

"There has never been but one question in all civilization—how to keep a few men from saying to many men: 'You work and earn bread and we will eat it'."—Abraham Lincoln.



Utility Reporter

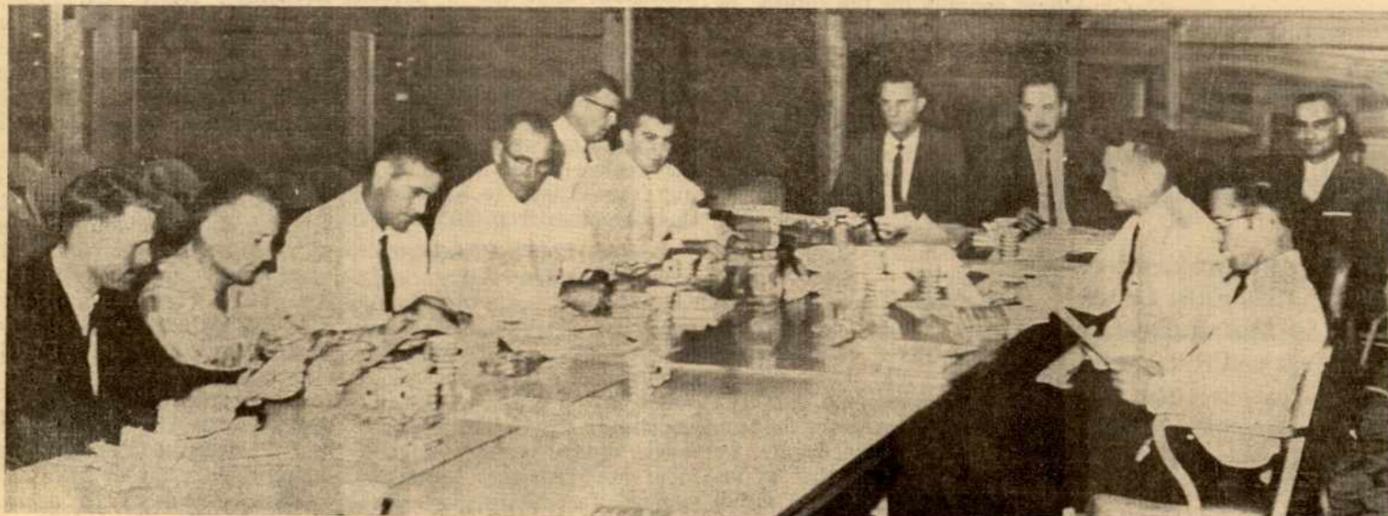
Official Publication of I.B.E.W. Local Union 1245, AFL-CIO,
1918 Grove Street, Oakland 12, Calif.

VOL. VIII—No. 2

OAKLAND, CALIFORNIA

JUNE, 1961

1245 MEMBERS RATIFY PG&E WAGE BOOST



Local 1245 membership employed by Pacific Gas & Electric Company has voted by secret ballot to accept the results of the 1961 wage negotiations.

The settlement was the result of bargaining sessions by and between Local 1245 and Pacific Gas & Electric which began May 11 and concluded June 2.

Ratification was accomplished throughout the 47 Northern Counties of California by a series of some 64 Unit meetings in the two week period from June 12th to June 23rd.

The issues in the bargaining sessions were limited by mid-term wage reopening clauses in the separate physical and clerical agreements.

Prior to secret balloting meetings, notices were posted on all bulletin boards throughout the giant PG&E system and Business Manager Ronald T. Weakley dispatched the following message to some 700 Shop Stewards:

"1961 wage negotiations have resulted in a tentative settlement which will be ratified or rejected by secret ballot voting at a series of meetings scheduled for review of this offer. The responsibilities of the System Negotiating Committee and the Business Office to prepare for and conduct the Union's negotiations have been properly exercised and completed.

"RESPONSIBLE, ATTEND"
"The acceptance and exercise of individual membership responsibility in reviewing and intelligently voting on the offer requires attendance at these meetings; for only 1245 members employed by P.G.&E. who are in attendance will participate in making the decision. This creates a problem of great concern.

"The lack of responsible participation in the making of democratic decisions through apathy and carelessness has destroyed other organizations. It can, if not changed, lead to the decline and fall of this Union despite its having long been a model for democratic structure in Labor and its long and fine record of accomplishments for its members and their families.

