

Christmas in a Time of Challenge

1960 draws to a close. The end of the first year in a new decade which may herald the dawn of a newer brighter world or which may plunge the world into a nuclear holocaust resulting in extinction.

This year, as in every year, Christmas is celebrated as part of a ritual at year's end and all enter into the spirit of the occasion with outward appearance of brotherhood. At this time, all subscribe to wishes for peace and good will toward men. Yet, this year, it seems that action, not wishes is more necessary than ever before.

This new decade will see America on trial as never before. New nations seeking enlightenment and guidance will be viewing our national posture for indications of our beliefs and any actions not in line with our stated principles can and undoubtedly will influence the future relative to nuclear extinction or a better way of life for all.

It appears to us that Christmas is a good time to reflect on this problem and resolve to change desire to action.

The celebration of the Birth of Christ is based on the actions of the Man and not upon the Birth alone. A review of His actions and teachings points to things which we can do as individuals to influence the posture of our Nation and thus help to determine the future of the world.

We must in celebrating this Birth reflect a little on the fact that Christ was a dissenter from the status quo. He preached change and for this, He was crucified. He was also a man of action when action was called for as evidenced by the incident of the money changers in the temple.

His teachings were simple and based on the recognition of the worth of all men regardless of race or background. He told His message in understandable parables and all are familiar with the story of the Good Samaritan. We can also understand the philosophy of the incident of the adulteress whose life was saved by the simple words, "Let him among you who is without sin cast the first stone."

His philosophy relative to man's general conduct toward others is summed up in His statement of the Golden Rule, "Do unto others as you would have them do unto you."

A simple, honest philosophy, a belief in change when change is called for, and action where bigotry and prejudice appear. If these were exemplary in Christ and part of the reasons for celebrating His birth, we too, should seek to imitate.

If we were to follow these guides throughout the year and not just at Christmas, it could change the course of human events. This would truly honor Christ's Birth.

Advisory Council Studies Program, Union Finances

Local 1245's program and service structure were reviewed and discussed by members of the Advisory Council on Saturday and Sunday December 3 and 4, in the Local Union headquarters in Oakland. The meeting, specially called by the Executive Board, was for the purpose of acquainting the Council with the accomplishments of the Local and budget requirements.

The regular year end review by the Executive Board had disclosed that programs were beginning to exceed income and

measures would be required to eliminate the deficit spending indicated by the monthly audits.

The problem was laid before the Council in order to obtain an expression of membership desires with respect to methods to obtain a balanced budget. Data regarding previous operations and the current situation were studied as well as projected costs of continuation of all operations.

Discussions of alternative methods brought out the ties between individual phases of operation and the total required to carry out the Union's functions. It was pointed out that the current problem could be solved by every worker who now benefits from 1245's collective bargaining agreements joining and carrying his fair share of the cost. Expanding membership into unorganized fields was urged and recommendations made that assistance be sought from the International Office to develop a long-range organizing program to expand the present jurisdiction.

The meeting was adjourned Sunday with a minute of silence in memory of Brother Del Petty, former Business Representative, and long-time union worker who lost his life in a boating accident last month.

Steam Men Weigh Top Job Issues

Major problems relating to Steam Maintenance work were discussed thoroughly at a special meeting, November 16, 1960 at the Local Union headquarters in Oakland.

Delegates to the conference, representing all Steam Plants, were: Harry Rickson and Anthony M. Zammit, San Francisco; Edgar M. Crump, Francis J. Harbrecht, John E. Ostrander, Jr., Melvin J. Robins, Don Rozenski, Leonard P. Sutcliffe, and Arthur E. Delgado, East Bay; Raymond R. Skidmore, Humboldt; Lawrence Tindall, (Morro Bay) and Jack Welch (Moss Landing), Coast Valleys; and Carl L. Peterson (Kern), San Joaquin.

Discussion of the problems involved in the Maintenance Department of the Steam Plants brought out three major problems common to all twelve Power Plants involved:

1. Looseness of job definition language which permits work normally done by one classification to be performed by other classifications.
2. Work being done by outside contractors at the present time and the possibility of our people losing more work through this practice in the future.
3. Problems that arise during the establishment of additional work hours under Section 202.17 and the conditions involved with traveling crews.

Delegates were agreed that clarification of miscellaneous maintenance work should be sought; and that a mutual Company-Union interpretation of Section 202.17 would certainly aid in eliminating the problems arising through its use during overhaul and extended repair periods.

The group felt that establishing "traveling crews" might maintain our jurisdiction, and perhaps solve our problems, but a great deal of consideration should be given to the methods and procedures in selecting people to man these crews.

Utility Reporter

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



VOL. VIII — No. 8

OAKLAND, CALIFORNIA

DECEMBER, 1960



Attentive listeners as Business Manager Ron Weakley reported on the program of the Local were the members of the Advisory Council pictured here. In the background are the Business Representatives of Local 1245.



Pictured at a dinner given by the Sacramento Transit Authority, are the following employees, shown accepting an award to the Authority for the second successive year: L. to R., (standing), Gene Mangin, Superintendent; Frank Vasquez, Serviceman; G. C. Higgins, First Class Mechanic; Everett White, General Foreman; O. E. McGregor, Robert Calzascia, Nels Born, David Hageman, George Smith, Morris Wilson, all First Class Mechanics; Lee Holmes, Parts Man; and E. Roy Higgins, Chairman of the Board, Sacramento Transit Authority. Holding the banner are, L. to R., Frank Carnicky, Head Painter; Ralph Stoddard, Serviceman; Frank Souza, Cleaner; and W. H. Bowser, First Class Mechanic. All of the above pictured men, with the exception of Messrs. Gene Mangin, Everett White and E. Roy Higgins, are members of Local Union No. 1245.

Efficiency Award Won Again by Sacramento Group

One of the traditions of the I.B.E.W. is the pride which members take in being the best at whatever task they are undertaking. A group which is upholding that tradition is our Sacramento Transit Authority Unit.

For the second year in a row our members have won for the Transit Authority a National award for the Fleet Owner Maintenance Efficiency. This award is a tribute to the employees who have displayed an interest in doing a good job every day of the year. Awards such as this are won by a sustained effort on the part of every man in the group.

To all who had a part in winning this award, we extend congratulations.

Season's Greetings to All Members and Families

Members' Participation Is High in Stockton, Stan-Pac

San Jose Area Sees Record Year Ahead

By ED JAMES

By MARK R. COOK

One of the customs associated with the Christmas Season and the turn of a New Year is to reflect upon the many activities of the year just past.

It is upon this occasion that I desire, in some small measure, to give recognition to that army of volunteer workers who have earned the respect and admiration of every responsible Union member in Organized Labor. I refer, of course, to the Advisory Councilmen, Grievance Committeemen, Shop Stewards, and Unit Officers.

Because I am assigned to service the Stan-Pac properties and Stockton Division of PG&E, I consider it a privilege rather than an obligation, to direct this communication to those with whom I have been associated.

STAN-PAC

Although the Stan-Pac members are fewer in numbers than their closely allied sisters and brothers in PG&E, they point with pride to the fact that they have the highest percentage of participation and meeting attendance of any group or subgroup within the jurisdiction of Local 1245. There is no doubt that the excellent leadership developed within this group has been a contributing factor.

Andy Clayton, Advisory Council Member, Grievance Committee Chairman, and Unit Chairman, together with Unit Officers Dick Hollister, Grady Ford, Al Bulthuis and Cliff Dobbins, have worked diligently throughout the year to provide interesting, well-run meetings.

Andy Clayton and Jim Dexter devoted much time and gave serious concern to the conduct of their responsibilities as Grievance Committeemen.

Shop Stewards Al Bulthuis, Grady Ford, Walt Patzer and Cliff Dobbins established a relationship with management based on mutual respect and confidence, which enabled them to resolve minor problems with efficiency and dispatch.



ED JAMES

Again, doubling in brass, Andy Clayton, Dick Hollister, Walt Patzer, Al Bulthuis, and Cliff Dobbins, gave up many days of their own time on the Negotiating Committee to improve the wages and conditions of their fellow employees.

