "UNION".

AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of May, 1959 between the Needles Division of the CALIFORNIA-PACIFIC UTILITIES COMPANY, hereinafter called the "Company", and LOCAL 1245 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter called the "Union" hereby mutually establish and agree upon the working conditions and wage schedule hereinafter set forth.

JOB DEFINITIONS AND LINES OF PROGRESSION TITLE 600

Under this title are a number of Exhibits which contain Departmental Lines of Progression and Job Definitions negotiated between Local 1245 and P.G. and E.

AGREEMENT

THIS AGREEMENT made and entered into this day of, 1957, by and between STANDARD PACIFIC GAS LINE INCORPORATED, hereinafter referred to as Company, and LOCAL UNION NO. 1245 of INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (affiliated with the American Federation of Labor Congress of Industrial Organizations), hereafter referred to as Union,

S.M.U.D.

Pay Schedule of Weekly Rated Classes Effective 8-23-59

AGREEMENT

AGREEMENT MADE AND ENTERED INTO by and between KEY SYSTEM TRANSIT LINES, its successors and assigns, hereinafter called the "Company", and LOCAL 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS and the employees of the Company who are now or may hereafter become members of said Local 1245, hereinafter called the "Union".

PHYSICAL EMPLOYEES DEPARTMENT OF PUBLIC UTILITIES (effective 9/1/59) (Alameda Bureau of Electricity)

EXHIBIT "P"

Here are the results of Union membership in "Black and White." Below are portrayed the covers of the agreements which have been put into printed form. All of the agreements pictured above and below are legal documents guaranteeing wages and working conditions for our members.



Sick Leave

Worry over the financial loss when one is ill and cannot report for work—a disaster in years past, is no problem when your sick leave is a part of a Union Agreement.

Every Member An Organizer!

Exhibit B
Job Definitions and Qualifications
And
Exhibit C
Occupational Groups and Lines of Progression
AS OUTLINED BY AGREEMENT DATED
JUNE 23, 1959
Between
SIERRA PACIFIC POWER COMPANY
And
LOCAL UNION No. 1245
Of
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AFFILIATED AFL-CIO

Agreement
APPLYING TO OFFICE AND CLERICAL EMPLOYEES
Between
PACIFIC GAS AND ELECTRIC COMPANY
and
LOCAL UNION NO. 1245
of
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AFFILIATED WITH AMERICAN FEDERATION OF LABOR CONGRESS OF INDUSTRIAL ORGANIZATIONS
EFFECTIVE JULY 1, 1959

Agreement
Between
SIERRA PACIFIC POWER COMPANY
and
LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Affiliated with the American Federation of Labor and The Congress of Industrial Organizations
Dated June 23, 1958 (Including Revised Wage Scales) Effective May 1, 1959
RENO, NEVADA

Agreement
Between
PACIFIC GAS AND ELECTRIC COMPANY
and
LOCAL UNION NO. 1245
of
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AFFILIATED WITH AMERICAN FEDERATION OF LABOR CONGRESS OF INDUSTRIAL ORGANIZATIONS
EFFECTIVE JULY 1, 1959



Enjoying a farewell gathering at Steve's Pizza House in Marysville was this group of Accounting Department employees from Colgate Division. Due to the transfer of their work to San Francisco, their Department has been abolished, so they decided to get together one last time before they went their separate ways.

DINNER HONORS COLGATE SHUTDOWN 'VICTIMS'

Colgate Division Clerical Unit members gathered for a farewell dinner on Monday night, January 25th, in Marysville to bid goodbye to Local Union Brothers and Sisters who are scheduled to lose their jobs or suffer demotions and transfers as a result of the PG&E Company's plans to eliminate the functions of the Accounting Department in Colgate Division and transfer the department's work to the EDP Center in San Francisco.

Long a bulwark of the Clerical group in its strong organizational percentage and active participation in Local Union affairs, the Marysville Clerical Unit members feel keenly the loss of their Brother and Sister Union members.

Of the 18 jobs in the Accounting Department, 17 are scheduled for elimination, with one remaining in the department at a reduced rate. According to preliminary estimates, the elimination of the department will result in making 13 employees subject to layoff, 4 subject to transfer in-grade to other locations or departments, 11 to take a demotion of at least one step in the wage and classification progressions, and 2 to take enforced retirement. A total of 30 employees are being adversely affected, some set back as much as ten years in their progression with the Company.