"We have been fortunate in the past, for a comparatively few active people have maintained the majority stake in this Union by faithful and conscientious attendance at Unit meetings. Remember, however, that this balance is always in danger. Self seekers with personal 'axes to grind' have created undue trouble before and the inactive majority could lose control to those who foster disruption and dissension under the guise of 'representing those who stayed at home.'

DECIDE SERIOUS ISSUES
"Serious issues affecting the membership are necessarily decided at membership meetings. It is time the majority speaks its voice loud and clear. No better time exists for such an expression for no decision can be much more important than one to be made on a wage settlement which affects both the member
(Continued on Page 6)

YOUR Business Manager's COLUMN

Vacation time is here. The members of Local 1245, through plans negotiated with our employers, are enjoying vacations with pay.

Not many will recall that these plans, which provide as

much as four weeks' paid time off, are the result of a long period of negotiations which have provided increasing amounts of vacation for more people

over the years. Now, a majority of our members receive at least three weeks of paid time off each year.

These vacation programs are not a product of chance. They came about as a result of real effort and long-range planning. The leaders of this Union have prudently applied a portion of the nominal dues toward the objective of increased vacations for positive reasons and not to get something for nothing.

The factors involved in this objective were economic as well as social. Economic considerations on total labor costs which result from increased vacations have to be weighed and balanced in terms of total productive work time.

Three weeks of vacation simply reduces the total annual hours of work and increases the cost of each hour applied to productive work. This can be related by suggesting that the normal hours of work in a year would be 52 weeks, multiplied by the normal 40 hours of work per week, or 2080 hours per year. Three weeks of paid vacation reduces this to 1960 hours per year.

If an equivalent amount of time was to be used to reduce the workweek, it would result in 37.69 hours of work per week instead of 40. Here, it can be seen that reducing the hours of work with no reduction in
(Continued on Page 8)

Negotiating Committee Members pictured above, studying a proposal from the P.G.&E. Company, are: Roland W. Fields, William M. Fleming, Wayne Weaver, Anthony J. Boker, Richard D. Kern, Joseph S. Kreins, Assistant Business Manager L. L. Mitchell, Business Manager Ronald T. Weakley, Melvin J. Robins, James H. Fountain and Jerry G. Wells.

Public Agency Wage Talks Are Underway

As is normal this time of the year, Local Union 1245 is busily engaged in activities designed to improve wages and related benefits for its membership employed by various public agencies.

CITY OF BERKELEY

Discussions with the City of Berkeley were the first to be undertaken this year. Following

appearances by Assistant Business Manager M. A. Walters and other individuals representing various groups of employees, the Personnel Board acted to recommend a general increase of 5% with an additional 2½% to a large group of employees, including all of those in the Electric Department represented by Local Union 1245.

A further recommendation was that the present five-step merit rating be reduced to three steps. This recommendation is currently under consideration by the City Council, which is expected to make its decision on June 27. Walters, in appearing before the City Council, protested the 7½% adjustment, pointing out that the previous City Council had failed to grant any increase in 1960 and that 7½%, in view of this and other factors, was in effect "too little—too late." He also requested the City Council to give further consideration to the Union's request that vacations and/or health and welfare programs be improved.

CITY OF OAKLAND

On June 14 the Local Union's
(Continued on Page 6)

Stan.-Pac. Members To Vote on Offer

Local Union 1245's Agreement with Standard Pacific Gas Lines Inc. was opened prior to May 1 in accordance with a mid term wage reopening clause in a two year Agreement which expires June 30, 1962.

Assistant Bus. Mgr. L. L. Mitchell and Bus. Rep. E. A. James were assigned by Bus. Manager Ron T. Weakley to assist the Negotiating Committee which was composed of Stan.-Pac. employees, Andrew Clayton, Line Mechanic; Richard Hollister, Electrician and Robert Dobbins, Mechanic Welder.

On May 31, 1961, this Committee met with the P.G.&E. Negotiating Committee to review the status of that negotiations and to prepare data and proposals on a Company offer made in P.G.&E. negotiations.

On June 12 in answer to a request that Standard Pacific Gas

Lines Inc. submit a written proposal on a wage adjustment for 1961 the Company made the following offer.