STOCKTON DIVISION

During the year 1960, some 65 Shop Stewards operated in approximately 30 different work locations within Stockton Division. It would be impossible to list the names of these unselfish workers who have devoted so much of their own time to advance and protect the interests of their fellow employees.

There were several changes on the Grievance Committee this year. Bob Stringham was appointed by the Executive Board to fill the unexpired term of Advisory Councilman for Stockton Division. Brother Jim Coe was appointed to fill the resulting vacancy.

After many years of faithful service, Brother Tom McMurtrie retired from the Committee and was replaced by Brother Dick Maier.

Another change of significant importance was the promotion of Grievance Committee Chairman Fred Lamson into management. Brother Lamson served on the Grievance Committee from July 1952 until October of this year. During the eight years of service, he gave freely of his time and energy. The last three years of his tenure in Committee he served as Chairman. It is indeed a tribute to Brother Lamson that management, as well as Union, recognized the intelligence, honesty and dignity with which he conducted the affairs of the Committee.

Brother George Wageman, who replaced Brother Lamson, and Brother Cecil Foster, make up the balance of the Committee which has served with distinction.

Again, numbers prevent the naming of the 25 individual members who have been elected as Unit Officers for the 5 Units situated in Stockton Division. Members who have been attending meetings have seen the results of responsible leadership manifest itself in well-conducted interesting meetings.

In considering the foregoing, it becomes evident that this responsible group of volunteer workers comprise the backbone of our organization which takes pride in the democratic manner with which we operate.

Democracy demands participation—participation demands sacrifice.

Since the beginning of time man has worked with his fellow man, in small and large groups, engaged in many and diverse activities, to achieve that measure of security and dignity for all mankind which fortells the coming of "Peace on Earth, Good Will Toward Men."

Merry Christmas and a Happy New Year!

Members Work Hard for the Union in S.F.

By DANIEL J. McPEAK

The close of 1960 marks the end of another year of progress in San Francisco Division. The Officers, Shop Stewards and Committee members all contributed much of their time and efforts to advance the interests of working people throughout the year.

The Organizing Drive had good participation from the members and many new Brothers and Sisters joined our ranks in 1960.

Members in San Mateo County were very active in the recent election and increased the



DAN McPEAK

political awareness of the members in that area. Plans are underway to cover San Francisco County in the same manner in coming years.

To all those who participated in the affairs of the Union in 1960, a well deserved "Thank You!"

To those who did not participate, "Let's get in the act in 1961."

To all the members, my best wishes for a Happy and Joyous Holiday Season and the best year ever in 1961.

As the year 1960 draws to a close, it is well to take a good look at the events which have transpired for which we are grateful. San Jose Division has continued to expand in electric and gas customers. Full employment has been maintained and in some departments, increased in this area. Improved techniques in work procedures, new and improved mechanization, better equipment—all of these have contributed



MARK COOK

contributed greatly to the successful functioning of this Committee. With this as a background, we can look forward to the coming year with confidence. We cannot relax in organizing, in effective work by the Stewards, and in the members' participation in policing the Contract. Continued activity will make 1961 an even better year than 1960.

to more production and less physical labor. Reclassifying jobs to higher levels has produced better pay and required higher skills from our members. Last but not least, the future for San Jose Division and Santa Clara Valley looks very bright for an expanding economy and work opportunities. Viewing these things for which we are grateful, it is well to ask, "What helped cause this?" One answer would be Local Union 1245, I.B.E.W. (AFL-CIO); another would be the effectiveness of our Shop Stewards; a third would be the organization of our members who desire to maintain and protect the contract. Some of the things we take for granted are holiday pay, vacation pay, sick leave, overtime rates, shift differentials, hospital insurance, group life insurance, savings fund plan, retirement plan, and many others. All of these benefits have been negotiated by our Union; they have and will continue to be maintained by this Union as long as we, the members, remain strong and effective. The members are the Union.

In looking at the past year, we note that many problems and disputes have arisen over the application and interpretation of the Contract between our Union and PG&E management. The primary group responsible for resolving these items has been the Division Joint Grievance Committee. This Committee has done an excellent job in this past year. The Union members have been honest and sincere in settling grievances promptly. Management members have been just as honest and sincere. This Committee is effectively chaired by Mr. Gyne Bishop, Division Electric Superintendent. His thorough knowledge of the Contract, his fairness and impartiality, plus his broad insight into problems of management and Union, have

contributed greatly to the successful functioning of this Committee.

With this as a background, we can look forward to the coming year with confidence. We cannot relax in organizing, in effective work by the Stewards, and in the members' participation in policing the Contract. Continued activity will make 1961 an even better year than 1960.

Civil Service Job, Maintenance Tech

The San Francisco Civil Service Commission has announced an Entrance Examination for Electrical Maintenance Technician, Class E123.

Salary Range: \$33.64 per day (subject to change annually).

Age: 21 years of age or over.

NOTE: Non-resident citizens may file for this examination. Last date for filing applications: December 27, 1960.

Beginning date of examination: January 21, 1961.

Duties of the position: Under general supervision; performs duties requiring technical knowledge of, and experience with electronic equipment and apparatus, and experience with electric power system equipment; inspects, tests, adjusts, installs and maintains electrical equipment such as power line carrier, supervisory control, telemetering, communication, protective relays, meters, and other electronic and auxiliary apparatus; works with and in emergencies relieves a Power House Electrician; and performs related duties as required.

Minimum Requirements: 1. Completion of a recognized apprenticeship, and

2. Four years of first-class paid experience within the last eight years as a journeyman in the installation, maintenance, or repair of equipment pertaining to power line carrier, supervisory control, telemetering, carrier voice communication, radio or television, at least one year of which was in connection with electric power system operation in the generation, transmission, and distribution of electrical power.

For further information and applications write to the San Francisco Civil Service Commission, Room 154, City Hall.

American policyholders invested an estimated 12,650,000,000 in their life insurance and annuity programs in 1959.



JOHN WILDER

East Bay Division Expresses Thanks To Shop Stewards

By JOHN WILDER and LARRY FOSS

We are fast approaching the beginning of a new year. It is a time when we give thanks for the blessings of the months gone by. We of the Labor Movement have many individuals to give thanks to for the many benefits, gains and accomplishments in the past year.

We of the East Bay Division should thank and commend the many Shop Stewards for devoting time and energy to help their fellow workers, the Unit Officers for the many hours spent toward making our Unit Meetings educational and interesting, the Grievance Committee, one of the finest, for the time spent in research and preparation in order to better protect our membership, the Executive Board Member and Advisory Council Members who have given unselfishly of their time to further the interests and desires of the membership, and certainly the membership should be thanked for their interest, support and participation.



"OOPS! YOU SAID THE MAGIC WORDS 'PAY RAISE!'"

Rich relative: The kin we love to touch.

The UTILITY REPORTER

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 NORMAN AMUNDSON Editor
 L. L. MITCHELL Assistant Editor
 M. A. WALTERS Assistant Editor

Executive Board: J. E. Gibbs, Jr., Marvin C. Brooks, M. Scott Shaw, Allan C. Terk, Robert E. Staab, William Yochem, Gerald F. Watson, John W. Michael.

Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price \$1.20 per year. Single copies, 10 cents

Importance of Youth Activities Is Stressed By North Bay Members

One of the subjects often discussed in Union circles is our failure to present to the younger generation the true story of Unionism. We all agree that they need to know about the goals of Labor, its history, its accomplishments, its methods, its failures, and why Unions are needed if we are to preserve our fundamental freedoms.

Unfortunately, once we have discussed the matter and agreed on the need for action, we get back to what we consider more urgent matters and forget about the "need for action" in this area.

One member of Local 1245 who has not forgotten the importance of reaching the younger generation and has taken action in a quiet, effective manner was pointed out to us by Business Representative Frank Quadros. Last month we ran an article in the UTILITY REPORTER on the visit of the four student leaders from Calistoga High School. In the story we stated that the idea for inviting the students came from Business Representative Quadros.