Although held in the pleasant surroundings of Steve's Pizza House, the meeting was not a joyful occasion. Discussions held during and after the dinner resulted in the formation of resolutions by the Unit membership to direct the Local Union Executive Board and Negotiating Committee to seek, by all proper means, the addition of provisions in the Local Union agreement with the PG&E Company, "some kind of protection against layoffs and wage cuts" for employees displaced by operational or organizational changes in the Company's operations.

May you live all the days of your life.—Swift.

Life is a comedy to him who thinks and a tragedy to him who feels.—Walpole.

panies and the utility unions are concerned.

It seems to this writer that common sense dictates a "new look" at the possibilities of strengthening mutual security through a relationship based upon mutual respect and mutual assistance between our companies and our unions.

There are some in both houses who seem to prefer destruction over cooperation. The stakes are high for all concerned and the way to protect those stakes is to prevail over those who would destroy either party.

Time and circumstances indicate that 1960 will be a crucial year for all concerned. The opportunity to forge a better base for defense and for mutual improvement is in the hands of both parties.

What is fair to one is fair to another, and this principle is the channel which avoids the fork in the stream of mutual flow for mutual benefit.

YOUR Business Manager's COLUMN
by Ronald J. Weakley

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erties. The record speaks for itself in this matter.

Payment for work performed and the extension of certain benefits is not enough to organize employee loyalty to its maximum potential. The record is clear on this.

The thing which places private utilities in a somewhat different picture than most industries is its constant vulnerability to extinction. The picture is not bright as far as this matter is concerned. The industry is on the defensive in the matter of political warfare and it must be remembered that its political opponents are elected by the people and they are growing in numbers.

All politicians are sensitive to the pressures of their constituents. Companies and unions as pressure institutions are not nearly so effective as great numbers of individuals who organize together for great numbers of personal pressures toward the same goals.

The social and economic views of employers and employees are often incompatible. The views of utility executives and union leaders often are at variance on a number of issues. This is more natural than unnatural in our industrial democracy.

Yet, peculiarly, we find unanimity in private utilities and in the unions which represent their employees on the issue of preference for private employment.

On the matter of "preference," certain situations exist where certain utility customers are afforded reduced rates for services through subsidy by the broad tax body.

This matter of "preference customers" is particularly distasteful to utility companies who complain about some people getting preferential treatment at the expense of others.

Well, our unions feel just as strongly about some employees who are "preference customers" for the costly services rendered by the unions at the expense of their fellow workers—the dues-paying union members.

So, we see some similarity in the problems of individual security as far as the utility com-

In Memoriam

HAROLD W. GROOM, San Jose Division, died February 19, 1960. Brother Groom joined Local 1245 on December 1, 1953.

FRANK A. ROBERTSON, a member of Local 1245 since March 1, 1945, passed away on February 15, 1960. Brother Robertson was employed in the Gas Department, Colgate Division.

GORDON K. PETTIBONE, Tractor Operator in the General Construction Department, died February 17, 1960. He had been a member of Local 1245 since August 1, 1954.

WILFORD E. PIERCE, a Lineman in East Bay Division, was killed in an accident on March 10, 1960. Brother Pierce was a member of Local 1245 since September 1, 1953.

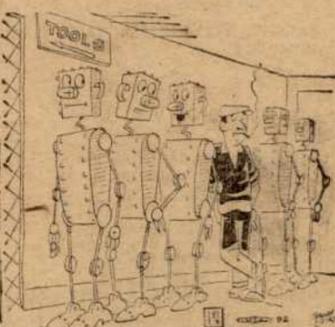
You May Have Refund Due On Disability Tax

Forms are available at all local offices of the California Department of Employment on which to apply for refund of any excess contributions for disability insurance in 1959. Director of Employment Irving H. Perluss announced today.

Under state law, employers withhold from the pay of workers covered by the California Unemployment Insurance Code 1 per cent of the first \$3,600 paid each employee in the calendar year.

This money is paid in by the employer either to the state or a voluntary plan carrier to pay for temporary disability coverage against non-occupational illness or injury.