I \$135.85 per week and above \$6.00 per week.

II From \$125.30 per week to \$135.80 per week incl. \$5.50 per week.

III From \$114.20 per week to \$125.25 per week incl. \$5.00 per week.

IV From \$106.40 per week to \$114.15 per week, incl. \$4.50 per week.

V From \$100.00 per week to
(Continued on page 6)



Members of the Standard Pacific Gas Lines Inc. negotiating committee met on May 31 to go over materials in preparation at Union Headquarters. Above, l. to r. are Bus. Rep. Ed James, Richard Hollister, Andrew Clayton, and Robert Dobbins.



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
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

There's Much More to It Than Just "Schooling"!

EDUCATION has long been cherished by the working people of this Nation as the best means of fulfilling the United States' promise of equal opportunity for all. The struggles of the labor movement for shorter work hours and restrictions on child labor, were, in part, based on a premise that this free time could be devoted to improving education. In addition, the labor movement fought for and supported a system of both free and compulsory schooling for all.

Under this system of more free time and free and compulsory schooling, both the individual and the Nation have prospered. We have not, however, attained the ultimate goals of education, for too often we rely on only one facet — formal schooling.

Today, the urgency over the quality and quantity of education in the school takes on new dimensions. The relationship of education to economic status has long been recognized and becomes more important today, since higher levels of education are required to even become employable. We must and should consider this in any discussion on school curriculums and educational objectives.

We have, however, a more important consideration to make. Whatever other reasons we might suggest, none can be more important than the need for education which will allow us to retain the democracy we cherish. Education for industrial pursuits is not enough. Jobs for, which specific education is supplied become obsolete. Facts once thought absolute have been disproved.

The complexities of life today require more and more education for the simple art of casting a ballot. We turn a knob and through the miracle of TV and radio are bombarded with "facts" which are claimed to be authoritative, conclusive, cumulative, rational, mystical or scientific. To be able to screen "fact" from "fiction" in the whirl of Madison Avenue advertising techniques and the propaganda from "right" and "left" extremists, requires an extremely high level of comprehension and understanding which can only be developed by continuous study.

In the month of June millions of our Nation's youth will receive diplomas from the several levels of schooling available under our educational system. Many will receive diplomas and take their place in society as full-time workers and citizens. To all who are receiving diplomas, we offer our heartiest congratulations and our best wishes for success, regardless of future fields of endeavor.

We are proud that even those who must drop out of formal schooling are better prepared academically than most of those in other nations of the world. In this we can take satisfaction, but we must not rest on our laurels.

If we could personally talk to each one, we would issue this warning. Graduation from an institute of formal learning is but a portion of the education process and certainly does not mean that one has attained all possible knowledge. There is still much to be learned. Through mass media, self-interest groups and individuals, you will be subjected to truths, half-truths and lies. If your schooling was successful, you will have acquired the ability to do critical thinking. This critical thinking must be applied to the "facts." If you will be free men and women you must learn to discriminate between all of these. There is much to see, hear and read that is desirable and undesirable. In the future we hope you will listen to all sides. We hope you will seek the "truth" by discarding the mediocre from our mass media and our books and that you will nurture your most precious possession — your mind — with the very best that our world has to offer.

It is our belief that if you do this, you have truly understood the meaning of the Greek philosopher who said: "Only the educated are free," for we are sure he was not referring to formal academic schooling.

California Legislative Notes

Labor Short Changed as 1961 Session Winds Up

By M. A. WALTERS

California's eighty Assemblymen and thirty-nine State Senators (Senator James McBride from Ventura County, the 40th member of the Senate, passed away during the 1961 session) have concluded their legislative actions for the year 1961. The final days of this year's session were hectic ones, which they usually are, as the State's Legislators attempted to resolve a large number of issues at the last moment. Adjournment came with conflicting claims of a "pioneering and progressive session that has met California's present needs and built soundly for the future" by Governor Edmund G. Brown to statements by the Republican minority leaders that the session was a "do nothing session" and "one of the State's worst."

All in all, nearly 6,000 assorted measures were considered by the State's lawmakers during the 1961 session, which commenced on January 2, and lasted until June 16 — 4,703 Senate and Assembly bills covering almost any subject conceivable, 130 proposed constitutional amendments and 1,013 resolutions on innumerable subjects. While many issues were the subject of considerable debate, by far the greatest number of arguments were over the \$2.6 billion State budget for 1961-62, and the reapportionment of the State's 80 Assembly and 38 Congressional districts.

