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YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

The only way to preserve a democratic Union is to participate in its operation. For a single Local Union, we probably have one of the largest percentages of leadership participants who work on the job among the Local Unions in the country.

We have over 600 Shop Stewards, the backbone of any democratic union. A few hundred more working members who serve to operate this Union are found in our Grievance Committees, Negotiating Committees, other special committees, Unit offices, the Advisory Council and the Executive Board.

A total of some 1,000 working members volunteer their services either through election or appointment in order to operate Local 1245.

To further extend this array of participants, we have a hard core of members who faithfully attend meetings although they may not presently wish to accept appointments or to run for elective posts.

The full-time Business Staff members have both academic and practical background from specialized training and on-the-job experience. Departmental
(Continued on page 6)

HAROLD BREEN, senior member in the De Sabla division, is congratulated by Unit Chm. Roy Bechhold at party honoring his retirement from company service and 37 years membership in the IBEW. See story on page 3.

Thousands Are Affected in Calif.-Nev. Utilities as 1245 Annual Negotiations Open

Negotiations affecting the personal and family welfare and well-being of many thousands of utility workers in California and Nevada have gotten underway in March under the leadership of Local 1245.

Standing to gain by the annual efforts of Local 1245 in wages, job security, or numerous fringe benefits, are thousands of members of Local 1245, and also thousands of other workers in other unions and not members of unions (see cartoon, back page).

Two Local 1245 contracts thus far have been settled and two others have been opened. Slated to open May 1 for wages only is the PG&E agreement covering the largest number of 1245's members.

Following are details on contracts thus far opened:

2-Yr. Contract for CUCC

An agreement effective March 1, 1961 to run for a period of two years was ratified by Local 1245 members employed by the Citizens Utilities Company of California at special meetings held on March 13 and 14, 1961.

Terms of the Agreement call for general wage increases approximating 3% effective March 1, 1961, with a similar amount to be applied March 1, 1962.

In addition, substantial adjustments were made affecting Radio Technicians, Working Foremen, Operators at the Burney Exchange and Clerks in the Company's main office in Redding.

Of major concern to the Telephone Operators was the Company's agreement to allow for consecutive days off in connection with weekends.

Local 1245's Negotiating Committee consisted of Frank Stephens, Plant Department, Alturas; Elvera Isaacs, Telephone Operator, Susanville; Frances Copher, Redding Commercial Office; Business Representative James McMullan and Assistant Business Manager M. A. Walters. Representing the Company in the bargaining sessions were General Manager D. H. Steele and Assistant General Manager A. W. Powell.

VOTING ON BYLAW AMENDMENT

The second reading and vote to amend Article XII, Section 2 (a) of the Local Bylaws will take place at Unit Meetings in April. The amendment reads as follows:

"Sec. 2. (a) The monthly dues of Local Union 1245 shall be in accordance with the following dues schedule:

- (1) "A" Members \$9.50*
All Classifications
- (2) "BA" Members \$5.00
All Classifications
* (including 10c Military Assessment)
- (3) Each month's dues shall include 10c to be placed in the general fund for the subscription to the Union's publication presently known as 'The Utility Reporter.'

In concurring with the recommendations, the Executive Board directed the first reading of the proposed amendment be held at regular Unit meetings in March.

The voting will be by secret ballot. (For a list of the dates for April Unit meetings, see back page.)

Sierra-Pac. Talks to Open

Notice of Contract opening and proposals for amendments to the Sierra Pacific Power Company-Local 1245 Collective Bargaining Agreement was sent March 1, 1961, sixty days prior to the Contract expiration date.

Caroline S. McPartland will serve as clerical representative, replacing Loretta Jackson who will leave shortly to join her husband in Germany. Mrs. McPartland and veteran members Orville Owen and Bob Newberry will be joined by Business Manager Ronald T. Weakley, Business Representative Roy D. Murray and Assistant Business Manager L. L. Mitchell in the initial negotiating sessions scheduled for Reno, Nevada, March 30, 1961.

Unit proposals were screened by the Negotiating Committee with the assistance of Business Representative Murray late in April. Formal proposals were drafted which call for improvements in both wages and working conditions.

Official notice of Company has not been received but it is expected that last year's negotiators Mr. Frank Sperry, Vice President of Stone & Webster; Mr. Neil Plath, Vice President in Charge of Operations; and Mr. Ralph A. Holdcraft, Treasurer of Sierra Pacific Power Company, will serve as the Committee for Company.

As both teams are experienced and able negotiators, the bargaining sessions are expected to be terminated with a minimum of difficulty.

Open Cal-Pac Agreement

In accordance with provisions of the Agreement between Local 1245 and the Needles Division of the California-Pacific Utilities Company, Union served notice on February 28, 1961, that it desired to open said Agreement for amendment.

In addition to a wage increase, Union is requesting improvements in holiday and sick leave provisions in the Agreement, as well as several other improvements in working conditions. A major proposal of the Union was for improvements in Union Security and the establishment of payroll deduction of Union dues.

The parties have agreed to commence negotiations on April 12 at Company's headquarters in Needles. Representing the Union will be Cecil Hay, Business Representative Jack Wilson, and Assistant Business Manager M. A. Walters. Company will be represented by D. M. Pritchett, Assistant to the President, and the Needles Division Manager L. J. Kays.

Tree Trimmers Pact OK'd

At special meetings on Saturday, March 11, 1961, at Eureka and Ukiah, Local Union 1245 members employed by the Utility Tree Service Company voted by secret ballot to accept the results of negotiations between Union and Company. This followed Company's agreeing to include provisions in the Contract giving the membership rights to fill certain vacancies out of the bargaining unit. This concession by the Company came about after the membership had rejected the Company's original proposal, as reported in the last issue of the UTILITY REPORTER.

The new agreement calls for a general wage increase of 10 cents per hour, retroactive to January 3, 1961; a modified Union shop with payroll deduction of dues; one additional paid holiday; an increase of \$1.00 per day in subsistence pay while away from home; and for the Company to provide meals when men are required to work overtime. Also, Company is to replace all climbing equipment and personal tools worn out or damaged on the job.

Settle SMUD Dispute

The long-standing jurisdictional dispute between SMUD employees in Local 1245, I.B.E.W., and Local 1321, A.F.S.C.M.E., was referred under the provisions of the AFL-CIO No-Raiding Agreement to David L. Cole, the Impartial Umpire, for settlement. The matter was heard by Mr. Cole in Case 115-61 and on February 2, 1961, he made the following recommendation:

bound by the following arrangement:
• "1. That Local 1245, IBEW, have exclusive jurisdiction of all outside or physical working
(Continued on page 7)



General Construction Stewards met at Union Headquarters in Oakland on Saturday, March 18, to talk over problems and participate in an educational program put on by Bus. Reps. Gene Hastings, Frank Quadros, John Wilder, Ed James and Mark Cook. Also in attendance was General Construction Member on the Executive Board John Michaels.

Unionist Reviews the Public Power Issue

Some thought provoking remarks were delivered by W. L. Vinson, Business Manager of Local 125, IBEW, Portland, Oregon, in a statement before the Washington State P.U.D. Association Annual Convention held in Seattle, Washington, on Dec. 8, 1960.

As Mr. Vinson says, he is not expressing the policy of the IBEW nor any Local Union, but merely expresses his own conclusions drawn from many discussions and his own personal experiences in dealing with the subject matter.

We reprint the following remarks in their entirety in order to provoke thought on a very timely subject.

"Sometime ago I received a letter from Gordon Freeman, President of the I.B.E.W., attached to which was a Resolution from the Board of Directors of this Association requesting him to see that all Local Unions of the IBEW maintain a neutral position on matters where a conflict between public and private power existed. He further asked me to confer with him on the subject at a meeting we would both attend shortly thereafter. We did confer and discussed the subject pretty thoroughly.

Any remarks I make today will not set forth the policy of the IBEW or of Local 77 or any other Local as far as I know, but will be my own conclusions, drawn from many discussions with other people in the Brotherhood and my own experiences in dealing with the subject. The only policy, to my knowledge, which the International Office of the IBEW practices, is that each Local Union must analyze its situation and to determine its own course of action. As you probably can see, this will not always lead to a neutral position.

3 TYPES OF POWER

The term "public power" means many things to many people depending on the geographical location, the type of public power which is of particular interest in that area, and who owns and operates the power production and distribution. Public Power comes in 3 different categories, and I will try to explain the different viewpoints which we may take according to the type of public power we might be concerned with.

First, we have Federal Government, which in most cases is concerned with the production and transmission of electrical energy. We have many examples of this—the most notable ones, of course, being the Bonneville Power Administration and the Tennessee Valley Authority. We also have the Army Engineers and the Bureau of Reclamation. The labor agreements between the Bonneville Power Administration and the Tennessee Valley Authority have been held up as exemplary cases of collective bargaining between the federal agencies and the Labor Unions. No such Agreements exist with the Army Engineers and only in a few places with the Bureau of

Reclamation.