Persons who work for two or more employers during the year may pay more than \$36 for disability insurance because each employer in turn withholds the statutory 1 percent, as he is required to do by law. Any amount in excess of \$36 will be refunded, but only if the worker applies for it.



"I HEAR HE'S AN OLD PAL OF THE BOSS" by Broudhecker.

DEMOCRACY IN ACTION AT OROVILLE

Special order of business for the February 1960 meeting was the election of Delegates to represent the membership at the Local Union annual Conference to be held in Berkeley on April 2nd and 3rd.

Present at the Unit meeting were Colgate Division employees in the Western Canal and Oroville districts and General Construction Department members from Line and Hydro. crews on location in the Oroville Area.

Delegates elected to represent the Unit were:

WILLIAM CAMERON and GEORGE LAMKA. First Alternate VERNE FRANKLIN, Second Alternate RAY COOPER. Ballots cast by General Construction department members for selection of 8 delegates and 8 alternates were counted by the election judges and the tally certified and forwarded to the Local Union Executive Board for inclusion with count of all Gen. Const. Dept. ballots cast at February Unit meetings throughout the system.



Unit Chairman ANIBAL SILVA and acting Recorder JOE FARMER check credentials of members as ballots are issued.



Members mark and cast their ballots at the voting table. Shown in the foreground at left, about to deposit his ballot in the ballot box is General Construction member ERNIE STERNE 'AN.



Results of the ballot count are announced by Chairman ANIBAL SILVA (back to camera).

Ugly Americans? Not Us!

The U.S. Department of State, the Department of Labor, and the International Cooperation Administration have made arrangements for visitors from foreign lands to be the guests of Local 1245 over the past few years.

We have made our facilities available to our government and our visitors. We are proud of the fact that many foreign labor and management people have tasted of our hospitality and knowledge. We have not neglected this responsibility of good citizenship.

Some members may question our taking the time to discharge the responsibilities in this field given us by our government. We not only provide knowledge but we receive knowledge in these programs of mutual education which help international understanding. Local 1245 is now well known in many foreign lands.

Our frankness in discussions and self criticism where warranted, are well received by our visitors who are also refreshed by our attentive ear to their ideas. They get tired of just "being told."

Some Americans have become so carried away with their "superiority" that they have lost the ability to listen and learn from those across the seas. Not so with Local 1245.

It is a great privilege to meet with and exchange ideas with our foreign friends. No "ugly Americans" in our house.

SIGN UP THAT NON-MEMBER!



Marysville Unit Chairman Raymond Lolmaugh is shown presenting Citation of Honor to retiring member John P. "Shorty" Olson at the January Unit meeting.

John Olson Honored on Retirement

John P. "Shorty" Olson was honored by the Marysville Unit at their January meeting. The occasion was his retirement after 38½ years of service with Pacific Gas and Electric Company, the last 17 of which he spent as an active member of Local 1245. He was one of the first to join the Union in the area and was a familiar figure at Union functions.

Citizens Utility Pact Ratified

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other departments, they did receive increases in the shift differential which resulted in their total increase being comparable to that granted in the Commercial Department which was approximately 3½ per cent.

While Union security was not an issue in these bargaining sessions due to the existence of a Union Shop provision in the Agreement, job security and Union participation in safety and training were. Job security became an issue as a result of the Company's plans to install IBM equipment in their Redding office in the immediate future for purposes of handling customer billing. The parties agreed that when this was done they would meet to review the clerical duties and wage rates in order to properly classify employees in their new duties. In the meantime, Company has started on a program to retain its employees in the Redding office to handle the equipment involved.

With respect to safety and training, the parties agreed to work toward the establishment of a joint safety and training program. In line with this agreement, the parties immediately upon the acceptance of the results of the negotiations have scheduled meetings with the thought in mind of getting this program underway, particularly with respect to training, at the earliest possible date. The Union feels that in view of Company's acceptance of the idea of joint participation and with the assistance of other groups, including the California State Bureau of Apprenticeship Standards, a working program will be established in the near future.

The young minister, sitting down to dinner, was asked by his wife to say grace. He opened the casserole dish she had prepared from a new recipe book and an uncounted number of refrigerated leftovers. "Well, I don't know," he said dubiously, not being a casserole man himself, "it seems to me I've blessed this stuff before."