LABOR SHORTCHANGED

With the exception of some improvements in Unemployment Insurance, Unemployment Disability Insurance and Workmen's Compensation, only two labor measures of significance were adopted. One prohibits job discrimination against persons in their late middle years and the other provides means for retraining journeymen and persons displaced by changing work methods.

The Legislators refused to give favorable consideration to bills which would have: (1) prevented the importation of professional strikebreakers; (2) established a \$1.25 per hour minimum wage for California's wage earners — this measure was of particular concern to the large numbers of persons who are not covered by the Federal minimum wage standards; (3) repealed the controversial jurisdiction strike act, which has been used by employers to break organizing efforts, and establish a peaceable means wherein employees engaged in intra-State commerce could select a collective bargaining representative; (4) established maximum hours for employees engaged in intra-State commerce; (5) provided collective bargaining rights for hospital and institutional workers; (6) required itemized statements by employers of deductions made in employees' pay and contributions made for fringe benefits, and (7) the Legislators even refused to repeal the "hot cargo" and "secondary boycott" statutes which have been declared unconstitutional by the State Supreme Court. In addition, many more items of somewhat less significance were given the same treatment. None of the foregoing measures ever reached the full Senate, in that they were referred to interim study on the Assembly side or were buried in the Senate Labor Committee.

Unemployment Insurance was increased from \$1 to \$3 per week by changing the schedules of earning. However, the present \$55.00 per week maximum benefits were retained. Maximum benefits available under Unemployment Disability Insurance were increased from \$65.00

to \$70.000 per week, with the provisions that the 1 percent employee contributions would be made on an additional \$500 per year until the present \$3,600.00 reaches \$5,600.00. Temporary benefits under Workmen's Compensation were increased \$5 per week with the minimum going from \$20.00 to \$25.00 and the maximum from \$65. to \$70.

LOCAL 1245'S PROGRAM

The Executive Board of Local 1245 set forth the Union's legislative program in the summer of 1960, when it adopted six resolutions calling for specific action in the areas of collective bargaining in public employment, atomic energy development and radiation protection, support for agricultural workers, 160-acre limitations, State and local government projects and protection of consumer interests. While we cannot claim total success in all areas, we can report that considerable progress was made in some of them.

Major efforts were made in support of the first two resolutions mentioned above. While we were not successful in obtaining full COLLECTIVE BARGAINING FOR PUBLIC EMPLOYEES, two major steps forward were obtained. A measure introduced by Assemblyman George Brown, representing the 45th District in Los Angeles County, granting public employees the protected right of self-organization free of intimidation, restraint, coercion or discrimination, was enacted into law. In addition, this legislation provides that the public agency shall meet and confer with representatives of employee organizations upon request and grants the rights of access to work location and the use of bulletin boards under reasonable rules and regulations. A second measure which corrects a long-standing inequity in that it permits public agencies to grant payroll deduction of dues when employees are members of employee organizations consisting "in whole or in part" instead of "exclusively" of employees of that public agency, was successfully authored by Assemblyman Vincent Thomas.

In the area of ATOMIC ENERGY DEVELOPMENT AND RADIATION PROTECTIONS, the 1961 session can be considered highly productive. Legislation establishing a State "Radiation Control Law," provides, among other things, that the Department of Public Health shall effectively regulate the sources of ionizing radiation for the protection of the occupational and public health and safety and promote an orderly regulatory pattern within the State and between the Federal Government and the State. Other measures which were passed call for increased control over the transportation of radioactive materials, disposal of radioactive wastes and environmental contamination, while provisions were made in the budget to expand the activities of the Office of the Coordinator of Atomic Energy Development and Radiation Protection. Assemblyman

Paul Lunardi of Roseville and Berkeley's Byron Rumford, Chairman of the Assembly Committee on Public Health, were the two most active Legislators in the development and enactment of the foregoing legislation.

CALIFORNIA'S AGRICULTURAL WORKERS, the long-forgotten and down-trodden segment of the State's work force, did not receive from the Legislature that which they should have. The Legislature did make two moves in the right direction by (1) enacting a minimal program for improving the health program for migrant farm workers, and (2) creating a special commission for study of labor-management problems in agriculture.