These Federal Government operations were in most cases developed and are operated in the areas where there was no other way to develop or to operate these huge production plants. They fill an economic need of the community and certainly, as we all know in this area, were a blessing to the Northwest.

The difficulty that the IBEW has encountered was in the beginning—the reluctance or outright refusal of these agencies to bargain collectively. Where we were eventually able to obtain labor agreements, exemplary as they might be, they are on a somewhat limited basis. Each of them adopts the policy which we know as "area practice" which means simply that rates of pay are being paid, and working conditions which may apply in an area will be adopted by the federal agencies.

The area practice, however, is circumscribed in a number of ways—being Civil Service jobs they are subject to all of the Civil Service rules. They cannot provide for the Union Shop, nor can they provide for a means of settling grievances which is not in accord with Civil Service practices.

STRIKES ARE ILLEGAL

We all know, of course, that strikes against the Federal Government are illegal, and the procedure that we advocate to be substituted for strikes; that is, final and binding arbitration, cannot either be part of these wage agreements. All of these agreements, where they exist with the federal agency, contain clauses which in essence say that this agreement is binding, so long as it isn't in conflict with government rules and regulations, administrative orders, or civil service practices and policies. They also must provide that any arbitration procedures cannot provide a final and binding answer except when the answer is approved by whatever officer, administrator or cabinet secretary may be at the head of the agency. In other words, arbitration is not final and binding, the agreements can be in effect, amended, voided or circumscribed by a multitude of administrative orders, directives or policy statements.

The IBEW could not take a position opposing the development of electric resources by

the federal government, because they fill the need which was not being performed by any other means, but you can see that we were and are concerned about our collective bargaining position. We just don't have free collective bargaining. We are willing to accept this situation so long as the Federal Government is filling the need which cannot be served by others. In the meantime, we hope for improvements in the laws which regulate collective bargaining with government agencies.

The second type of public power is what we call "consumer owned" distribution systems. Again we have an agency or organization which has filled the need not served by others. The REA program has filled a great need of rural America. It has brought electricity to almost every farm home in our nation.

A consumer owned cooperative is an "Employer" within the meaning of the law and comes under the federal laws regulating the relationship between the employer and employee, the same as a private power company. There are some features in their operations, however, which have made it very difficult to obtain collective bargaining agreements, even where we have been able to organize the employees.

MORAL OBLIGATIONS

The most frequently encountered situation is that they are not engaged in interstate commerce, and secondly their revenues are below the minimum established by the Labor-Management Relations Act to bring them within the scope of the National Labor Relations Board, and therefore, prevent the IBEW from holding Board supervised elections. I don't feel that this relieves them of any moral obligation to bargain collectively with their employees, but more often than not, where they can legally escape the responsibility, they do so with impunity. The construction program of the REA has probably developed more non-Union contractors than any other single development in our nation.

The third type of public ownership is one which you gentlemen are best acquainted with—the "political subdivision." This, as you know, includes Public Utility Districts and municipally owned electric systems. I think for our purposes here in the Northwest we could divide these into two groups. This is certainly so in our minds due to our experiences with these two types of operations. Our experience in trying to bargain for the employees of municipal electric systems has been a pretty sordid one with a few notable exceptions.

There is no law which protects the individual employee of political subdivisions from discriminations should he decide to join a Union. We have had the experience where all the employees of a municipal operation have joined the Union and we have approached the City Council asking them to negotiate a Collective Bargaining Agreement. We have received varying responses; the worst of which was to have a policeman escort the Business Manager out of town—and the electric light department discharged all the employees as soon as they could replace them with other people.

Neither the Union nor the individual employee has any protection.

Not all of our experiences have been this bad. Most generally we get a vehement refusal backed up by the reason that they just don't have to do so. We must also recognize that where we do have agreements with municipals—and we have some pretty good ones—they can legally be terminated at any time with no advance notice or recourse open to the Union.

NORTHWEST EXPERIENCES

We have here in the Northwest a situation, however, where the Public Utility Districts and other type of political subdivision, which in practically all cases, has entered into a Collective Bargaining Agreement, does agree to Union Shop and final and binding arbitration. I think we all realize that they do so not by any requirement but because they choose to do so, and in doing so, they recognize their moral and economic responsibility to the employees of the District.

We cannot, however, help but recall that in 1944, there was a proposition on the ballot here in the State of Washington; the proposition had to do with the combining of Public Utility Districts and the acquisition of property. I think you probably all recall it. Because it was up for a vote of the people, a representative of the IBEW approached the people who were involved in this proposition and asked them what their attitude would be toward bargaining with organized labor. As I recall, their answer was—that because we are a political subdivision, we are not required to bargain with Organized Labor. Furthermore, we do not feel it is necessary.

You may also recall that the IBEW placed large ads in newspapers throughout the State of Washington opposing the proposition solely on the basis that leaders in public power refused to bargain with Organized Labor. It is a matter of record. The proposition went down to defeat.

It was not long after that before we achieved some very good Collective Bargaining Agreements with Public Utility Districts. We have improved these Agreements and have continued them to this date. I think we all know that the law is no different now than it was then and that these Collective Bargaining Agreements could be terminated without the Local Unions having any real recourse. That isn't to say there would not be any problems, but we are talking about a purely legal situation.

OUR MAIN CONCERN

What, then is our concern about a public power? It can be summed up somewhat in this manner:

The Unions do not have equality under the law; that is a term much in the news now as generally connected with another situation far removed from this area, but it is still a good term.

In bargaining with investor owned companies, the law requires that if we are supported by a majority of the employees, corporations must bargain with us; they must sign any agreement which we reach, and if we can't reach an agreement, the employees may walk out on strike, and the strike is a protected activity under the law. We like to think that we have been able to substitute arbitration procedures for an economic action, a fact which was attest-

ed to by the good labor agreements we have without work stoppages. But none-the-less, it is still a fact that the law protects our right to bargain and our right to enforce our demands—a right which we do not have in bargaining with the Federal Government or a political subdivision.

I think you can understand then why we may become concerned, and will probably not maintain a neutral position, when we are faced with a situation where public power may take over an operation now being performed by investor owned companies where we have a Union Shop Agreement which is protected by law, and which may be supplanted by some type of government operation without any insurance that our Collective Bargaining will be protected.

NO GUARANTEES

And furthermore, where there is no assurance that the public agency will restore our members to the position they enjoy in respect to insurance, pensions and other fringe benefits—it is not sufficient in our mind that the advocates of public ownership tell us that—we intend to bargain with Organized Labor—not that we might distrust them as individuals.

Or—is it sufficient that the law governing the agency will say that they "may" bargain collectively, or even if it says they "shall." We don't particularly want to be legislated into a collective bargaining position, but we do want to be able to have the right to organize the employees, and when we do, the right to insist that the employer must bargain collectively with them.

We do want the right to have a Union Shop Agreement if such is authorized by the employees. And if we are unable to strike to enforce our demands against a public agency, we do want the law to provide for final and binding arbitration, which we think is the logical way to settle our differences anyway.

If you, here today, are concerned about the IBEW's view of public power, you can assist us by encouraging legislation which will give us equality under the law. This will put us in a true bargaining position and will give us a feeling that I am sure will lead to much more neutral position than we are in now.

If, as you say, you wish to bargain with us and intend to continue this relationship, you can join us in what I feel to be a reasonable demand on our part, and will remove from our minds a great question:

Where will we be—should we have nothing but public owned power?"



HARRY GOLEM, a Working Foreman in the General Construction Department, passed away on December 2, 1960. Brother Golem was initiated into the I.B.E.W. on April 1, 1952.

GEORGE A. SALSBUARY, a member of the I.B.E.W. since August 1, 1952, died on October 8, 1960. Brother Salsbury was an Electrician in the Stores Division.

That virtue which requires to be ever guarded is scarce worth the sentinel—Goldsmith.

The UTILITY REPORTER

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Speed Up Grievance Processing

By L. L. MITCHELL

Providing speedy and positive answers to grievance problems is of paramount importance to maintenance of a proper collective bargaining relationship.

Our last collective bargaining agreement established procedural time limits to accomplish this purpose and has assisted toward that end. On the whole, cases rising in the last year have been answered with greater dispatch than previously. There was, unfortunately, a backlog of cases which had not been resolved and which have been discussed before in articles in our newspaper. Your Business Manager's column outlined this critical problem and indicated that this problem would receive priority consideration. The record of settled cases in the last few months reflects the diligent carrying out of this policy.