Frank Quadros corrected us as soon as he read the story. "The idea of bringing the students in was North Bay Advisory Council Member Frank Anderson's," he pointed out. "I would further suggest that when the Advisory Council comes in for their next meeting, you ought to have a talk with Frank about his activities with youth groups."

In as much as we strive to be completely accurate in this newspaper we acknowledge our error and set the record straight. We also accepted Representative Quadros' suggestion and sought out Frank Anderson at the Advisory Council meeting on December 3. Frank's activities and his opinions on the subject turned out to be very worth while and well worth repeating in the newspaper in our opinion.

"I feel," stated Frank, "that



FRANK ANDERSON

we as active and dedicated Union members should seek to further the aims of Unions in any area we can. We need to think in terms of future needs and plan for them.

"For example. These high school students will be out of school and probably in the Business world as either a part of management or labor within the next five years. If they are given some understanding of Union now they will be able to take a more objective view and not take a prejudiced stand based on information gained from anti-labor sources."

"If they end up as Union members they will probably be better members willing to assume positions of responsible leadership. If they become a part of management the chances are they will be enlightened

management who understand a Labor-Management relationship built on a basis of respect for the Union's rights and responsibilities."

Among other youth activities Frank Anderson has been a Scoutmaster for six years and has taught a Sunday School Class for three years. He also serves on the Social Action Committee of the Presbyterian Church which he attends.

"In outside groups I identify myself as a Union member but I emphasize the importance of the activity of the group I am in rather than to assume the role of a labor representative. When the youngsters ask me about Unions — and they often do — I try to give them an honest objective answer and to explain the principles which are involved."

Frank has been a member of Local 1245 since coming to work for P. G. & E. in 1952. He has held various positions of leadership in his Unit and is currently serving as the Advisory Council Member from the North Bay Division. His final statement was:

"Probably many of our members are engaged in the same kind of activities that I am. It's important work and it's also very rewarding work and I am sure that these other members will agree with me. Incidentally if you're going to put something in the paper about this I'd like to extend Christmas Greetings to all my friends in the Union." Which we are most happy to do.

WE NEED HUMAN PROGRESS ALSO

By SPIKE HENSLEY

Thanksgiving having just past we are all looking forward to the Christmas Holidays. It seems tragic that the majority of the people of our great country have forgotten the true meaning and spirit of these two days we celebrate. We all have reasons to be on our knees giving thanks that we live in a democratic country such as ours. All we



SPIKE ENSLEY

away with the sweat shops and child labor. History also shows that man has fought and died for what he believed to be his inherited right, a living wage, better working conditions and most important, to be recognized as a first class citizen. Wars have been fought for lesser principles than these.

The struggle of man to better his lot continues. He has a yoke to remove from around his neck. Taft-Hartley Law, Landrum-Griffin Bill, and Right to Work Laws. He sees the need for more schools, better care for our senior citizens.

We live in a rapidly changing world today. This is a mechanized world with many technological advances occurring daily. Organized Labor has to change with the times or be swallowed up in the process. The method of negotiating has also changed with the times. New approaches to problems have to be sought. We find where certain things cannot be obtained through the negotiation procedure we must look to either the Federal or State government to enact laws which will protect the working man and his family.

These are but a few of the many problems that Organized Labor has faced and will continue to face over the years to come. We can only hope that the future will bring to those who continue to struggle and suffer the goals they have set.

I would like to at this time express my appreciation to all the Stewards, Grievance Committee, and Unit Officers for their cooperation and support over the past year. I want to especially congratulate Brother Don Bennett, Advisory Councilman and Brother Bob Staab, Executive Board Member for the manner in which they have represented Coast Valleys Division.

To all the members of Coast Valleys District I would like to wish you one and all a Merry Christmas and a Brighter and Happier New Year.

In the past 10 years, the American Heart Association and its affiliates channeled more than 40,000,000 into research to find ways of treating and preventing all forms of heart and blood vessel disease.

A Year of Progress For Clerical Workers

By NORMAN AMUNDSON

Progress in all areas of Union activity has been achieved by the Clerical members of Local 1245 during 1960.

Perhaps the most notable accomplishment was the agreement reached in general negotiations to schedule regular meetings for the purpose of negotiating Clerical Lines of Progression. The Company officials, the Union representatives, and the Clerical Committee members involved in these negotiations have worked hard to adhere to the schedule and to date, have reached agreement on three of the groups involved.

A meeting for January has been scheduled and continued progress should be achieved in these negotiations.

Changes negotiated in the Demotion and Displacement rights of Clerical employees have improved job security. Accelerated progression rights for demoted employees were broadened and temporary upgrade payments for this group improved.

In October a very successful Conference for Clerical Employees was held at the Hotel Leamington in Oakland. Delegates explored thoroughly the problems and the program for clerical employees.

The Clerical Stewards have participated in meetings in several divisions in order to better understand the Agreement and the Grievance Process. Participation in Union activities by the entire membership has increased during 1960.

In addition, clerical organization has shown improvement. More and more people have realized their responsibility to join



NORMAN AMUNDSON

and support the organization which is constantly working to improve their job.

1961 can be an even better year than 1960. The responsibility for making it so depends upon the Clerical employees. It's my hope that all of them enjoy a very Merry Christmas and then make a New Year's Resolution to make 1961 a year of active Union participation.

'Good Will to Man' Typifies Union Actions

By ROBERT STAAB

Once more it is the happy season of Christmas when the word "Brotherhood" comes to mean a little more. As one of your officers, I would like to share a few of my thoughts with you. Most of us at one time or another, have wondered what Christmas would be like in a world where peace reigned completely, where no man raised his hand against another, and where we, as children of the Maker, realize that we must learn to obey the golden rule, so everything would be as we would want it to be.

No one has had the chance to see this wonderment resolved and it is very unlikely that anyone ever will. We find that in the most intimate families, the most considerate, there is also much sorrow, some loss that seems to take much joy from the Christmas Spirit, which for years and years and in our childhood days we had hoped for.

History records the mistakes of the leaders throughout the world in the achievement of "Peace On Earth." They have for years reflected the selfishness of their own people. Now we must all share in the responsibility for these failures.

Good will toward men should be a challenge every day for everyone in the Brotherhood. It demands more respect for one another's rights, thinking, beliefs, and allows more freedom of expression. This would do

much to spread good will and preserve the dignity of man and meet our everyday challenges.

A Happy and Merry Christmas with much success in the New Year to you and yours.

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Clerical Representative Norman Amundson and Clerical Advisory Council Member Joan Bynum attended a special meeting of Coast Valley clerical members on Monday, Dec. 5 in Salinas. Here Rep. Amundson is reporting on Clerical Lines of Progression Negotiations. On his left is Joan Bynum, who discussed problems of contract enforcement and related subjects with the group. Also present were Local 1245 Recording Secretary M. Scott Shaw and Bus. Rep. Spike Ensley.



Time out for refreshments and chatter at the Redding Joint Pole Dance.

Union Rep., A New Citizen Praises 1245 Democracy

By JIM McMULLAN

The year 1960 is just about over and will soon be forgotten by most of us, but for the McMullan family, this year has been so filled with so many new, and for the most part, happy experiences as to become one of the memorable years in our lives.

The year started out on a rather "sour" note. The old PG&E steam plant, (Station 'B') where I got my first job after arriving in this country from Ireland, was retired. The resulting reshuffle of personnel caused a period of anxiety with respect to my means of providing for my family. I was, however, more fortunate than some of the people involved, since I at least was retained in some capacity when a goodly number of people lost their job entirely. It was a great consolation to me, during this period, to be working under a UNION contract and to know that the proper steps would be taken in the protection of the rights of all of us who were involved.

In the latter part of February I was offered and accepted a job on the staff of Local 1245. For about five months I lived in Oakland and worked in the Union headquarters, learning the functions of the Union and getting an entirely different picture of how the Union operates. This was an experience I wish could be had by all of the members of the Union. I believe it would lead to a much better understanding of the need for a Union and of the many and often very complex problems facing the officers of the organization.