In the Assembly, the Southern California-dominated Water Committee voted down all attempts to establish a 160-ACRE LIMITATION or any other acreage limitations in the State's water development program. At the same time, they refused passage of any and all legislation designed to give legislative review or control to development and financing, protection of "county of origin" provisions or "power marketing policy." The Legislature did enact legislation enabling additional LOCAL GOVERNMENT PROJECTS, the Kern County Water Agency, for one, without providing adequate protections for the workmen who will be employed in the construction, operation and maintenance of the projects involved.

Several measures providing increased benefits for and PROTECTION OF CONSUMER INTERESTS were passed. They include measures which:

- (1) Make California's cigarette tax deductible in federal income tax returns.
- (2) Exempt prescription drugs from sales tax.
- (3) Strengthen laws against unscrupulous "10 per center" mortgage operations.
- (4) Regulate health and dance studios.
- (5) Regulate cosmetics and drugs manufactured and sold in California.
- (6) Strengthen the State's anti-trust laws.
- (7) Requires that hazardous household substances be so labeled and that the most effective antidote be listed.
- (8) Strengthened California's Retail Credit Sales Act to deal with referral sales and other credit abuses.
- (9) Strengthen buyers' protections in automobile sales financing.



Every Member
An Organizer!

Bay Area Medics Favor Care For Aged Thru Social Security

The King-Anderson Bill which is the successor to the Forand Bill and provides Medical Care for the Aged through Social Security is, "the only reasonable means we have for providing adequate care for the aged" according to Dr. Phillip R. Lee who spoke at an open meeting in Palo Alto on Friday, June 16.

Dr. Lee's talk was sponsored by the Bay Area Committee for Medical Aid to the Aged Through Social Security, P.O. Box 11552, Station A, Palo Alto, California. A practicing internist with the Palo Alto Medical Clinic, Dr. Lee is one of the spokesmen for a group of doctors in the Peninsula area who have come out in opposition to the stand of the American Medical Association, which is bitterly opposed to the King-Anderson Bill. He is a graduate of the Stanford Medical school and has worked and studied at Mayo Clinic, Boston University and in New York with Dr. Rusk.

In a speech which moved carefully through a description of the problem which exists today, its causes and the various solutions which have been proposed, Dr. Lee relied heavily on statistics and factual material from various studies done by the Government and by Universities.

16 MILLION OVER 65

In 1960 there were 16 million people in this country over 65 years of age. By 1970 there will be over 20 million persons in this age group. This figure will represent 10 per cent of our total population. The average annual income for families headed by a person over 65 is only \$2000. One in five of these families has an annual income of less than \$1,000.

This increase in our aged citizens has come about through vastly improved medical care, medical care which has steadily become more expensive. Since 1947 the cost of living has increased 25 per cent. Costs of medical care including doctors and medicine increased 50 per

cent and hospital costs increased 100 per cent over this same period. Inflation hits the aged harder than any other group in our population, the doctor explained.

About 40 per cent of the people over 65 have medical insurance, but of this 40 per cent only 7 per cent are fully covered, 30 per cent half covered and for the others less than half of their medical costs are covered by their insurance. Present medical insurance plans for the aged are too expensive, the coverage is too limited and it is often difficult to obtain.

Dr. Lee was also quite concerned that the medical care available to the aged be of the highest quality and that the physician-patient relationship be maintained. He believes that insurance type plan which King-Anderson provides will insure this. Under this bill facilities which are used will be supervised and accredited by the medical profession itself on a regional basis. It should definitely result in an upgrading of the Nursing Care facilities for the Aged, according to the doctor.

"BEST MEDICAL CARE"

We boast in this country that we provide the best medical care of any country in the world. "One is forced to ask, best for whom, the doctors or the people?" stated Doctor Lee. He then went on to show through statistics that several Northern European countries provide better medical care.