This background of cases had been built up in a period of years of conflict over basic policy positions. They were aggravated by extremes on both sides which became necessary to protect positions.

To break this log jam, both parties have had to effect compromises. The final step in resolving grievances, arbitration, was used eight times last year to settle issues where solutions could not be found by compromise.

In this arbitration process, the Company's main premise prevailed in 7 of the 8 cases. These decisions have not been a total loss, however, as portions of the union's arguments have been upheld in certain of the cases. The main benefit, regardless of whose argument may be supported, is that an answer has been provided and an area of conflict eliminated.

CASE LOAD

The present case load has been reduced to ten cases other than those involving the Hours of Work and those involving work assignments in the warehouse. The eleven cases on warehouse problems are nearing settlement after four negotiating sessions between Company and Union, which have resulted in a tentative offer now being reviewed by the Warehouse Committee on Job Definitions and Lines of Progression. The area of difference involved the proper classification to be used on night loading; the classification to be used in warehouse facilities which were physically separated from a main warehouse but were only used as disbursement centers; and the limits of warehouseman duties in connection with the operation of sections of a warehouse.

The Hours problems are still under study with proposed Contract clarifications having been submitted by the Company. These clarifications involve development of definitions of various terms used in the Agreement and agreement on general principles to be used in interpretation of the Contract.

The problems center around the following five issues: How transfers of employees from one schedule to another are accomplished; changing of schedules

and establishment of schedules; use of day workers to relieve shift workers; the limits of Saturday work; and procedures to be followed in utilizing day workers on shift schedules for emergency maintenance work under Section 202.17.

Answers to these problems are keyed to clear definitions of such terms as "regularly scheduled," "transfer," "cycles," "emergency," "work weeks," "basic work week," etc., which are in the Hours Section.

Much confusion exists among Stewards and first line supervision due to the inter-use of "work week" and "basic work week" throughout the Contract. A lack of understanding on which sections are applicable to the various classes of employees such as "shift," "service" and "day workers," results in disputes which have increased problems in the field.

It is hoped the issuance of a clarification as outlined will result in reducing friction and can be used to answer the grievance problems.

DISPOSITION OF CASES

Three of the ten cases originally mentioned involve problems of two-man crew operations or apprentices working alone; three cases involve questions of expenses for General Construction employees; and one involves the determination of proper wage rate for Helpers crossing Department lines. These seven cases are being held pending the outcome of Union and Company meetings at other than Review level.

This leaves but three cases, outside the area of Hours or warehouse problems, yet to be straightened out by the Review Committee: one involves interpretation of Section 205.8; one



LARRY BARBOUR



DAMON PEMBROKE

Colgate Division Members Are Elected As Marysville Labor Council Officers

Two members of Local 1245 have been elected to office by the Marysville Central Labor Council, Damon Pembroke as president of the council, and Larry Barbour as a member of the board of trustees. Both are in the Colgate Division.

Bro. Pembroke holds the distinction of being the first member of our local union to succeed to the high office of president of a Central Labor Council. He is a clerical member at the Marysville headquarters and is a collector, demoted from Clerk B during the recent transfer of accounting to the San Francisco offices.

involves Company refusal to allow a shift employee to return to work for failure to give six hours' notice upon returning from sick leave; and one involves the use of a Water Treatment Plant Operator to handle routine electric meter locks and unlocks.

The progress in the last six months is the result of diligent effort by both Company and Union members of the Review Committee and is a real example of what can be accomplished in a cooperative labor-management relationship.

Active in the local union and a member for 16 years, Pembroke has served in the offices of shop steward, grievance committeeman, grievance committee chairman, unit executive committee member, and unit chairman. He has been a delegate to the council from Local 1245 for several years, having served the council as board member, trustee, and vice-president.

Bro. Barbour has been a member of the union for 15 years. He is a gas pressure operator at the Marysville Gas Pressure station and has served the union in the capacities of shop steward, grievance committeeman, unit vice-chairman, unit chairman, and policy committeeman.

Officers and members of the union extend their congratulations to our Colgate Division brothers for their fine records as union members and for their success in winning Central Labor Council offices.



Noel Smith puts the IBEW pin in the lapel of Brother Henry Stark, retiring member of Local 1245 from Sacramento Transit Authority.



His retirement scroll and cash gift from his fellow members are proudly displayed by Brother Henry Stark.

HENRY STARK RETIRES AFTER 25 YRS. ON JOB

Henry Stark, Local 1245 member and mechanic for the Transit Authority, City of Sacramento, retired on March 15 of this year. Brother Stark's twenty-five years of seniority covered three different employers.

When he was originally hired, he worked for Pacific Gas & Electric Company. Later, Sacramento City Lines bought out PG&E and finally, the Transit Authority, which took over the properties in 1955.

A member of I.B.E.W. for 18 years, Brother Stark was honored at the regular Unit meeting of March 1 in the Sacramento Central Labor Council. His fellow members presented him with a cash gift and Business Representative Al Kaznowski presented him with a scroll and an I.B.E.W. pin on behalf of Business Manager Ronald T. Weakley.

Brother Stark reveals that his real ambition, dating back to 1935, was in gold mining. That year, he established a 900-acre claim on a gold mine in the Forest Hills area of Placer County. Prior to his claim, some \$3 million in gold had been taken from the mine.

When he took over, he again started mining operations which netted around \$219,000. Unfortunately, an accident occurred which took five lives and in the ensuing litigation he lost everything. His hope is to once again operate the mine when and if the price of gold would make it a profitable venture.

His retirement plans call for spending considerable time in his home work shop where he specializes in cabinet making.



Here Brother Stark is surrounded by friends at his retirement party. L. to r. are George Higgins, Oscar McGregor, William Bowser, George Smith, Guest of Honor Henry Stark, Robert Calzacia, Dave Hageman, Frank Fleming, Noel Smith and Morris Wilson.



Surrounded by just a few of his many friends in the De Sabla Division is Brother Harold Ereen, IBEW member for 37 years and active in the Union during the "rough" days. Brother Ereen will be missed.

CHICO UNIT HONORS RETIRING SENIOR MEMBER

Unit members in the Chico area gathered on March 8 to give Harold Ereen a send-off party honoring his 37 years of membership in the IBEW and in recognition of his fine record of service as Unit officer and Shop Steward in Local 1245.

An electrician in the Chico headquarters Substation Maintenance, Ereen recounted some of his experiences as a union member in the late 20's and early 30's when carrying a Union Card meant running the risk of being "blacklisted" in the industry.

A member of the Brotherhood during the dark days of the so-called "American Plan" in the 20's, Ereen recalled that he first joined the union in Local 111 at Denver in 1920. He broke his service for a short time when he left the industry, then re-joined in 1923 and has been a member in good standing ever since, having had his card in Local Unions 50, 6, 595, 151 and 1245.

Ereen cautioned his fellow members on the importance of supporting and maintaining the

strength of their union in the years that lie ahead, stating that too many of our members are prone to forget the long years of hard work it took to build what we have today.

"It was not until passage of the Wagner Act that the unions were able to do much good for their members," he said. "Prior to that time you joined and kept up your membership because you believed in the union and wanted to help keep it alive."

"The wonderful benefits we have today," said Ereen, "were gained for us because of the work of some of the old-timers

who helped the union survive the bad years. Unless more of our people will realize this and give their union the support it should have, there can very well be more 'bad years' ahead of us, and a loss of some of those benefits."

Chico Unit members gave Ereen a standing ovation in recognition of his long years of service to the Brotherhood and the Local Union wished him well on his retirement from active employment, and extended to him an open invitation to attend all future unit meetings as a guest of honor.

II. Administration

BRITAIN'S NATIONAL HEALTH SERVICE



The American Medical Association has been broadcasting misleading charges about Britain's National Health Service. Some of the most frequent charges are given below, each with a correction. The information below was prepared by "Electrical Union World" of IBEW Local 3, New York City, with the aid of the British Information Service.

I. Origins and Principles

1. Charge:

The scheme was devised by socialists, even communists.

Correction:

In 1942 Lord Beveridge, a Liberal, reported on the social and allied services and recommended a comprehensive health service. In 1944 the National Government under Sir Winston Churchill accepted this principle and issued a White Paper setting out proposals for a comprehensive service. After the war the Labour Government passed the National Health Service Act in 1946 which was based on the Churchill Government's White Paper. All parties broadly support the service as it now stands.

2. Charge:

The scheme is only available to contributors—is a contributory insurance scheme.

Correction:

Everyone may use the service either in part or in whole, and no insurance qualifications are necessary. Visitors may also be treated (but those coming to Britain especially to take advantage of the service are expected to pay).

3. Charge:

The scheme is not comprehensive.