In July I was assigned to the Northern section of our jurisdiction as the Business Manager's Representative. The territory covered here includes the Humboldt and Shasta Divisions of PG&E and the Citizens Utilities Company of California. Members are spread over this area, which at points are close to 400 miles apart. This creates

problems in giving adequate service to the members and one person alone would be defeated before he even got started. This points up the need for good reliable Shop Stewards who act as the Business Manager on the job and see to it that the contract is lived up to.

I would at this time like to express my sincere thanks to all of the people who make my job so much easier. I would first say thanks to my predecessor, Fred Lucas, for the fine job he did in the recommendations for appointment of Shop Stewards. This area has as fine a group of Shop Stewards as can be found anywhere. Thanks to the Northern Area Executive Board Member, Gerald F. Watson for the assistance he has given me. To the Advisory Councilmen, Jim Branstetter, Hank Lucas, Art Borden and Bob Swango who are always ready and willing to give help, and to the grievance committeemen — Shasta Division; Luige Dellaragione, Bob Azevedo, Ralph Potter and Bob Emmons; Humboldt Division; George Tully, Joe Sykora, Ollie Newlan and Slaton Keplinger; I say many thanks. Last, but in my opinion; the most important and too numerous to name, I want to thank all of the Shop Stewards, without whose help I could not carry out my job.

The year 1960 was nicely drawn to a close when my wife and I, on December 8th, were sworn in as American Citizens. This was a proud and happy moment in our lives. We have, for the last five years, been denied some of the privileges of a citizen, such as the right to vote in

elections, the right to work for Federal, State, or Local Government agencies. We have paid more than double the amount a citizen pays for fishing and hunting licenses, to name just a few of the disadvantages of living in a country and not being a citizen. I believe if some of the 'Native Sons' were in this position for a short time they would not be so careless about neglecting to exercise their rights and to guard the rights which they have.

The democracy practiced in Local 1245 and its belief in the rights of each individual was very well demonstrated to me in the fact that as a member I was never once discriminated against and was assigned with a staff appointment even though I had not yet been here long enough to become a citizen. I have not had one member question my right to represent him, even though almost everyone knew I had not yet completed the final process of naturalization.

To all of the members of Local 1245 in Humboldt and Shasta Divisions and in Citizens Utilities, I would like to express my sincere best wishes for a Happy Christmas and the hope for continued prosperity in 1961. Keep one last thought in mind, support and strengthen your Union, and your prosperity in 1961 is assured.

Parties, Outings Brighten t

The holiday season is being enjoyed by Local 1245 members throughout the vast area covered by our jurisdiction—from the sunny, warm desert areas adjoining the Arizona border, north to the Oregon line, and from Pacific beaches inland to Nevada's great mountain plains.

The variety of temperature and moisture call for varying types of recreation, both indoor and outdoor, but the main emphasis of course is on the Christmas theme, with its attend-

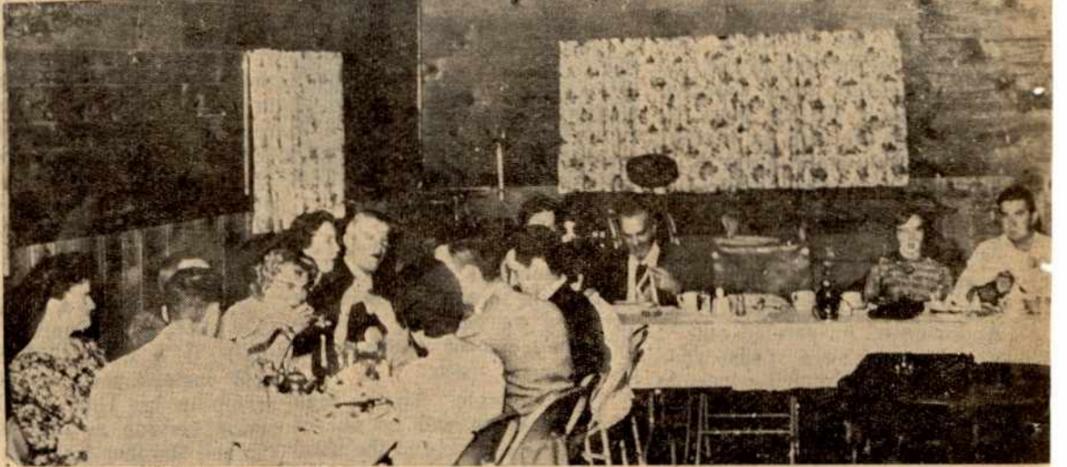
ant snow-country atmosphere. Thousands of family reunions will be enjoyed by Local 1245 members, and hundreds of parties are being held. Many, in the northern areas, are also taking part in hunting and skiing during leisure hours.

Pictures on these pages were taken at four different early seasonal parties given by 1245 units at Eureka, Redding, Trinity, and Alturas.

Eureka Unit 311 started the season off with a 'Hard Times'

dance. This affair was such a success that the members are already planning a repeat performance in the spring. The guest of honor at the dance was our Northern Area Executive Board Member, Gerald F. Watson. About 50 members and their wives were in attendance.

The success of a function such as this is dependent on good organizing and a team effort by all concerned. To single out an individual for praise seems almost unfair to all the rest who



Members and wives from the Trinity Unit enjoyed food, fun and fellowship at th



There were some very charming ladies in attendance at the Joint Pole Dance held by the Redding Unit in cooperation with the Communication Workers of America Local.



Proudly displaying their new citizenship papers are these two daughters of Representative James McMullan and his wife.



Several Local 1245 members and wives gathered at the home of Bus. Rep. James McMullan and his wife recently to help them celebrate becoming citizens.



Having a good time at the Eureka Unit's "Hard Times" dance were this group of Local 1245 members and their wives and friends.

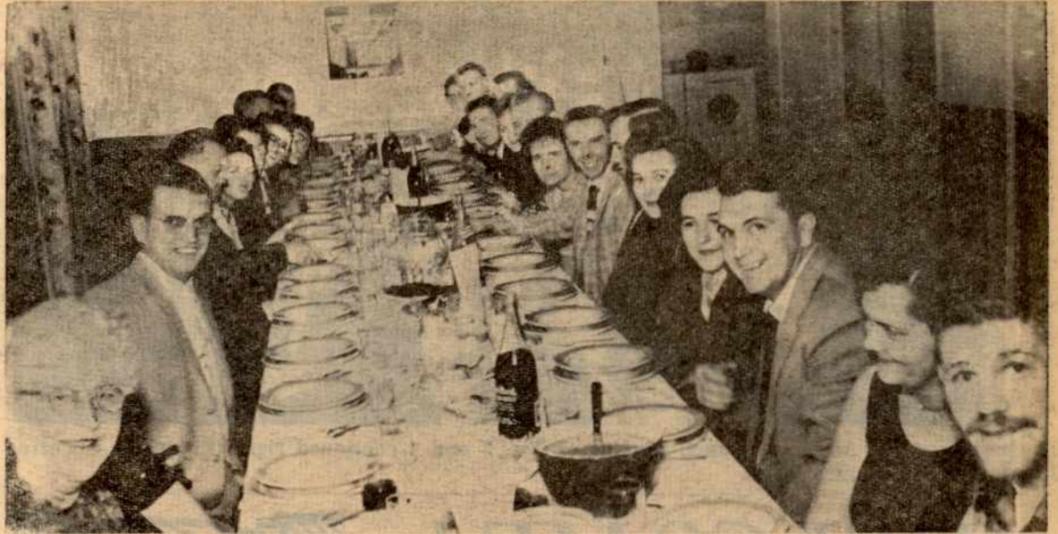
The Holiday Season

put so much time and effort into it. The dance committee and all those in attendance, wish to express a special word of thanks to Joe and Peggy Sykora, who at their own expense, provided such a variety of sandwiches, salads and coffee. To term it as a 'snack' is an injustice—this was a full meal. Thank you, Joe and Peggy.