The Kerr-Mills Law which was passed by the last Congress has

failed to meet the needs of the aged. It provides matching Federal funds for States which pass special legislation and provides only for those persons who are "very poor." Only sixteen states have passed legislation which will enable them to receive Kerr-Mills funds. California passed a bill on the day he spoke, Doctor Lee stated. It will provide care for only 60,000 of the 1.5 million people in the State of California over 65. To qualify a person will have to undergo a thorough examination of his financial status by the Welfare department. "It is estimated that in San Mateo County alone 50 additional social workers will have to be employed to conduct the investigations which must be made before a person can qualify for aid."

WHY AMA STAND?

Following his talk there was a question and answer session. In answer to one question "Why is the AMA opposed to Medical Aid to the Aged Through Social Security?" Doctor Lee stated that he would rather have one of the AMA spokesmen present an answer. He asked Dr. Liston who was in the audience if he would care to answer. Dr. Liston took the microphone at this time and stated he wanted all to know that he had the highest respect for the integrity and abilities of Doctor Lee. He said that their differences over this issue were not personal in any way but limited only to issues.

Dr. Liston stated then, that the Physician's fear of the King-Anderson Bill and similar legislation was that it would lead to Federal control of the practice of medicine.

In answer to this Dr. Lee stated that he disagreed. He referred to a portion of the bill which he had quoted during his speech which expressly provided that no Federal authorities could in any way control the kind of care the physician prescribed.

In answer to another question whether or not he favored "Socialized Medicine," Dr. Lee stated that he was not "an advocate of Socialized Medicine as it exists in Britain. It is working well for them according to reports I have read which state that 98 per cent of the British people like it. It is not the answer for us in this country. We are experimenting with many forms of medical care in this country and should constantly improve our programs to meet our specific needs."

tion is in accordance with the SAE specifications.

Seat Belts are not a substitute for careful driving the National Safety Council points out, but the seat belt is the best self-help now available to cut the toll of dead and injured — if an accident does happen.

The King-Anderson Bill

(The following information has been provided by the Bay Area Committee for Medical Aid to the Aged Through Social Security Box 11552, Station A, Palo Alto, California.)

THE PROBLEM:

Many of the aged do not use hospitals until they are forced to. Frequently, in order to pay large hospital bills, these people must accept contributions from relatives who often have young children of their own to support. (More than half a million elderly are in this group each year.)

Each year, at least 75,000 people who were self-sufficient before their illnesses are forced to become dependent on charity (1957 Survey of Social Security Beneficiaries.)

UNFORTUNATELY:

The aged are hospitalized more frequently. They spend more days in the hospital per illness (twice as many days as younger people according to a U. S. National Health Survey).

Their income is low: 55% receive less than \$1,000 per year and another 23% receive less than \$2,000 per year from all cash sources. (Bureau of Census).

THE KING-ANDERSON BILL PROVIDES:

- Full hospital costs (other than private physician services) for up to 90 days, after a deductible amount of \$10 a day for up to 5 days, with a minimum of \$20.
- Costs of skilled nursing home services following hospitalization for up to 180 days.
- Costs of outpatient diagnostic services, including X-ray and laboratory services, after a deductible amount of \$20.
- Costs of home health services for up to 240 visits a year including nursing care, physical therapy and part-time homemaker services.

IT WILL NOT INTERFERE:

- With the patient-physician relationship in any way.
- With the kind of care the physician prescribes.
- With the patient's choice of physician or hospital, except in that the hospital must agree to subscribe to the program.
- With the patient's choice of qualified services covered.

NOR WILL IT REQUIRE:

An investigation, costly to the community, by a highly skilled social worker, to determine the eligibility of a person to receive aid.

Complete exhaustion of an elderly person's resources, and his signing of a pauper's oath before health care is provided.

INSTEAD:

All beneficiaries of social security will be automatically eligible for aid. (Approximately 90% of persons over 65, or 14½ million people.)

The costs of the program will be met by a ¼ of 1% increase in the social security contribution of both employers and employees (at maximum, this is \$1.05 per month per wage earner) with no drain on any tax funds.

Elderly persons will become more self sufficient, and very few will be forced to become dependent on private charity and community tax funds.

IT WILL ALLOW:

The physician to prescribe the kind of hospital and nursing care he knows is necessary for his patient (although, at present, is often financially difficult for the patient to obtain). On the other hand, the sum deductible from the costs included in the coverage, and the inclusion of out-patient diagnostic costs in the coverage, will discourage unnecessary hospitalization prevalent among privately insured groups.