Correction:

The scheme offers a complete range of medical and ancillary services. The Health Minister is required by the Act to promote "a comprehensive Health Service designed to secure improvement

in the physical and mental health of the people . . . and the prevention, diagnosis and treatment of illness." 97 per cent of the people have chosen a medical advisor within the Service. Only about 600 general practitioners out of a total of some 22,000 have chosen to remain outside the service.

4. Charge:

The scheme can no longer claim to offer free treatment.

Correction:

The cost of the service falls mainly on the taxpayer. This was understood from the first. One seventh of the cost is met by contributions (see (8) below) one twentieth is recovered from certain less-than-cost charges (see (9) below).

5. Charge:

The scheme leaves no freedom of choice for doctors or patients.

Correction:

All people are free to use or not use the service. A person choosing a private doctor for usual consultations may still go to the hospital service if he prefers that to a private hospital or nursing home.

Doctors, surgeons, etc., may keep a private practice alongside National Health Service practice (although the same patients cannot be treated privately and under N.H.S. by the same Doctor).

There is no lay interference on clinical matters. Professional people only are the judges of suitable treatment.

6. Charge:

The service leaves no room for voluntary effort.

Correction:

Most of the administration is in the hands of those who serve in an unpaid voluntary capacity—about 10,000 in England and Wales who serve on Regional Hospital Boards, Hospital Management Committees, and on the Health Committees of Local Authorities, etc. They receive no remuneration but their out of pocket expenses. They are assisted by an official secretariat. Since its inception there has been no falling-off in volunteers. The administrative costs of the Service are remarkably low, being about 3 per cent of the total expenditure.

7. Charge:

The service is run by an army of civil servants.

Correction:

Apart from the staff of the Ministry of Health (which numbers less than 3,000 and deals with all aspects of health, not only with the administration of the service) there are no other civil servants among the half million people employed in the service.

These people are professional people: in the hospital service about 20,000 medical and dental staff, 200,000 nursing and midwifery staff (whole-time and part-time), 22,000 professional and technical staff (other than medical, dental and nursing), 32,000 administrative and clerical staff, 200,000 works, maintenance and domestic staff (whole-time and part-time).

Outside the hospital service there are 22,000 family doctors (including assistants, etc.) in general practice, 10,000 dentists, 7,000 opticians and the public health staff of local, city, etc., health authorities (the usual medical, nursing, administrative and clerical staff).

8. Charge:

The National Health Service is now chiefly financed by means of weekly contributions.

Correction:

The service is paid for:

(a) For the most part out of national taxation in the same way as education, the armed forces and other necessities.

(b) Between one-fifth and one-sixth of the total cost from a special National Health Service weekly contribution paid by all active members of the population who also pay National Insurance contributions. The National Health contribution for an employed man is 39 cents, his employer contributes 10 cents starting July 1. The young and the elderly, of course, make no contribution, but are probably the main beneficiaries.

(c) 5 per cent of the cost is recovered from prescriptions, etc. (see below).

9. Charge:

The National Health Service is no longer a free service.

Correction:

The total amount recovered from patients in respect of certain nominal charges (e.g., prescriptions 14 cents, spectacle lenses \$1.40 plus cost of frames of the patient's choice) is estimated to amount to no more than 5 per cent of the Service as a whole. There are exemptions for children, the elderly, expectant mothers, hardship cases.

10. Charge:

Family doctors are frustrated by bureaucratic red tape and swamped by a mass of official forms.

Correction:

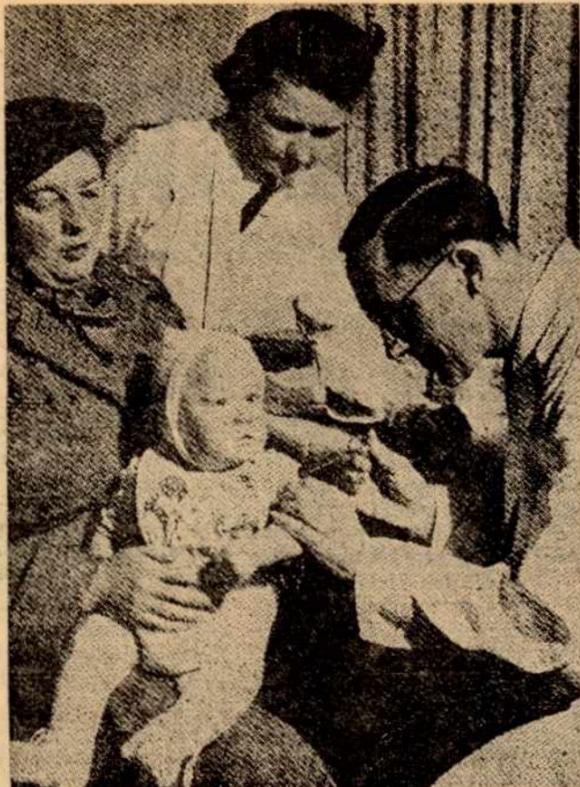
Doctors have always had to deal with a number of certificates and forms; under the National Health Service there are about 30 official forms to meet various purposes but less than ten of these are in constant use, the others being designed to meet special cases only.

The National Health Service has relieved family doctors of all the paper work involved in rendering accounts to their patients and collecting or waiving outstanding debts. Before the Service this caused family doctors (and in some cases their wives) a great deal of accounting work and worry.

Any of our readers who are interested in the British National Health Service can obtain additional factual information by contacting the British Information Services, 2516 Pacific Ave., San Francisco, Fl. 6-3033.

This is the main hall of the Oxhey Health Center, Hertfordshire, England. Mothers wait with their babies to attend an Infant Welfare Clinic. In the background: (right) is a refreshment bar; on the left is a bar where orange juice, cod liver oil, vitamins, dried milk and other baby foods can be obtained free or at greatly reduced prices. There are seventeen Health Centers in Britain, and more are planned. They are pioneers in closer co-operation between the various branches of the medical profession in the service of the public. This is an important aim of Britain's National Health Service.





III. Doctor-Patient Relationship

11. Charge:

The patient has no freedom of choice of doctor.

Correction:

The patient chooses his doctor, but the doctor in his turn in rare cases may refuse to take a person on his list. One reason for this is that there is a limit to the number of patients a doctor is allowed, to accept under the Service. A patient may change his doctor if he wishes.

12. Charge:

Anyone who prefers to have a family doctor outside the Service is debarred from using other parts of the Service.

Correction:

A person is free to use all or any part of the Service as he prefers. For instance, if he has a private doctor and it becomes necessary for him to have an operation his doctor may refer him to a hospital where, if he chooses, he may be treated as a National Health patient.

13. Charge:

Treatment under the Health Service

cannot be obtained when away from home.

Correction:

When a person is away from home he can go to any doctor in the National Health Service for treatment.

14. Charge:

Patients are not getting proper treatment because of too great demands on the Service.

Correction:

It is true that during the first two years there was a rush on the National Health Service. This was to be expected as many people had not been able to afford treatment before July, 1948. In most instances however, (i.e., spectacles and appliances) the long waiting lists were overtaken in a few years. The number of family doctors practicing as principals increased from 16,750 to 19,654; the number of available staffed beds has been increased by about 27,000 since the start of the Service, the number of hospital consultants has increased from 4,711 to 6,950 and the total nursing and midwifery staff in hospitals has increase by about 35,000 whole-time and 18,000 part-time.



A student nurse with a patient at St. Thomas' Hospital, London. The bed had been wheeled out on to one of the ward balconies overlooking the Thames and the Houses of Parliament. This care is under the National Health Service.

15. Charge:

Preventive medicine is being given no place in the Service.

Correction:

The fact that no financial barrier bars people from seeking early advice and

going to the doctor means that many cases of serious illness are being treated earlier than ever before. Increasing attention is being paid to health education and preventive measures and this was a stated objective in the original scheme. Immunization and vaccination against smallpox, diphtheria, poliomyelitis, whooping cough and tuberculosis are available free under the Service.

IV. Ancillary Services

16. Charge:

Everyone has to meet a charge each time he visits the dentist.

Correction:

A charge (maximum \$2.80) when made, covers a course of treatment which may involve a number of visits to a dentist. The partial charges for dentures, including cost of treatment, vary and are subject to a maximum of \$14.00. Dental examination is still free. In addition, all persons under 21, expectant or nursing mothers and all patients treated in hospitals are exempted from the treatment charge, while provision is also made for those to whom a charge would cause hardship.

17. Charge:

The charges for prescriptions, spectacles, dentures, etc., are causing hardship and thus preventing people in need from taking advantage of the Service.