Redding Unit 3212 joined together with the C.W.A. members in the area to sponsor a 'Joint Pole' dance at Moose Hall

in Redding. Unfortunately, for the sponsors, one of the early winter storms developed and reduced the attendance far below that which was anticipated. About 30 members and their wives braved the elements and had a wonderful time. It was especially pleasing to see members from distance points, Weaverville and Corning in attendance and having a 'ball.'

Every Member An Organizer!



It wasn't easy but this hungry group of members and wives at the Alturas Unit dinner held up eating dinner long enough to pose for this picture at their Annual Christmas get-together.



Annual Christmas Dinner.



FRANK QUADROS

ACTIVE YEAR IN NORTH BAY AREA

By FRANK QUADROS

The Union members who make their Union function in North Bay have had an active year in 1960. This is the time of the year when we take stock of the year's activity, the progress made, and the people who gave of their time and effort.

In 1960 we have had a Local Conference, negotiations, an organizing drive, and four Division Shop Steward and Unit Officer meetings, in which North Bay members have participated. I would like to take this opportunity to thank the members who participated in these affairs and the Shop Stewards who have the responsibility of enforcing the Contract on the job.

First, the delegates to the Local Union Conference who helped form a program for the 1960 negotiations: From the Napa Unit—Joe Tamborini and Fran White; the Santa Rosa Unit—Jim Parker and Kenneth Waters; the San Rafael Unit—Lafayette Wicht; the Ukiah Unit—Clifford McMahan and Floyd Poulton; the Ft. Bragg Unit—Walter Knox and John Kaser; Clerical delegate from North Bay—Jim Fountain. In addition, Jim Fountain did a fine job for North Bay on the System Negotiating Committee.

Shop Stewards and members Ray McDermott, Bernard Berglund and Ken Waters were very active in the organizing drive.

I wish further to commend the following Shop Stewards for a job well done during 1960: Lafayette Wicht, William Mazzina, Allen Hodge, Henry Beneken, Joe Pence, James Grassman, Richard Gardiner, Joe Tamborini, Frank Anderson, Joe Borders, Oscar Fellin, Fred Jagers, Clarence Kelly, Cliff Stormes, Walter Knox, John Kaser, John Crone, Robert Meek, Walt Dunlop, as well as General Construction Shop Stewards in the North Bay area John Scheeringa, Les Elwood, James Bergin and Gerald O'Brien.

Jim Parker did an excellent job on the two articles he submitted to the UTILITY REPORTER. As did Louis Gomes,

who submitted material on activities in Ukiah.

The Unit Chairmen and Records who keep the Units running smoothly deserve a pat on the back and last, but the most important, the North Bay Division Union Grievance Committee consisting of Chairman Jim Fountain, Clerk "B," Ukiah; Fred Jagers, Lineman, Healdsburg; William Mazzina, Lt. Crew Foreman, San Rafael; and James Grassman, Lineman, Vallejo, who have done an excellent job in representing you at the Division Grievance Meetings each month.

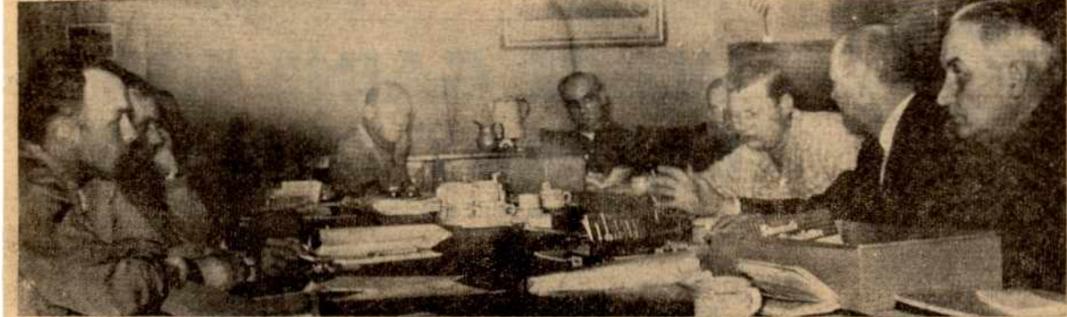
Looking into next year, we find that we cannot lessen our efforts. The Right-to-Work groups will be ever active, working to put your Union out of business, along with other anti-Union groups.

Therefore, let's make a special effort in 1961 to sign up those non-members and attend your Unit meetings to keep informed. Help keep your union good and strong.

The Division Shop Steward and Unit Officer meetings have been very successful and will be continued in 1961. Any suggestions from Shop Stewards and Unit Officers as to ways of improving these meetings will be welcomed.

I look forward to an active year and I would like to take this opportunity to wish the members in North Bay and their families a Merry Christmas and a Happy New Year.

Candidate: "There are 100 jails in this state and I'm proud to say no member of my family has ever been in one of them." Voice from audience: "Which one is that?"



Part of the group of Stewards and Grievance Committeemen from the De Sabla Division who spent a Saturday of Study and Discussion, Nov. 19 at Paradise, in order to perform more effectively on behalf of their fellow members are shown in this picture.

DE SABLA STEWARDS MEET FOR STUDY AND TRAINING

Shop Stewards, Grievance Committeemen and interested members gathered for an all-day session of study and training at Paradise, California, on November 19, 1960.

Subjects included on the agenda for study and discussion were: The role of the Steward in the Union organization.

Contact enforcement on the job.

Grievance handling by the Steward.

Organizing the non-members and the new employees.

Improved methods of communication between the Shop Steward and the Union Business Representative.

Pictured above, the group can be seen "hard at work" dis-

cussing ways and means of handling some of the knotty problems that confront the Shop Steward in his daily tasks of organizing and enforcing the provisions of the Local 1245 I.B.E.W.—Pacific Gas & Electric Company Labor Agreements.

In attendance at the meeting were De Sabla Division members, Shop Stewards and Griev-

ance Committeemen Allen Johnson, Warren Dreiss, Mark Burns, Jr., Michael Aicega, Harvey Bronson, Charles Hasty, Allen Terk, Marion Humphrey, Ray Wilson, Paul Humphrey, and Rollie Smotherman; Local Union Business Representative Roy D. Murray and Assistant Business Manager Alfred M. Hansen.

The meeting was the first of a series of study sessions to be held at intervals of two to three months during the coming year. The next session is tentatively scheduled to be held during the month of March, 1961. All De Sabla Division Stewards, Grievance Committeemen and interested members are invited to attend. Specific dates will be announced in January.



George Tully must have told a funny story to evoke this much laughter. L. to R. are Mrs. Tully, Gerald Watson, George Tully and Mrs. Jim McMullan enjoying themselves at the Eureka Unit's Party.



The Eureka Unit's Hard Times dance turned out to be the most successful social event the group had ever sponsored. Credit should go to this hard working Committee of L. Harper, Jim McMullan, Joe Sykora, Fred Lucas, Peggy Sykora, Gerald Watson, Hank Lucas and George Tully.



Discussions at the Advisory Council Meeting of Dec. 3 and 4 continued right through the "Coffee Break"—as this picture shows.

WELCOME!

The following people were welcomed into membership in Local 1245 during the month of November.

"BA" APPLICATIONS SAN JOAQUIN

- Cullers, Billy L.
- Dyer, Johnnie B.
- Kemmer, Carrol S.
- Norris, Lloyd W.

COAST VALLEY

- Barrett, David T.
- Haga, Duane H.

PIPE LINE OPERATIONS

- Havens, Leonard E.
- SAN JOSE**
- Mahoney, Donald E.
- Marchese, Anthony P.

EAST BAY

- Carver, W. C.



- Noble, Wilbur R.
- Warren, Robert F.

SAN FRANCISCO

- Hill, Troy L.
- King, Robert S.
- Proll, Edward C.
- Safford, Harold E.
- Tanner, Edward F.

GENERAL OFFICE

- Appleby, Claudette
- Lynch, Linda J.
- Pasquini, Sandra A.