I.B.E.W. Reps Eye Nuclear Problems at D.C. Meeting

On March 3rd and 4th, in the Washington office of the IBEW, a group of union leaders met to check into some matters of great interest to workers in the power industry. President Gordon M. Freeman welcomed the group and turned the meeting over to Henry M. Conover, Director of Utility Operations.

GRIEVANCES—IN 7—LEAGUE BOOTS!

By JACK WILSON

Once each month a group of three Brothers of Local 1245 travel an aggregate of 1200 miles to attend a Grievance Meeting. These are the members of the Department of Pipe Line Operations Joint Grievance Committee. Serving on this much traveled group are Wayne Weaver, Chairman; Sam (Red) Longwell; and Wally Kreuzsch.

Wayne, who is practically at home, makes a 200-mile round trip from his job at the Line crew — Kettleman Compressor Station. Sam, a Terminal Operator and Assistant Field Operator at Antioch, covers over 300 miles each way, and Wally, an Electrician at Hinkley Compressor Station, travels 150 miles each way. The problems that this dedicated group of travelers deal with can encompass an activity originating anywhere in the far flung jurisdiction of the Pipe Liners' Operation, from the Arizona-California border at Topock to the outskirts of San Francisco. A brief glance at a map of the area will show that these Brothers are involved in an area that mileage-wise is greater than most entire local unions.

The biggest problem is communications. This has been eliminated to a large degree by the simple procedure of a high degree of organization. Participation in the activities is guaranteed by the fact that most headquarters are completely organized and thus all have a personal interest in how "things are going".

These stalwarts are backed by a good organization of stewards at each headquarters and old-timers who have come up through the chairs in the local units, past grievance men and active assistants. The efficiency of this far-flung group is proven by the fact that most grievances are settled on the local level, or in informal discussion through the mutual respect that exists between the parties concerned. A formal grievance is a rare order of business — usually less than one a year.

Plans in the making for extending PG&E's wholesale gas operations to the North offer the Pipe Liners a main topic of speculation these days. It may be that the monthly meeting at Rosedale will double an already large area, extending who knows

how far; but distance is a rule in trade to this group and they will take it in stride, do their best, and keep a strong organization as the best insurance against problems.

SAN JOSE LINEMEN PICTURED IN LIFE

By MARK COOK

In the February issue of LIFE magazine, some of the local boys hit the front page, center section. All of the Linemen shown in the picture are members of Local 1245, I.B.E.W., AFL-CIO, San Jose Unit No. 1511.

Shown in the secondary position on the pole is Don Christian, Sub-Foreman. Above him in primary position is Robert Richards, lineman. The following two poles have as their climbers, Charles Pruitt and C. G. Mullanix. Needless to say, there was a run on this issue of LIFE magazine in the San Jose area.

All of these fellows are staunch members of the Union and it was a real pleasure to us to know that every working man in the picture was a member of our Local. Charley Pruitt is a Steward in the San Jose Division and one of the best organizers in the San Jose area. Every one of these employees has been a member of the Union since coming to work for the Pacific Gas and Electric Company.

Report Boomerangs

A banker fell in love with an actress and decided to ask her to marry him. Before doing so, however, he employed a private detective to report upon her character and antecedents.

Back came the report: "The only thing known against this woman is that she has been seen too often in the company of a banker of doubtful reputation."



Added Benefit

Supplemental Industrial Disability—Protection for the worker and his family if he is injured on the job. One of your Union's most important gains.



LOCAL 1245 KEGLERS ENTER CITY TOURNAMENT

Representing Local Union 1245, I.B.E.W., the RENO UNIT WOMEN'S BOWLING TEAM showed good form in the City-wide RENO-SPARKS Tournament, bowling at the Sparks Bowlatorium on Saturday, February 20th. All are members of Local 1245 and employees of the Sierra Pacific Power Company at Reno.

Pictured, left to right, are team members: Arleen Walker, Elsie Tietjen, Loretta Arneson, Nancy O'Dell, Pat Christoffer-son.

In the words of one of the

team members, "Course, we aren't pressure bowlers so we didn't make a showing—but we had a great time."

(Editor's note: Reno Unit members seem to have "a great

time" in everything they do connected with their Union activities. Our hats are off to these gals for their fine spirit, and we wish them all kinds of luck in future tournaments).