Correction:

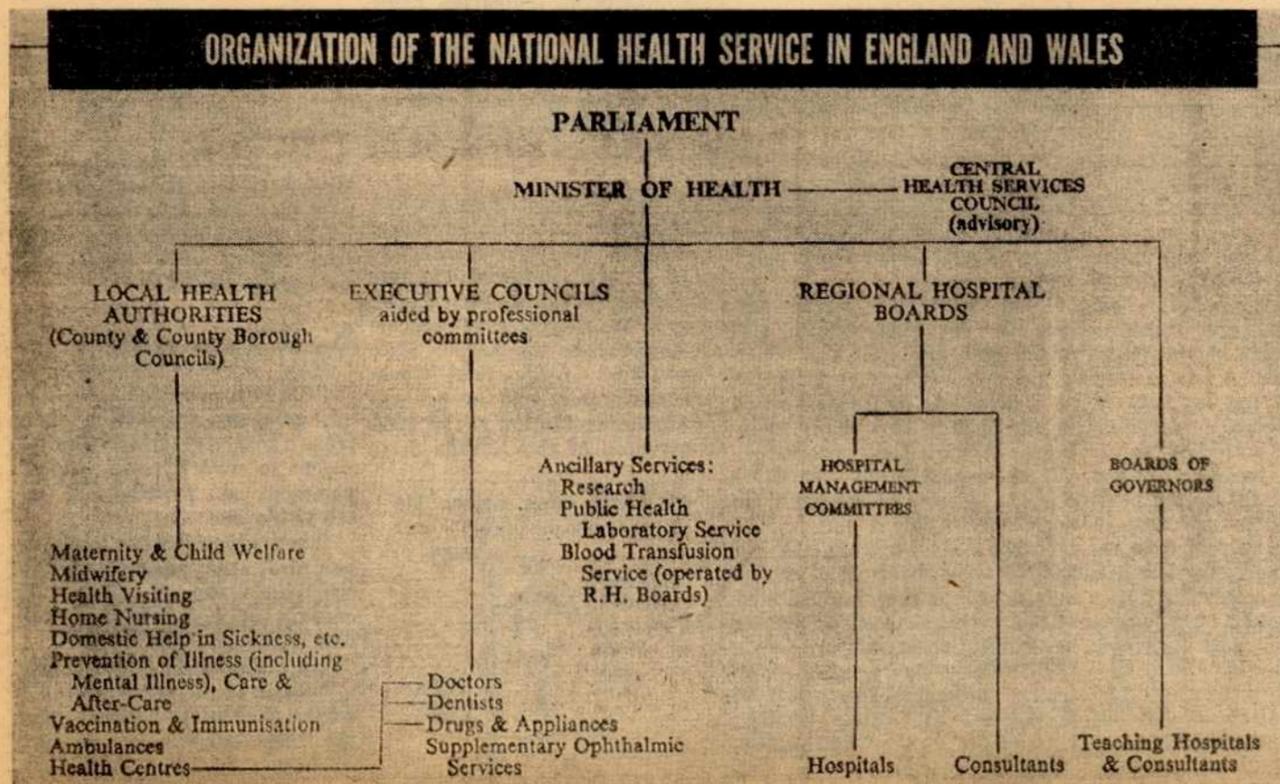
Provision has been made so that people who are unable without hardship, to meet the charges may apply to the National Assistance Board. Charges are low, the cost of having a prescription filled, for example, is 28 cents.

18. Charge:

Some drugs and medicines are not obtainable under the National Health Service.

Correction:

The doctor is entitled to prescribe under the Service any drugs or medicine which he considers to be necessary, but he cannot order things which are not drugs or medicines, e.g., foods or toilet preparations. A doctor whose prescribing appears to be unreasonably costly may have to justify it to colleagues on the Local Medical Committee, subject to appeal to independent referees. He may have money withheld from his remuneration if he fails to justify his prescribing.



V. Conclusion

19. Charge:

The National Health Service is not proving a success.

Correction:

The fact that about 97 per cent of the people in England and Wales have chosen a doctor within the Service, that nearly all doctors, dentists, opticians, pharmacists etc., have joined it, and that for the first time a great many people are receiving every necessary medical care speaks for itself, as does the fact that all three major political parties broadly support the Service as it stands.

Figures quoted refer to England and Wales. Scotland has its own Scheme separately administered.

Cool Governor Beards C. of C.

Courageous Gov. Gaylord Nelson of Wisconsin believes in telling people to their faces—especially when they have been his persistent critics.



Nelson

Invited to address a pre-legislative conference of the Wisconsin State Chamber of Commerce at Madison recently, the Governor criticized Chamber policies with a frankness seldom heard from a public official. He declared:

"The 'business interest' in government, as conceived and expressed by your organization, is a shockingly short-sighted and narrow interest."

The Governor revealed that before coming to the meeting he had read the State Chamber's "Governmental Affairs Bulletin" back over two years. He told the C. of C. leaders:

"I FOUND that your idea of the 'business interest' meant all-out opposition to public regulation of any kind of business, opposition to almost any kind of tax program, and opposition to almost any kind of public 'spending,' however desirable the goal or urgent the need.

"Is it possible that you consider it unnecessary for the state to provide adequate education facilities, good teachers, safe highways, welfare institutions and recreational facilities for our people? Do you really believe that it is good business to neglect these needs?"

"I think that as an organization, the State Chamber has subordinated the citizen interest to the selfish interest. For some reason that is difficult for me to understand, when businessmen join organizations such as the State Chamber or the Manufacturers Association, it results in the creation of an organization that is negative and destructive in its approach to governmental affairs.

"I do not think that the businessmen of Wisconsin are as narrow-minded as your bulletins would make you appear. I know hundreds of businessmen personally whose interests are broader and deeper than the professed interests of your organization."

THE GOVERNOR made the Chamber leaders wince when he contrasted their attitude with that of labor. Unions, he pointed out, "are concerned with such issues as education, civil rights,

welfare and world peace, as well as what they call the 'bread and butter' issues of higher wages and better working conditions."

Governor Nelson also criticized the Chamber of Commerce's "constant harping on the idea that Wisconsin has a bad business climate . . . The solid truth is that Wisconsin is a good place to do business because it is a good place to live, even though we all have to pay our share of taxes. You get something for your taxes here. You get service."

The Governor added:

"GOVERNMENT is much more than a necessary evil. Government is the instrument by which the will of the people is advanced. There is sound and solid reason for almost everything that is done by your government, and that reason ranges far beyond a politician's whim to spend your money. It is the well-being of the people of the state in which you do business with which we are concerned."

YOUR Business Manager's COLUMN

by Ronald J. Weakley

(Continued from Page 1)

background is pretty generally distributed so that the problems, work methods and safety considerations which are peculiar to various lines of endeavor in the employment groups we represent are properly understood.

The teamwork and cooperation of all of the aforementioned people has kept this Local Union together and has made some wonderful accomplishments since the amalgamated Charter was issued by the International on February 28, 1951.

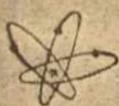
One of the important means which provides a method for the continuation and expansion of working member participation at all levels of operation, including delegates to important governmental and Labor meetings, is a financial position which provides for compensation for lost wages and out-of-pocket expenses for working member participants.

Since 1957, when a conference of working members described a general financial picture for the future, budget allocations were made for the purpose of continuing and expanding membership participation in running the affairs of this Local Union.

Recently, the working members who have been elected to lead and to develop policy, examined the financial position and the programs of the Local Union. A conclusion was arrived at which calls for no cuts in service, membership participation or general activities. In order to balance income with expenditures and still keep a modest dues structure and reasonable reserves, a 50 cent dues increase was recommended which resulted in a properly instituted By-Law amendment being introduced at various Unit meetings.

This measure has been discussed at the Unit meetings during the month of March and will be voted on by the membership during the month of April, as required by Article XV of the

Radiation Round-Up—



REACTOR ACCIDENT TEACHES THE EXPERTS

By SAM L. CASALINA, Radiation Safety Consultant

At about 9:00 p.m. on January 3, 1961, an explosion rocked a small power reactor at Idaho Falls, Idaho. The explosion, or "nuclear excursion" as the reactor experts called it, also might have repercussions on the infant power industry.

On that fateful night, two Army technicians, and a Navy Construction Electrician were installing cobalt wiring used to measure neutron flux (the rate of flow of radiation across a given area,

enough to be dangerous to those who attended them. The third body was recovered from the ceiling of the reactor room by a technician working from a lead-lined box suspended by a crane. When all the facts are sifted and the conclusions of the military, AEC, and industrial accident committees become known, we will perhaps add to our meager knowledge. Was the failing human or mechanical? From what limited information is available, it appears that both might be involved. Did the men withdraw control rods in violation of the safety procedures? If so, what happened to the safety feature built into reactors of this type which is supposed to quench a nuclear reaction automatically as heat builds up in the core?