The hospital to admit an elderly patient without fear that difficult, long-term collection or unpaid bills may follow.

The wage earner to contribute during his working years to a program that will, without question, insure his medical care when he reaches the high risk age group.

To meet a common human need, with simplicity and with respect for the individual, is the aim of the King-Anderson Bill. This legislation provides a sound fiscal answer to the increasing costs of medical service to the aged, in the large group who are beneficiaries of the social security system.

The committee has authorities, in many fields, who have volunteered to answer any questions relevant to medical care for the aged which you may direct to them. Simply write to Box 11552, Station A, Palo Alto, California.

This legislation was introduced in the House by Rep. C. King (H. R. 4222) and in the Senate by Sen. C. P. Anderson (S. 909). It is the subject of open hearings scheduled early in July by the House Ways and Means Committee, Rep. W. Mills, Chairman. All of these gentlemen are interested in hearing your comments on the bill.

"I've got my seat belt. What about you?"



1245 Safety Unit Recommends Car Seat Belts for All

After a careful review of many studies which have been made in the field, the Safety Committee of Local 1245 has recommended the use of Seat Belts in the personal autos of the members of Local 1245. They also suggested that publicity be given to the effectiveness of seat belts in reducing the number of deaths and severity of injuries in automobile accidents.

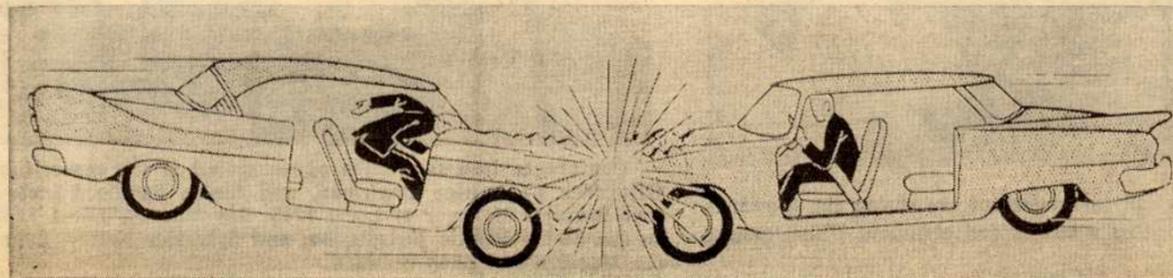
Many organizations and government bodies have built up an impressive set of statistics proving the worth of seat belts.

Lloyd Utter, vice-president for labor of the National Safety Council, pointed out recently that, "last year 5000 men, women and children would not have died in traffic accidents if they had been using a seat belt. Furthermore, many thousands of persons would not have been hurt or seriously injured."

When an automobile is involved in an accident, the

driver and passengers without seat belts are thrown forward until they hit something solid or they are thrown out of the car. If they are thrown out of the car, the chances are one in five that they will be killed. Tests and experience prove that persons with safety belts are 35 to 60 percent safer than persons without belts.

Members are warned to check two things when they purchase belts, however. Be certain the belts meet the standards of the Society of Automotive Engineers; and be certain the installa-





“Memories are made of this...” Kids, a River Picnic--a Summer

The children of Local 1245 members from the North Bay Division all agree that their picnic, held on Saturday, June 17, at Asti on the Russian River, was a lot of fun. Unfortunately, they didn't stop long enough for us to be able to identify them on these pictures, except we know the young bathing beauty on the left is the daughter of Advisory Council member Frank Anderson. The picnic held on the grounds of the North Bay folk many not realize it, it would be the envy of millions favored by nature. Frank Anderson and his wife were co-chairmen of the event.



Sierra Pacific Stewards Eye Union Aims, Program

Handling of employee grievances, enforcement of the Labor Agreement, protection of the Local Union jurisdiction, organizing the work forces and improving intra-union communications were the subject matter of a June 10, 1961 day-long conference of I.B.E.W. Local 1245 Shop Stewards and Officers of the Reno, Nevada, Unit of members employed by the Sierra Pacific Power Company.

A part of the long-range program of the Local Union's Business Manager Ron Weakley, for training and education of Shop Stewards and Unit Officers, the attendance and participation of the group in the day-long Saturday session at Reno was an outstanding example of the benefits to be derived from member participation in the discussion and planning of Union activities.