Flanked by International Representatives and other directors of various operations of the Brotherhood, Conover reported on progress to date in the field of nuclear power generation and radiation hazard protection.

Representatives covering operations on Duquesne Light's Shippingport Plant, Commonwealth Edison's Dresden Plant, and others whose employer groups are either in the planning or imminent nuclear operating stages, were in attendance from their local unions, including Business Manager Ronald T. Weakley.

Meetings with utility management, A.E.C. officials, educational institutions, and the IBEW's own Committee, were reported on by Conover and other International Representatives.

Reports of operating problems, safety hazards, and jurisdictional questions were offered by the men called in from various sections whose local unions are involved.

Mr. Oscar Smith, of the Atomic Energy Commission, met with the group and answered many questions on various phases of the program of the Government regarding safety and inspection of nuclear energy sources.

Business Manager Ronald T. Weakley of Local 1245 stressed that while the nuclear generating stations are the most dramatic topics of interest, they are perhaps the safest operations in a most dangerous field due to strict governmental safety requirements. The most pressing danger, Weakley suggested, is in the field of industrial uses of radioisotopes, particularly in radiography processes in industrial plants and operations. Many IBEW members, in all branches, may be exposed to radiation hazards without knowledge of the danger. The poor supervision and control of the activities of users of radioactive sources are areas of real concern, Weakley pointed out.

Educational courses are being worked out covering basic knowledge of the atom and its uses and dangers, plus more advanced courses on nuclear power generation and industrial uses of radioisotopes, according to IBEW officials.

State versus Federal regulation of nuclear energy uses as well as Workmen's Compensation and personal insurance were topics of interest under discussion by the group.

The IBEW is the natural leader in this new field and progress toward meeting the many problems involved was clearly demonstrated at the Washington meeting.

No Fuss Please

A woman whose husband had recently won a considerable sum of money was discussing with an artist the portrait of herself which she had asked him to paint.

"Shall I paint you in evening dress?" the artist inquired when sittings were being discussed.

"Oh, no," replied the woman, "don't make any fuss at all—just wear your overalls."

There are few things more expensive than a girl who is free for the evening.



SIERRA PACIFIC NEGOTIATORS

Sierra Pacific Unit Negotiating Committee, shown here, left to right: Orville Owen, Advisory Committee member and Chairman, Union Grievance Committee, Sierra Pacific, employed as Gas Serviceman; Loretta Arneson, Unit Recorder, Sierra Pacific Reno Unit, Shop Steward, Clerical Employees; employed as Bookkeeper; Robert Newberry, Chairman Unit Safety Committee, employed as Lineman.

SIERRA PACIFIC TALKS SET

On April 6, 1960, representatives of the Sierra Pacific Power Company of Reno, Nevada and of Local 1245, I.B.E.W., will commence negotiations on the 1960 Contract.

Subject matter will include wages, safety, apprenticeship, pensions, and certain working conditions.

Union's Committee will consist of Orville Owen, Gas Serviceman; Loretta Arneson, Clerk; and Robert Newberry, Lineman; Business Manager Ronald T. Weakley; Assistant Business Manager L. L. Mitchell; and Business Representative Roy D. Murray.

Negotiations with Sierra Pacific have always been carried on in an atmosphere of mutual respect and confidence that labor-management problems are only solved by joint effort.

The present Contract anniversary date is May 1, 1960.

asked about Workmen's Compensation. It was felt this important subject should be on the agenda at the next month's meeting. Arrangements have been made to have Richard Heath from the same law firm in attendance to explain and answer questions on the coverage of this act.

**Every Member
An Organizer!**

Many questions were also

You Can't Vote . . .

All Local 1245 members are reminded that April 14th is the last day to register in order to vote in the important June 7 Primary Elections.

To qualify for voting in the June 7 primaries, members are urged to register at their earliest convenience. Registration deadline is April 14.

Here are the five classifications of voters who must either register or re-register. It includes those who:

- 1—Have changed their addresses since they last registered.
- 2—Have changed their names since they last registered.
- 3—Want to change political affiliation.
- 4—Had their registrations cancelled because they failed to vote at either Primary or General Election in 1958, and who have not re-registered since that cancellation.
- 5—Have become of age and have never registered.

In California, we will elect this year:

- 20 State Senators
- 80 State Assemblymen
- 30 Congressmen

Most important of all—This is a Presidential Election Year.