HUMBOLDT

- Michna, Charles D.
- Nickle, Gene R.
- Seymour, Henry R.

SIERRA PACIFIC

- Mathews, Mac D.
- Van De Veere, Jerry A.

NORTH BAY

- Niderost, Richard A.

SACRAMENTO

- Alvis, Donald W.
- Cagle, Merrell W.
- Fernandez, Joseph
- Wright, Robert A.

S.M.U.D.

- Clymer, Warren H.

CITIZENS UTILITIES

- Graham, Judy
- Smith, Paul D.

TREE SERVICE

- McBride, Charles L.

GENERAL CONSTRUCTION

- Anderson, G. Don
- Bain, John
- Bookheimer, Robert C.
- Darnell, Marvin L.
- Day, Norman W.
- Dimmitt, Albert A.
- Drumm, Lynn H.
- Pratis, William L.
- Harsch, Herbert L.
- Hershman, James R.
- Hockett, Harry C.
- Hunt, Samuel W.
- Kaeding, Loren
- King, Harold L.
- Mauck, Robert C.
- Morgan, Thomas
- Patrick, Paul O.
- Proffer, Jack G.
- Richardson, Robert
- Sessions, Russell
- Snider, Duane D.
- Sobrero, Ronald M.
- Sprague, Bob

- Steele, Douglas P.
- Tassone, Louis

Radiation Round-Up



SANTA WAS THE FIRST IN ORBIT!

By SAM L. CASALINA,
Radiation Safety Consultant



T'was the night before Christmas
and all through the Nation
The world's shaky peace,
caused great consternation.

The missiles were stacked
in their silos with care,
In hopes that Nick Khrushchey
would heed and beware.

The warheads were nestled
all snug in their place,
With fissionable material
all set to lay waste.

The atom's great power
misused in Mars duffle,
And its peaceful potential
was lost in the shuffle.

It was meant to bring heat,
and for power and light
Not for a holocaust
of nuclear blight.

The atom's potential
was meant to release
New vigor and energy
for keeping the peace.

To create new jobs

and to serve mankind
To heal all the sick
of the body and mind.

But back to old Santa—
on the coming yuletide
Let's assure him a place
where'er we reside.

In these days of U-2s
(and the Soviet spies)
Let us never forget
Santa's rights in the skies.
So when Santa comes south
across the DEW line
Let the scopes and the scanners
know everything's fine.

Let the Soviet sputniks
deny and deplore it,
But Santa was really
the first one in orbit.

He never has changed
his great message to all
That persecution of man
will lead to a fall.

We'll follow this creed
as old Santa has done
To make of the New Year
a peaceful and prosperous one.

WAGE GAINS FOR EASTBAY TRANSIT

Negotiations between Local Union 1245 and the Alameda Contra Costa Transit District have resulted in the parties agreeing to a two-step wage hike plus other benefits over a twenty-six month period.

Effective November 1, 1960 wage rates for Journeymen Classifications were increased 32 cents per hour with an additional 14 cents to be effective January 1, 1962. At the same time increases of 6.25 per cent and 5.5 per cent respectfully are to be applied to the Helper's Classification. In addition the new Agreement increases health and welfare benefits, provides for greater pension benefits, recognizes Washington's Birthday as a paid holiday and liberalizes vacation and sick leave provisions.

These negotiations came about as the result of the Dis-

trict's taking over the former operations of the Key System Transit Lines on October 1, 1960 and were possible because of the labor provisions written into the legislation authorizing the formation of the Alameda Contra Costa Transit District. These labor provisions, which were adopted by the State Legislature in 1955, were the first to give employees of a public sub-division in the State of California the protected rights of self organization and collective bargaining.

Assistant Business Manager M. A. Walters, who represented Local Union 1245 during these negotiations reports that the Union's desire to establish wages and conditions on a par with the best in the California Transit Industry was met to a large degree. He further reported that the District's Management and its Board of Directors were both cordial and reasonable in other relationships with the Union.

- Ward, Robert W.
- "A" APPLICATIONS
RECEIVED IN NOVEMBER
GENERAL CONSTRUCTION
Egan, R. B.
Jones, Samuel D.
Kissel, Robert L.
Maudlin, Robert E.
Phillips, Howard W.
Wilkins, Curtis A.

- TRAVELING CARDS
RECEIVED IN NOVEMBER
GENERAL CONSTRUCTION
Andrews, C. F.

Steno Jo: "Did you ever see a lie detector?"

Steno Flo: "Did I ever see one? Huh, I married one!"



Business Representative Spike Ensley presents a scroll and pin to retiring member Harry Jewett, Line Sub-Foreman, Santa Maria. Members at the party recalled the extreme patience and understanding many of them had received when, as new employees, they were assigned to Brother Jewett's crew.

QUARTER-CENTURY OF SERVICE FOR HARRY JEWETT, SANTA MARIA

November 19, 1960, brought a close to over a quarter of a century of PG&E employment for Brother Harry V. Jewett, Line Sub-Foreman, Santa Maria. Out of the 26 years that Brother Jewett has worked for PG&E, 19 of those years were as a member of Local 1245.

Brother Jewett was honored at a retirement dinner at the Santa Maria Country Club by many of his fellow workers on this date. Several of Brother Jewett's fellow workers gave testimonials about his patience with new employees and his deep personal interest in the welfare of his fellow workers. Many stories of the past were related by his friends but when Brother Jewett took the floor he also had a few stories to relate about the past to the delight of those present.

As a token of their appreciation his fellow workers gave him a pair of binoculars, which we doubt anything else could have given him greater pleasure. Business Representative Spike Ensley also presented Brother Jewett with a pin and scroll in behalf of the Business Manager, and wished him many happy years of retired life.

Brother Jewett's retirement plans are very exciting. He and his lovely wife Mildred have sold their home in Santa Maria, and have bought into an exclusive Trailer Park called Bay

Side Village in New Port Beach, California. It has a large club house and a swimming pool, plus a private boat landing and dock for each family. Brother Jewett has the boat to fill the slip.

This is only the beginning Brother Jewett also has a pick-up truck with a modern camper on the back with which he intends to travel and get in some fishing. His first plans are to lease his trailer home and take a three months trip into Old Mexico. After returning to his newly acquired home in New Port Beach, he intends to make a similar trip to Alaska. We wish Brother Jewett and his wife lots of luck and only wish we were able to share in their many adventures.

Brother Jewett and his lovely wife Mildred have expressed a desire to have their many friends pay them a visit at their new home. They say they have plenty of room and would enjoy having their friends visit them. If you are in that neighborhood, you can find them at 112 Bay Side Village, 300E Coast Highway, New Port Beach.



At left above, Business Representative Spike Ensley is discussing a point with Bobby Robinson, San Joaquin Division Advisory Council Member. At right the Staff members of Local 1245 take notes in preparation for making reports at Unit meetings.

State Tightens Law on Transportation of Workers

Pursuant to the provisions of Section 6502 of the Labor Code and following passage of Assembly Bill 49, relating to the transportation of farm workers, during the 1959 session of the California Legislature, the Division of Industrial Safety undertook to revise Article 23 of the General Industry Safety Order relative to transportation of employees and material. The purpose of these revisions was to provide for general application throughout the State of reasonable safety standards and safety devices in this matter.

To this end public hearings were held in Chico on 10-13-59, in Fresno on 10-27-59 and in Imperial on 11-13-59 at which time all interested parties were given an opportunity to appear and set forth their feelings relating to the proposed revisions. Several employer representatives appeared in opposition on the basis that they felt some of the revisions were unnecessary, that others were too restrictive and placed undue hardship on employers, or that in some instances the cost of compliance would be excessive in relation to the safety that would be provided. Appearing on behalf of Local Union 1245 Assistant Business Manager M. A. Walters stated that the safety of the workmen should be the first consideration and to that end he felt that the Division of Industrial Safety should in general be supported on its proposed revisions. Brother Walters was joined in these sentiments by representatives of other labor organizations who were in attendance.