Casalina

Lethal Radiation Levels

The explosion and radiation detection alarms brought fire trucks and radiation safety personnel to the scene. Fortunately, the three reactor technicians had been the only ones on duty that night, so rescue efforts were directed at the cramped space atop the reactor where they had been working.

Tremendous radiation levels were encountered as the would-be rescuers approached the reactor room. Levels in excess of twice the dose necessary to kill most humans were found inside the reactor building. True to its unpredictable nature, the radioactive particles thrown out from the reactor core, unexplainably remained to a great extent within the reactor room. The sagebrush and road surface of U. S. Route 20, which passes about three-quarters of a mile from the reactor were reported to have "negligible contamination."

The rescue teams, by working a few minutes at a time in the intense radiation, were able to recover one body and an unconscious technician. The unconscious man soon died. Both bodies showed the effects of radioactive particles imbedded in them, and were radioactive

Local Union By-Laws.

The question thus will be resolved in our traditional democratic manner at the 71 Unit meetings through the use of the secret ballot.

No matter how the vote turns out, the important thing is that the will of the membership be properly expressed through a large turnout at the April meetings.

Some interested parties outside of our membership will watch carefully the vote which will decide whether we progress or regress at the 10-year mark in our history. How many members will show their interest?

The responsibilities of those chosen by the membership to meet this problem and to recommend ways and means for solution have been duly carried out. It is now the responsibility of the members to exercise their democratic rights and to decide the direction they wish to go in trying to handle the needs of themselves and their families through a Union organization which is dedicated to their welfare and protection.

Man or Machine? The age-old problem of mechanical versus human failure has accompanied us into the atomic age. As with "infant industries" of the past the nuclear power field has now had its baptism of fire. It is my opinion that the Idaho Falls accident should in no way act as a deterrent to the development of economical nuclear power. However, refinement of human techniques and mechanical systems,

and the continual reevaluation of both, must become the guiding principle in this field. We had best learn from this accident the relatively inexpensive lesson taught at Idaho Falls. The fact that only three men were on duty and that relatively small quantities of radioactive materials escaped with no loss of life or property in the area surrounding the site, should be taken as fortunate circumstances not likely to be repeated.

I.B.E.W. International President Gordon M. Freeman summed up Labor's concern for its members in his report on the SL-1 excursion, copies of which were sent to Representative Chet Holifield, Chairman of the Congressional Joint Committee of Atomic Energy and its members, and to Glen T. Seaborg, Chairman of the Atomic Energy Commission and the three Commissioners: "... the IBEW will continue with all its resources to obtain the safest possible environment for its members and the general public concerned with the atomic industry, and will do all within its power to see that compliance with standards, rules, regulations and procedures are mandatory, and that application of these rules and standards are properly policed."

RADIATION BILL IS URGED IN NEVADA

Local 1245 Radiation Safety Consultant SAM L. CASALINA appeared before the Nevada Legislative Committee on Public Health and Morals at Carson City on March 13, 1961 to urge passage of Assembly Bill No. 317 in behalf of members of the Local Union in Nevada and of members of The Nevada State Association of Electrical Workers.

Outlining the need for legislation to provide protective measures for the safety of the public and of workers who handle nuclear materials, CASALINA stressed the importance of passage of AB 317. It will provide the foundation by which the benefits of nuclear energy can be developed for the mining and manufacturing industries, medicine, education and agriculture in the State of Nevada in an orderly and controlled fashion so as to derive maximum benefits with a minimum of dangers to the public and workmen in the state.

A part of the Legislative Program of the Local Union and of the Reno Unit, the introduction of A. B. 317 followed adoption of resolution calling for such action at the August 1960 meeting of delegates to the Nevada State Association of Electrical Workers convention, and of passage of similar resolution at the 1960 convention of the Nevada State

AFL-CIO.

Following presentation of the Local Union position by Radiation Safety Consultant CASALINA, the committee returned the bill to the floor of the Assembly with a "Do Pass" recommendation.

Copies of the fine presentation made to the committee by Safety Consultant CASALINA have been forwarded to Reno Unit Educational Committee members GEORGE MACDONALD and ORVILLE OWEN for availability to the membership in Nevada. Members are urged to contact MACDONALD and OWEN to join in a program of contacts and letter-writing to State Assemblymen and Senators urging their support for passage of the bill.

Paid Something

BRISTOL, England — The gas company received a check from a local subscriber who had meant to send it to the tax department as payment of her television tax.

When tax officials finally received it, they discovered that she had made it out for the amount of her telephone bill, which she had already paid.

They suggested that she take a course in business methods, but learned that she can't spare the time because she is busy working as secretary to the boss in an electronics firm.

HAP HAZARD



NATIONAL SAFETY COUNCIL

RED CROSS makes available life saving blood to the sick and injured

GOOD THINGS HAPPEN WHEN YOU HELP



Calif. Legislative Notes

Sacto Activity Picking Up

By M. A. WALTERS

With the current session of the State Legislature nearing its half-way mark, activity in both houses, particularly at the committee level, has picked up considerably. Several major pieces of legislation affecting working persons have been passed and others are making their way through the legislative channels. Of those measures already passed, of particular interest is S.B. 133, by Senator Shaw, which is an anti-recession bill to make available immediately extended benefit payments for those jobless persons who have exhausted their regular unemployment benefits. Another anti-recession measure enacted into law, A.B. 25, will make an additional \$30 million available for the construction of school facilities.

RADIATION PROTECTION

A series of bills affecting atomic energy development and radiation protections have been introduced in the Assembly. The major bill, A.B. 1975 by Assemblyman Lunardi, would enact a "Radiation Control Law" which would provide for regulation, licensing and registration and inspection of radiation sources by the State Department of Public Health. This proposed legislation, while couched in very broad language, is in general a good bill. Local Union 1245 feels that more specific provisions for safety standards must be provided, either by amendment or by provisions for administrative development. Another Lunardi bill, A.B. 1634, would strengthen present statutory provisions relating to the transportation of radioactive materials. Assemblyman George E. Brown has introduced A.B. 1317 which would create a Board of X-ray Technician Examiners and would require examination and licensing of any person who uses roentgen rays or radioactive materials and roentgen-ray equipment for therapeutic or diagnostic purposes. Three other measures have been introduced by Assemblyman Rumford: A.B. 1547 would permit the Coordinator of Atomic Energy Development and Radiation Protection to appoint "assistants and other employees" instead of "clerical and secretarial employees;" A.B. 1548 prescribes procedures for coordinating proposed rules or regulations of the various State departments or agencies regarding atomic energy development and radiation protection; and A.B. 1549 revises and expands provisions regulating disposal, storage, transportation of radioactive wastes and radioactive contamination of the environment.

AGRICULTURAL WORKERS

S.B. 282, O'Sullivan, which requires the State Department of Public Health to maintain a health program for seasonal agricultural workers and their families, has received a "do pass" committee recommendation and now awaits action by the full Senate. While other measures directly affecting California's farm workers are awaiting committee action, two resolutions—SJR 20, Farr, memorializing Congress to enact a federal minimum wage for farm work, and SCR 27, Byrne, calling upon the State Division of Housing to study and report upon migrant family housing needs—have been passed by both the Senate and the Assembly.

PUBLIC EMPLOYEE RIGHTS

None of the measures reported on in the last issue of the "Utility Reporter" has been reported out by Committee. Additional measures which have

been introduced include: A.B. 2180, Waldie, which would provide for all public employees the same rights as A.B. 1328, Z'berg, which is limited in application to employees of Municipal Utility Districts—that is, payroll deducton of union dues under "reasonable procedural rules." A similar but weaker measure—A.B. 1788, Thomas—has also been introduced. A.B. 1328 has been referred to the Assembly Committee on Public Utilities and Corporations, Chairman Rex M. Cunningham; A.B. 1788 to the Assembly Committee on Industrial Relations, Chairman Edward E. Elliott; and A.B. 2180 to the Assembly Committee on Civil Service and State Personnel, Chairman Charles W. Meyers.

Assemblyman Kennick has introduced A.B. 1966, a California State Employees Association supported measure, which enacts the "Public Employees Formal Representation Act" to provide a system of representation between state agencies and political subdivision of the State and the elected representatives of their employees. Guarantees the right of every public employee to form, join and participate in the activities of an employee organization of his choice and provides a system for the selection of such employee organizations. Provides for the designation of management councils and representatives to negotiate with properly elected employee organizations. Stipulates that such groups must regularly meet to discuss employment problems and provides a system of arbitration and mediation where the parties cannot agree. Specifies that public employees shall not have the right to strike or to refuse to work. Creates the Public Employment Relations Control Agency and the Public Employment Relations Control Board and specifies that the agency shall administer the act. The bill, however, has been carefully drafted to preclude bona fide labor organizations from obtaining true collective bargaining rights in most instances. It also contains a built in "right to work" provision in spite of the California voters' overwhelming rejection of the "right to work" principle in defeating Proposition 18 in the 1958 General Elections. While organized labor firmly supports the basic concepts that public employees should have the rights of self-organization and the collective bargaining, it certainly cannot support A.B. 1966 in its present form. A.B. 1966 has been referred to the Assembly Committee on Civil Service and State Personnel.