PRIMARY ELECTIONS—JUNE 7

GENERAL ELECTIONS—NOVEMBER 8

.. If You Don't Register

Deadline April 14

Atom Power Badly Needed but Progress Is Slowed by Costs

According to information available at press time, no electric power is being produced in the United States by nuclear generation. Reasons are many, and they include technical difficulties, re-fueling procedures, and money considerations.

The target of the power industry is 7 mill power from the atom and the success or failure of the nuclear generation program rests on whether or not this target can be hit.

While ambitious programs are advertised, the cold fact is that money considerations are slowing down the programs. The costs of these ventures are terrific. Private industry has allocated capital for these programs in an atmosphere of high interest rates and a more conservative view of risk spending. There are obvious limits on this sort of investment. In spite of the tremendous amount of money spent by the government on research and atomic fuel production, this assistance doesn't yet seem to be enough to get the nuclear power program out of low gear.

The utility industry must seek cheaper generating capacity. Hydro sites have diminished to the point where only massive and extremely costly projects remain for power development.

Water, natural gas, coal and fuel oil are limited by availability, cost, or depletion considerations. Therefore, the atom is attractive.

Yet, examples of cost problems arise at the government subsidized experimental shipping port operation where the cost per kilowatt is simply prohibitive. Dresden costs are well over original expectation, and Con Edison's Indian Point venture is estimated to cost about twice as much as originally intended. These private ventures are running into additional pre-operating costs which will affect the total cost of generation.

A number of joint ventures have underwritten nuclear power projects but some of these are faltering in the face of uncertainty over money and probabilities of failure to meet competitive operating cost targets.

Government activity in this field was designed generally for research and defense needs. Costs are borne by the taxpayers. Considerable assistance has been given to private industry in the form of direct and indirect subsidy in order that peacetime use of the atom may be advanced.

Another spur to private activity in the nuclear power field is the growing activity in public power agencies which are also pursuing the atom as a fuel source.

There is good reason to believe that the development of nuclear power will be a political issue of some interest in the 1960 elections. It is hoped that the equity of all concerned will be protected and that progress toward economical power generation will be achieved in order



WILBERT PIERCE

Japanese Trade Unionists Are Bay Area Guests of Local 1245

(Continued from Page 1)

fringe benefits they enjoy are twelve guaranteed holidays, sick leave, work clothes (safety hats, work shoes, uniforms) furnished by the company, pensions, leave of absence, and a bonus based on productivity and company profits.

They pointed out that the power industry in Japan is privately owned. Power is generated in hydroelectric plants and through steam generation with coal and oil used as fuel.

One interesting difference is that generally meter readers are not employees of the company and not covered by the contract. They work under individual contracts and are paid on a piece-work basis. Bill collectors are used extensively by the companies. They deliver the bill to the householder and usually collect on the spot.

The unions have a complete union shop agreement and all employees are members up to the middle supervisor level. All of the employees—physical and

clerical—are covered under one agreement and the clerical workers are generally the most active and militant group.

A special problem they commented on was members who request the union to file grievances for them without using their names.

It was their conclusion that the American Labor Movement had much in it for the Japanese trade unionist to observe and to take back with him for use in building a stronger Japanese Union Movement.

Old Support the Old

Here's one to crack your back teeth. The McNamara committee that was here recently in connection with its national study concerning problems of the aged has discovered that one in three of the people approaching the retirement age of 65 is responsible for a parent in his 80s. (—Art Caylor in S.F. News-Call)

to meet our coming power requirements and to conserve our national resources.

Remember, men, only an eskimo can keep his wife in the dark for any length of time.

Oakland Member Killed

Bro. Wilbert Pierce, Lineman of the East Bay Division (pictured below, left) was killed in an accident in Oakland on Thursday, March 10, 1960. Injured in the same accident was Bro. Don Roberts, Lineman, East Bay Division.

The accident knocked out 3 major circuits and cut off power temporarily to a large area in Oakland. Cause of the accident has not been determined and an investigation is underway.

All members and Officers of Local 1245 join in expressing deepest sympathy to Bro. Pierce's wife and family. Picture below shows fellow workers seeking to revive Bro. Pierce. (Picture, courtesy Oakland Tribune)