Following public hearings the Industrial Safety Board adopted the proposed revisions with only a few changes, most of them minor, and on September 22, 1960 the revised provisions of Article 23 of the General Industry Safety Orders became effective. (The provisions of Article 23 are printed in full in order to eliminate any possible confusion which might result from any attempt to summarize.)

ARTICLE 23. TRANSPORTATION OF EMPLOYEES AND MATERIALS

Note: For the purpose of this article the following definitions shall be used.

3412. Definitions. (a) **Primarily** means that the motor vehicle is seldom used for purposes other than the transportation of employees.

(b) **Regularly** means that the motor vehicle is used to transport employees to and from the working site and for other purposes.

(c) **Occasionally** means that the motor vehicle is seldom used for transportation of employees.

(d) **Bus (Conventional Type)** means any motor vehicle (except those of the pleasure car type) designed, constructed, and used for the transportation of employees in which the driver and the employees sit in the same enclosure.

(e) **Bus (Truck Type)** means any motor vehicle designed, constructed, and used for the transportation of employees in which the driver's cab is separated from the passenger compartment. Such buses are referred to as "truck-crew" buses in this article.

(f) **Pleasure Car Type.** Sedans, coupes, station wagons, carryalls and suburban-type vehicles are motor vehicles of the pleasure car type.

(g) **Motor Vehicles** means motor cars, buses, trucks, or semi-trailers.

3412.1. Licensing of Drivers. (a) No person shall be required

or permitted to operate a conventional type bus, a "truck-crew" bus, or any other motor vehicle other than pleasure car type while transporting seven (7) or more employees, exclusive of the driver, unless he holds a valid chauffeur's or endorsed operator's license permitting such operation.

(b) No person shall be required or permitted to operate any motor vehicle used for the transportation of employees unless he holds a valid operator's license.

3413. Transporting Employees.

(a) Trucks and buses used primarily or regularly for the transportation of employees shall be constructed or accommodated for that purpose, and shall be equipped with adequate seats properly secured in place, and shall be protected on sides and ends to a height of forty-six inches (46") to prevent falls from the vehicle.

(b) On every motor vehicle used for the transportation of employees the lamps, brakes, horn, mirrors, windshields, turn signals, and other equipment affecting the safety of passengers shall be kept in good repair.

(c) Every motor vehicle used primarily or regularly for the transportation of employees shall be equipped with handholds, adequate steps, stirrups, or other similar devices so placed and arranged that the employees can safely mount or dismount the vehicle.

(d) On every bus (truck type) used primarily or regularly for the transportation of workers, seats with backrests shall be provided with a minimum of eighteen inches (18") of seat space for each passenger. Where seating is face to face, the aisle between the seats facing each other shall be twenty-four inches (24") wide at the narrowest point. Seats shall be:

(1) Not less than fifteen inches (15") or more than nineteen inches (19") above the floor;

(2) At least ten inches (10") deep;

(3) Equipped with backrests extending to a height of at least thirty-six inches (36") above the floor.

(e) Vehicles when being used for the transportation of employees shall not carry explosives, injurious pesticides, or substances with a flashpoint of below one hundred fifty degrees Fahrenheit (150 F.), as determined by the Tagliabue open cup method, unless such substances are carried in properly designed safe containers outside the driver or occupied passenger compartments.

(f) Every truck or bus primarily or regularly used for the transportation of employees shall be equipped at all times with two (2) reflector flares of a type approved by the California Highway Patrol. When any such vehicle is disabled on the roadway or within ten feet (10') thereof, one (1) reflector flare shall be placed approximately one hundred feet (100') in advance and the other approximately one hundred feet (100') to the rear of the disabled vehicle.

(g) Every truck or bus primarily or regularly used for the transportation of employees shall be equipped with a fully charged fire extinguisher in good condition. Carbon tetrachloride extinguishers shall not be used to meet the requirements of this section. An Underwriters' Laboratory-approved dry-chemical extinguisher of not less than four pounds (4 lbs.) or other extinguisher with not less than four (4) B-C units shall be deemed to meet the

minimum requirements. Drivers shall be advised of the location and type of extinguisher used and instructed in its operation.

(h) Vehicles used primarily or regularly for the transportation of employees in which the driver and passenger compartments are separate shall be provided with a means by which the passengers can readily communicate with the driver. Such a system may include buzzers, speaker horns, or other means.

(i) The number of employees transported on vehicles covered by this article shall be limited to prevent crowding, and shall never exceed a number which may endanger the safe handling of the vehicle or the safety of the passengers. The passenger carrying capacity of trucks and buses primarily or regularly used to transport employees shall be conspicuously marked on the outside of the vehicle near the door or entrance.

(j) All cutting tools or tools with sharp edges carried in the passenger compartment of trucks and buses primarily or regularly used for the transportation of workers shall be placed in covered boxes or containers, and all other tools, equipment, or other materials carried in the passenger compartment of such vehicles shall be secured to the body of the vehicle. In no event shall they be carried in the aisles. Hand tools with cutting edges protected by scabbards or similar guards are considered as being in containers.

(k) The exhaust system of every vehicle subject to the provisions of this article shall extend beyond the rear or side of the body, and shall terminate in such manner that the exhaust gases shall not enter the passenger compartment. Exhaust manifolds, tailpipes, and mufflers shall be maintained in a gas-tight condition.

(l) On all vehicles covered by this section, the floor and the interior of the passenger carrying space shall be kept in good condition and free of inwardly protruding nails, screws, splinters, or other objects likely to be injurious to passengers. All steps, stirrups, seats, handholds, doors and other accessories shall be kept in good repair. Broken glass shall be removed and replacement glass shall be of the safety type.

(m) On every bus, conventional type or truck type, used for the transportation of employees, every compartment with an enclosed seating capacity of seven (7) or more employees shall be provided with an emergency exit remotely located from the normal means of entrance.

Note: Enclosed means equipped with side enclosures over fifty inches (50") high, or where clearance between the upper edge of the side enclosures and the top is less than thirty inches (30"), or where

vertical roof supports are spaced less than thirty inches (30") apart.

(n) All emergency exits required by (m) shall conform to the following minimum specifications:

(1) Exit doors shall be capable of being opened outward from both the interior and exterior of the vehicle.

(2) Side emergency single-panel doors shall not be hinged on the rear edge.

(3) The exit doors shall be equipped with positive-locking devices to keep them closed, but of a type which can be readily opened in an emergency.

(4) No obstruction shall be placed over the handle of an emergency door other than a clear-plastic-type cover.

(5) All interior emergency exit controls shall be installed so that they may be operated by the passengers within the vehicle.

(6) A sign reading "Exit" shall be painted on the exterior and interior of the emergency exit. Such signs shall be made in English and in the language of the workers currently being transported.

(7) All emergency exit doors shall provide an unobstructed opening of not less than seven square feet (7 sq. ft.) with a minimum width dimension of twenty-four inches (24").

(8) Rear emergency windows shall provide an unobstructed opening of not less than sixteen inches by fifty-four inches (16"x 54"). The windows shall be designed to insure against accidental closing in an emergency.

(9) No part of a seat shall be a part of or attached to an emergency door.

(10) Every passenger shall have ready access to at least one (1) emergency exit. The aisle between the seats leading to an emergency exit shall provide a clear and unobstructed passageway of not less than eleven and one-half inches (11½"), and shall not be restricted by any post, wheelhousing, jump seats, or other obstruction.

(o) Regular entrance and exit doors to the passenger compartments, other than the driver's cab on trucks and buses, shall have an unobstructed opening not less than twenty-four inches (24") wide and where possible, sixty inches (60") high.

(p) In lieu of doors on regular means of entrance or exit, the division may accept installation of chains or cables across the width of the opening. Such chains or cables shall be securely attached on each side and be equipped with a quick-release mechanism such as a pelican hook which can be readily opened in case of emergency.

(q) Flat-bed trucks, dump trucks, and pickups which are occasionally used for the transportation of employees shall not be put to such use unless the following conditions, where applicable, are complied with:

(1) Where possible, all employees shall ride in the driver's compartment or cab.