FUND FARE

Asked to buy a ticket to a church benefit, a man said, "Sorry, I won't be able to attend. But my spirit will be there with you." "Good," said his friend "I have \$2, \$3 and \$5 tickets. Where would you like your spirit to sit?"

Mama Mosquito: If you children are good I'll take you to a nudist colony tonight.

Bro. Al Hansen Gets Surgery

Assistant Business Manager Alfred M. Hansen entered Providence Hospital in Oakland on March 16 for surgery.

He was discharged from the hospital on March 21 and will convalesce at home.

Brother Hansen has been an I.B.E.W. Representative since 1941 and has been with Local 1245 since 1948. To him goes the credit for much of the original organizing work on the PG&E properties.

His many friends in the union will be happy to learn that he is doing fine.

TOLEDO — Most of the rural mail boxes in the U.S. are made of galvanized sheet metal.

WELCOME!

The following people were welcomed into membership in Local 1245 during the month of February, 1961:

"BA" APPLICATIONS
SAN JOAQUIN

- Banducci, Ernest J.
- Beckett, Maybelle
- Daigle, Ronald C.
- Ely, Audrey C.
- LaFortune, Neil A.
- McLean, Duncan H.
- Myers, Doane F.
- Ricchiuti, Theresa
- Taylor, James W.
- Turner, Charles W.
- Tye, Eugene J.
- Udall, Douglas

COAST VALLEY
Glenn, Buford Ray



- McFadden, Ailee E.
 - McIntyre, Lovel L.
 - Morris, Lila B.
- PIPE LINE OPERATIONS
Munch, Sam C.

- SAN JOSE
Baxter, William D.
Gianfermo, Peter F. P.
McMartin, Edward F.

- STORES
Brown, Birch R.
Meyer, Charles L.

- EAST BAY
Bates, O. P.
Berrios, Raymond Jr.

- Cendejas, Manuel
Ebel, Curtis H.
Embody, W. D.
Fithian, Robert G.
Hampton, Harold C.
McIntyre, Ronald C.
Melton, Lloyd W.
Meyer, Frederick A.
Silva, Michael L.
Tucker, Kenneth M.

- SAN FRANCISCO
Hannon, Francis
Montgomery, Charles

- STOCKTON
Campbell, Douglas F.
Edward, Larry
Ghidossi, Ella
Rader, Jack E.
Wrinkle, Harley
Zielhke, L. R.

- HUMBOLDT
Dunlap, Jesse B.
- SIERRA PACIFIC

- Argenti, Nicholas S.
- Basso, Ettore P.
- Catledge, Kenneth D.
- Good, Gene A.
- King, Gerald D.
- Smith, Bruce Lee
- Thomas, James E.

- COLGATE
Phipps, Dennis
Reed, Carl

- NORTH BAY
Faulkner, Richard D.
Mills, Marcus A.

- SACRAMENTO
Buckner, Willis F.
Clark, Ralph E.
Lacey, Walter E.

- CITIZENS UTILITIES
Fernandez, Shirley A.
Gunnells, Sid
Swarthout, Richard C.
Waddell, Francis L.

GENERAL CONSTRUCTION

- Bartolo, Nicholas J.
- Brock, Thomas W.
- Byrne, John J.
- Cassidy, LeRoy R.
- Cooper, Cleo N.
- Dexter, Wayne B.
- Ding, Donald
- Fisher, James H.
- Gray, James W.
- Harrell, Allen C.
- Hickey, Ray
- Howard, Donald L.
- Jones, James C.
- Kuykendall, Rudy K.
- Kiren, Joseph E.
- Mayer, Melvin W.
- Millany, Herbert E.
- Neely, George
- Nooner, Marvin L.
- Perales, Manuel
- Perez, Raymond
- Pery, Edward J.
- Quaid, Ray J.
- Ramirez, Joseph L.
- Rouleau, Norman A.
- Steele, David
- Utu, Vaita F.
- Vige, Burton
- Vukman, Michael
- Williams, Grover C.

"A" APPLICATIONS

- Hibbard, Thomas L.
- Littleman, Irvin W.
- MacMillan, W. S.
- McNeil, Walter W.
- Tahija, Terrance P.
- Teague, Jack Lee
- Vollotton, Tom

NEW JOB STEWARDS

The following Union Stewards were appointed during the month of February, 1961:

- | | |
|---------------------|---------------------------------|
| David E. Sweat | Drum Division |
| Robert R. Ford | Sacramento Division |
| Richard D. Frapwell | San Jose Division |
| Iva Jo Strunk | San Joaquin Division (Clerical) |
| Kenneth Higdon | San Joaquin Division |
| Harold W. Grissom | Humboldt Division |
| Joseph R. Burnham | General Construction Department |

MITCHELL GIVES ANNUAL LECTURES AT STANFORD

The annual lecture series, normally given by Business Manager Ronald T. Weakley to students of Industrial Relations at Stanford University and the Graduate School of Business Administration, was conducted on February 15, 1961, by Assistant Business Manager L. L. Mitchell. Lectures to participants of students under Sloane Foundation Scholarships will be given by Brother Weakley on April 20, 1961.

Classes under the leadership of Professor Troxell displayed a keen interest in learning the internal and political problems of labor unions. The lectures are followed by a question period. Special questions centered on

the problems of union democracy and the position of the tunnel miners in their dispute over establishing a new union. Questions over the ethics of strikes in violation of law, problems of control of quickie strikes and leadership obligations under no-strike clauses were discussed.

SMUD Dispute Is Settled

(Continued from Page 1)

forces, including such foremen as may be covered, of which 51 classifications listed in President Zander's letter of December 19, 1958 to President Freeman, are illustrative or typical, although not necessarily all-inclusive;

- "2. That Local 1321, AFSCME, have exclusive jurisdiction of clerical, technical and professional employees, including such of their supervisors as may be covered;
- "3. That each will issue honorable withdrawal cards to members when necessary to effectuate this purpose;
- "4. That any dispute with reference to which of the two jurisdictions should include a specific classification, whether now in existence or hereafter

created by the employer, be resolved in accordance with the intent set forth above by duly designated representatives of IBEW's Vice Presidential Office in San Francisco and AFSCME's Regional Office in Oakland, California, and that any settlement or disposition made by said representatives be final, binding, and dispositive.

"The Umpire will expect to be notified by both parties within 30 days from the date hereof as to whether they have reached agreement. If agreement has not been reached, he will proceed with this case for the purpose of deciding whether AFSCME's acts at the Sacramento Municipal Utility District constitute a violation of the No-Raiding Agreement."

On February 15, 1961, Business Manager Ronald T. Weakley of Local 1245, I.B.E.W., wrote to the A.F.S.C.M.E.'s Regional Director, James L. McCormack, in order to advise him that Local 1245 intended to abide with the Impartial Umpire's recommendation. On Mar. 2, 1961, Regional Director McCormack replied that the A.F.S.C.M.E. and its Local 1321 also intended to abide with the Impartial Umpire's recommendation.



"Just tell the boys that I couldn't come to the union meeting because I have a headache!"

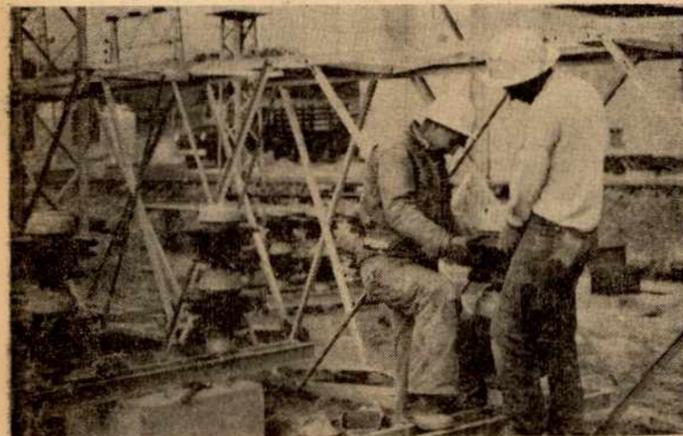
Diseases of the heart and circulation are responsible for almost 900,000 deaths each year, approximately 54% of all deaths in the United States, says the American Heart Association.



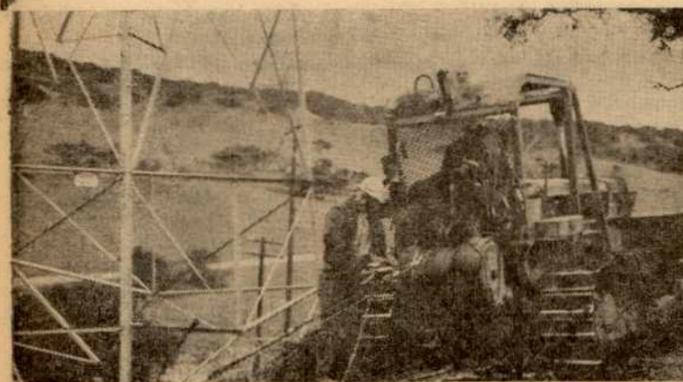
Hole-digger operator Al Dohs is shown digging a hole for a dead-man just outside the Divide Sub Station in the southern end of Coast Valleys Division, while Foreman D. J. Gosnell (at right) checks the operation.



G. C. Station Field Clerk F. W. Gray, an effective organizer for the Union, was so busy attacking the pile of work on his desk he couldn't take time to look up when Bus. Rep. Spike Ensley snapped his picture.



Shown assembling an air switch at Divide Sub Station are Tom Moore, G. C. Stewart, and Bob Staats (at right). He can't be seen in the picture but Brother Don Stegner is down below lining up the bolts.



Tractor Driver here is Ira Green. Signalling is Brother Bob Webber. They are putting in new towers between Santa Maria and Divide Sub Station.



If Ira Green appears to be leaning a little in this picture there is a reason—the tractor is leaning the other way and he is just balancing it.

SPECIAL NOTICE

Voting Dates on By-Law Amendment

The second reading and vote on amendments to Article XII, Section 2 (a) of the Local Union Bylaws will occur during Unit meetings in April. Below is a list of Unit meetings and dates. Consult your bulletin board for time and place. The amendment would provide for a fifty-cent a month dues increase.

- April 4—1117 Wasco; 1211 Salinas; 1513 Santa Cruz; 2311 Oakland; 2413 San Francisco Gas; 2513 Jackson; 3211 Red Bluff; 3414 Willows - Orland; 3811 Sacramento.
- April 5—1114 Taft; 1121 Coalinga; 1214 Watsonville - Moss Landing; 1512 Belmont; 2414 San Francisco Steam; 3212 Redding; 3411 Chico; 3911 Sacramento Municipal Utility District; 3011 Sacramento Transit Authority.
- April 6—1112 Bakersfield; 1124 Los Banos; 1212 Monterey; 2312 Richmond; 2411 San Francisco Electric, Garage & Warehouse; 2511 Stockton; 3216 Trinity; 3417 Paradise; 3813 Placerville.
- April 11—1113 Madera; 1217 Paso Robles; 1311 Barstow; 2301 East Bay Area Clerical; 2314 Hayward; 2517 Sonora; 3111 Eureka; 3612 Colusa; 3712 Santa Rosa; 3812 Vacaville.
- April 12—1111 Fresno; 1215 San Luis Obispo; 1312 Needles; 2401 San Francisco Clerical; 2515 Modesto; 3112 Garberville-Weott; 3601 Marysville Clerical; 3611 Marysville; 3211 San Rafael; 2211 Oakland General.
- April 13—1123 Merced; 1216 Santa Maria; 1511 San Jose; 2516 Lodi; 3613 Oroville; 3716 Napa; 3814 Woodland.
- April 14—3815 Davis.
- April 18—1118 Wishon; 1213 King City-Soledad; 1314 Avenal; 3213 Fall River Mills; 3511 Auburn; 3717 Fort Bragg; 2011 Standard Pacific Gas Line Inc.
- April 19—3513 Grass Valley; 3714 Ukiah; 4013 Alturas.
- April 20—1313 Morgan Hill; 2316 Concord; 3513 Alta; 4012 Susanville; 3311 Sierra Pacific Power Company.
- April 25—3413 Feather River.



WILLIAM F. REEDY

Reedy Is New Business Mgr. Of S.F. Local 6

Electricians Local 6, IBEW, recently announced the resignation of Charles J. Foehn as Business Manager-Financial Secretary and appointment of William M. Reedy to fill the unexpired portion of his term, which runs until June 1962.

Foehn was recently appointed IBEW International Vice President for the 9th District. He served Local 6 as business manager for 23½ years.

Reedy, 43, was born and educated in San Francisco and served his apprenticeship in Local 6 as an inside wireman. After achieving journeyman rating he was employed by various electrical contractors as journey-foreman, general foreman and superintendent.

On August, 18, 1952, he became a business representative of the local and served in this capacity until his appointment as business manager, assuming his new duties on January 1.

Reedy has been one of Local 6's delegates to the San Francisco Building Trades Council for 10 years and currently serves as a trustee of the Council.

He and his wife, Frances, reside in San Francisco.

Local 6 with 2300 members is the largest construction electrician local in Northern California. Its jurisdiction covers linemen, marine electricians, motor shop men, electric sign men, inside wiremen and electric railway shopmen.

Reedy said this week: "I've always believed the only way the union can succeed is to have the cooperation of all our members. This office is always open to them for all their problems."

"I also feel that this organization must be a part of the community and active in services for the general good, because this is reflected in the community attitude toward the organization."

Bro. Thomas In Hospital

Leland Thomas, Jr., Advisory Council Member for San Jose Division, was hospitalized on March 15, 1961 for an emergency operation on a gastric ulcer.

It is expected that he will be in the hospital for about a week and will be convalescing at home for about six weeks.

We are happy to report that Brother Thomas is recovering rapidly from his operation and enjoying a new transistor radio presented to him by his fellow Union members.

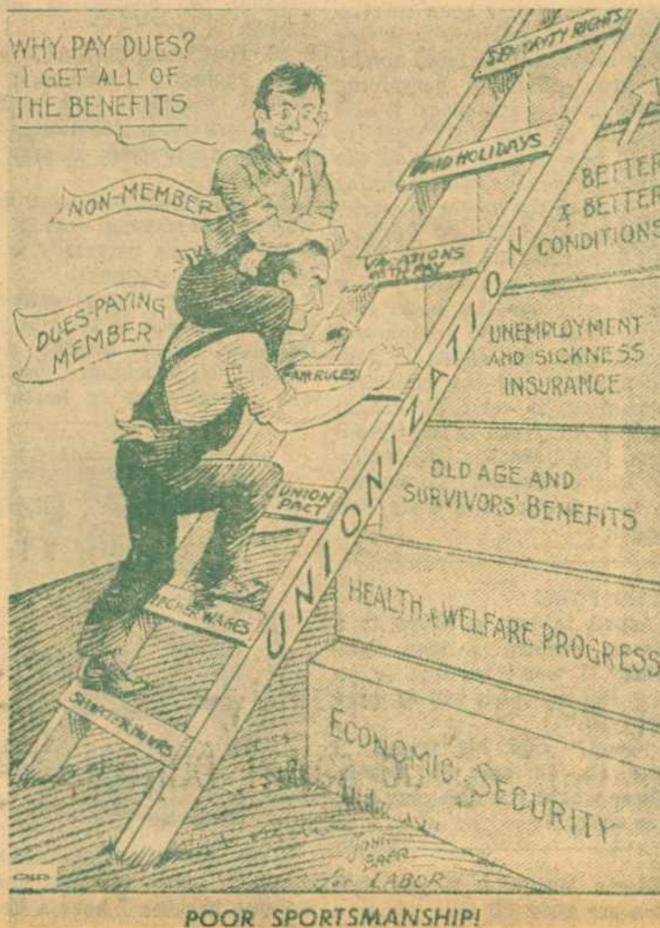
Federal Loan Funds Help Students Through College

(from LABOR LAW JOURNAL, February, 1961)

Federal loan funds are available to able students in colleges and universities which participate in the National Defense Student Loan Program, as authorized under Title II of the National Defense Education Act.

The United States Office of Education has announced that \$57.7 million in federal funds will be provided for the 1960-61 academic year to 1,407 colleges and universities. Since early 1959, when the program began, about 135,000 students have received \$60 million in loans to further their higher education.

General information on federal loan funds and a list of participating institutions may be obtained through the Student Loan Section, Financial Aid Branch, Division of Higher Education, United States Office of Education, Washington 25, D.C.



LU 1245 - IBEW and LU 9405 CWA

FOURTH ANNUAL
JOINT POLE DANCE
Saturday, April 15, 1961
VETERANS MEMORIAL BUILDING
EUREKA
DANCE TO RAY BULLOCK'S ORCH.
Dancing 9 P.M. Till 2 A.M.
Social Hour 8 to 9 P.M.
Free Midnite Lunch