(2) Flat-bed trucks shall be protected on sides and ends, and employees shall sit on the truck bed.

(3) Pickup tailgates shall be closed, or equivalent closure provided, and employees shall sit on the truck bed.

(4) Dump truck body shall have the body secured or the hoist lever locked, tailgates shall be closed, and employees shall sit on the truck bed.

(5) Employees shall not be permitted or required to ride on the top of side rails, top of cabs, running boards, on fenders, on the hood, or with their legs

hanging over the end or sides.

EXCEPTION: A limit of two (2) employees may be permitted to ride on beds of trucks that do not comply with (2), (3), and (4) above provided they stand or sit immediately behind the cab, holding on to suitable grab-irons which are rigidly fastened to the truck.

3414. Riding Loads. Employees shall not ride on top of loads that may dangerously shift, topple over or otherwise become unstable. Employees shall be seated if riding on a load.

3415. Securing Loads. All loads shall be secured against dangerous displacement either by proper piling or securing in a manner as to prevent shifting, toppling over, or otherwise becoming unstable.

YOUR Business Manager's COLUMN
by Ronald J. Weasley
GUEST COLUMN

(Editor's note: The Business Manager at press time was enjoying a well-earned vacation in Mexico, so in place of his regular column we present the following guest article written by Joe Gunterman, editor of the Cascade Labor News.)

It's Christmas season again. The nights are cold, so we hurry in our warmest clothes through bright-lighted streets and dodge thankfully into another store to buy another present for someone we love (or feel we have to give a present to). We have money (or credit), we have a warm home, a kitchen stacked with holiday food; we have hope for a better year.

There are working people in America who do not have these things, who never have had them. They are the migrant farm workers. They and their families this Christmas, as in all the Christmases past, will shiver in the cold for lack of warm clothes, will huddle together in ugly shacks and cabins, will have only whatever presents and food someone in the welfare office or in a charitable organization has doled out to them. They will have little hope.

For years they have been America's "forgotten people," working every growing season to cultivate and harvest the food that is piled high at Christmas time in our kitchens, yet never able to provide that food for their own children.

In 1960 the conscience of America woke to their plight.

The conscience of organized labor woke, and the AFL-CIO moved into the fields of central California to help these workers build a union, to help them force a decent wage from their employers, the huge farm corporations.

As we enter 1961, the best present we can give the migrant workers of our country is the pledge that we, who already are secure in the benefits of organized labor, will continue to pour our money and our influence into the drive for a farm labor union.

Not only for a union, but for legislation giving farm workers unemployment insurance, a minimum wage, better medical care, more schooling for their children. A drive for all the good things of America, to which the farm workers have as much right as we do.



NATIONAL SAFETY COUNCIL

The Real Santa



In this picture Executive Board Member Gerald Watson is answering a question from one of the Advisory Council members at their meeting of December 3 and 4.

More Progress is Made in Agreements On Clerical Lines of Progression

Agreement on Lines of Progression for two more Clerical groups was reached at a meeting of Union and Company Committees on December 8.

The two groups covered are the Stores Division Clerical employees and the Power Accounts Bureau of the General Office. The agreements will broaden promotional opportunities for the people involved in line with policies adopted by the Union and Company in previous meetings.

Participating for the Union in the negotiations were James Knight, Gloria Gonzalez and Gayle Jung from the Power Bureau; Leda Sletten and Kathryn Cole from Stores Division; and Business Representatives Norman Amundson and Dan McPeak. On the Company's Committee were V. J. Thompson, Assistant Manager of Industrial Relations; W. N. Fairlee, Manager of Stores Division; I. W. Bonbright and R. F. Cleary.

A meeting to negotiate Lines of Progression for the Domestic and Commercial Accounts Bureau has been scheduled for January.

Reduce Backlog On Grievances

Recent reports have shown that the number of grievances unsettled at the Review Committee and Arbitration level was creating problems and concern for both Company and Union.

Recognizing the importance of improvements in this area, Business Manager Weakley, by agreement with the Manager of Industrial Relations, R. J. Tilson, held several meetings in an effort to resolve those cases awaiting arbitration hearings. To date this backlog has been reduced to those cases involving the interpretation and application of Title 202, which has been and still remains the major area of disagreement. In reducing the backlog, ten cases have been resolved by agreement. In this area compromises were reached which will assist the parties in reaching a decision in similar cases in the future.

Four cases which were unable to be settled, were assigned to Arbitration hearings and have now been concluded; decisions are expected in the near future. Three of these cases involve basic Contract interpretations and when decisions are received, should limit the grievances in this area in the future. The three issues involve (1) the right of an employee to receive supplemental industrial disability benefits without signing the waiver form required by the company; (2) the right of a probationary employee to file a grievance over his discharge before he has attained regular status; and (3) whether travel time shall be excluded in determining the employee's qualification for meals under Sections 104.4 and 104.8 of the Agreement. The fourth case involves a demotion of First Operator due to alleged incompetency. The issue of Title 202 is being jointly studied by L. L. Mitchell, Assistant Business Manager, and Mr. V. J. Thompson, Assistant Manager of Industrial Relations. Meetings have been scheduled and it is hoped some agreement can be reached on interpretation which can be applied to the cases now filed for Arbitration or in Review. The current case load in Review has also been reduced and prospects for settlements in other cases appear better than previously. Decisions as they are written are being distributed to grievance committees in each division for report to the membership meetings.

SAFE DRIVING is smart driving.



Committee members from the Power Bureau spent a day at the Union Office in careful study of the Company's proposal on Lines of Progression for their group. L. to R. are Gayle Jung, Gloria Gonzalez, Bus. Rep. Norman Amundson and Jim Knight.



Pondering a Union problem in this picture are Business Manager Weakley and Business Representative Roy Murray as the Advisory Council meeting was about to get under way. Shown L. to R., are Representatives Dan McPeak, Larry Foss, Weakley, Ed James and Murray.

NLRB ORDERS DELTA VOTE

The National Labor Relations Board on December 9, 1960, directed that within 30 days the eligible employees of the Delta Telephone and Telegraph Company shall vote as to whether or not they desire to be represented for collective bargaining purposes by Independent Telephone Workers Union, or by International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245, or by neither.

The appropriate unit for purposes of collective bargaining was described by the Board as follows: "All regular employees in the plant, traffic, commercial and accounting departments at the central office at Courtland and the exchanges at Isleton, Walnut Grove, Meadowview and Clarksburg, California, but excluding confidential employees, supervisors and guards as defined in the Act."

The original petition leading to this election was filed by the Independent Telephone Workers Union with Local Union No. 1245 intervening following an investigation which found sufficient numbers of the employees involved desiring to be represented by the I.B.E.W. to make such intervention practical.



The two hard working members of the Stores Division Clerical Lines of Progression Committee, Kathryn Cole and Leda Sletten spent many hours in careful preparation for the meetings with the company.

GILROY LINE CREW SAVES BOY'S LIFE

Thanksgiving Day could have been a day of tragedy this year for a Gardena, California, family except for the efforts of a line crew composed of Local 1245 members.

The family was visiting in Gilroy for the Holiday. Their two-year old boy fell into a hole some ten feet deep, and twelve inches in diameter. The crew, composed of H. F. Carter, General Foreman; J. G. Fellow, Lineman; Dempsey Raby, Jr., Senior Line Truck Driver; and Eldon Pointer, Groundman, responded to an emergency call from the Gilroy Police Department.

Using a Hole Digger, the crew dug another hole alongside the hole the two-year old had fallen into. When they reached the level where the boy was, they broke through and hauled him to safety.

To quote from the Police Report by Officer Steele: "Luckily, and due to smooth work by Mr. Carter and the crew assisting him, nothing went wrong and the ambulance whisked Toddy Duncan and his father to Wheeler Hospital at 6:40 p.m. A check by the physician on duty there found Toddy in a somewhat soiled but perfectly healthy condition."



Among the participants in the recent clerical conference was Barbara Green, steward in the San Leandro office.