Discussions ranged over a wide area of Union problems and methods, and a study of recently negotiated changes in the Labor Agreement with Sierra Pacific Company. Placing emphasis on the need for complete

and tight organization in a so-called "Right-To-Work" state, where Union Shop and Union Security agreements are forbidden by law, as is the case in Nevada, the group spent a considerable amount of time in studying member lists and developing methods and strategies for accomplishing a 100 percent sign-up of all eligible bargaining unit employees.

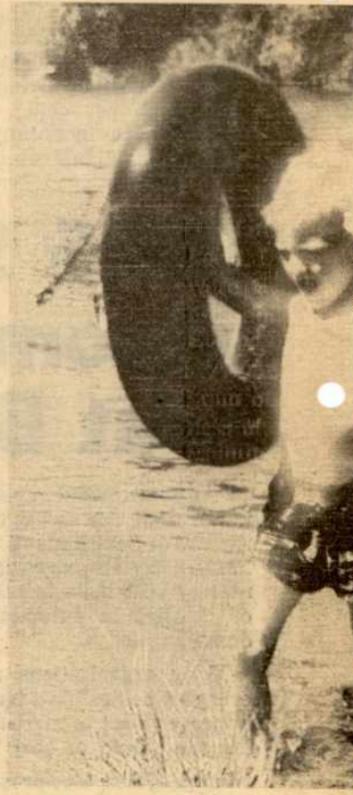
Among those attending the Conference were Unit Officers, Shop Stewards and Alternates from the following departments and districts of the Sierra Company:

Gas Department, Reno — Ken

Brucker, Helper, Overhead Line Dept.; Safety Committee Chairman, Bob Newberry, Lineman; Power House and Substation Operations Dept., Charles L. Sommer, Operator; Lovelock District Headquarters, Joe Santos, Line Working Foreman; Garage and Transportation Dept., Henry De Ricco, Chief Welder; Warehouse and Stores Dept., Paul Jesch, Senior Warehouseman; Clerical and Office Forces, and Grievance Committee Member, Arleen Walker, Billing and Revenue Analysis Clerk; Water Street Crews, John Jones, Fitter; Flumes Electric Crews, Manuel Garcia, Flume Repair-

man; Electric Underground, James Eads, Helper; Carson City District—Sylvester Kelley, Troublemaker; Dale Murphy, Laborer; Warehouse & Stores, Reno — Unit Vice Chairman, Ralph Walker, Warehouseman; Service Center, Reno — Advisory Council Member, Orville Owen, Gas Serviceman; Tahoe City District—Bob Easton, Lineman; Truckee District — Don Sites, Electric Operations Clerk; Portola District—Jack Riehm, Line; and representing the Local Union Business Manager, staff members Hansen and Murray.

Pronounced to be a successful and productive conference by all who attended; plans are being made for holding additional conferences of this kind in the future. Arrangements and dates will be announced when future plans are completed.



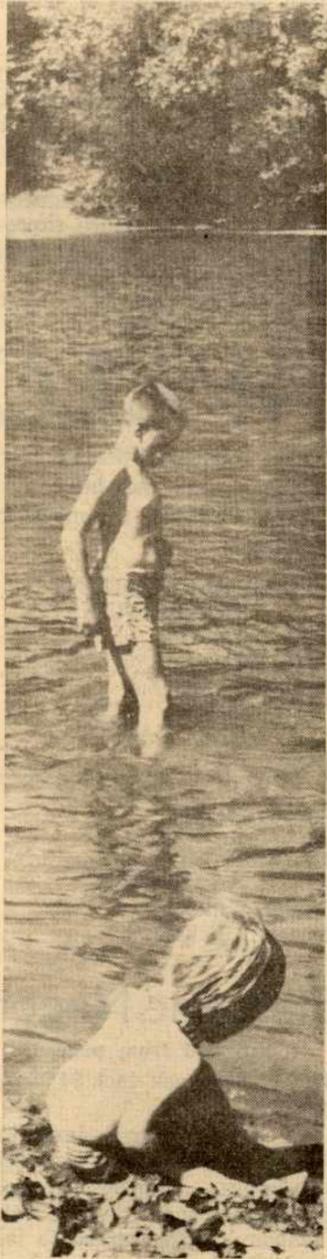
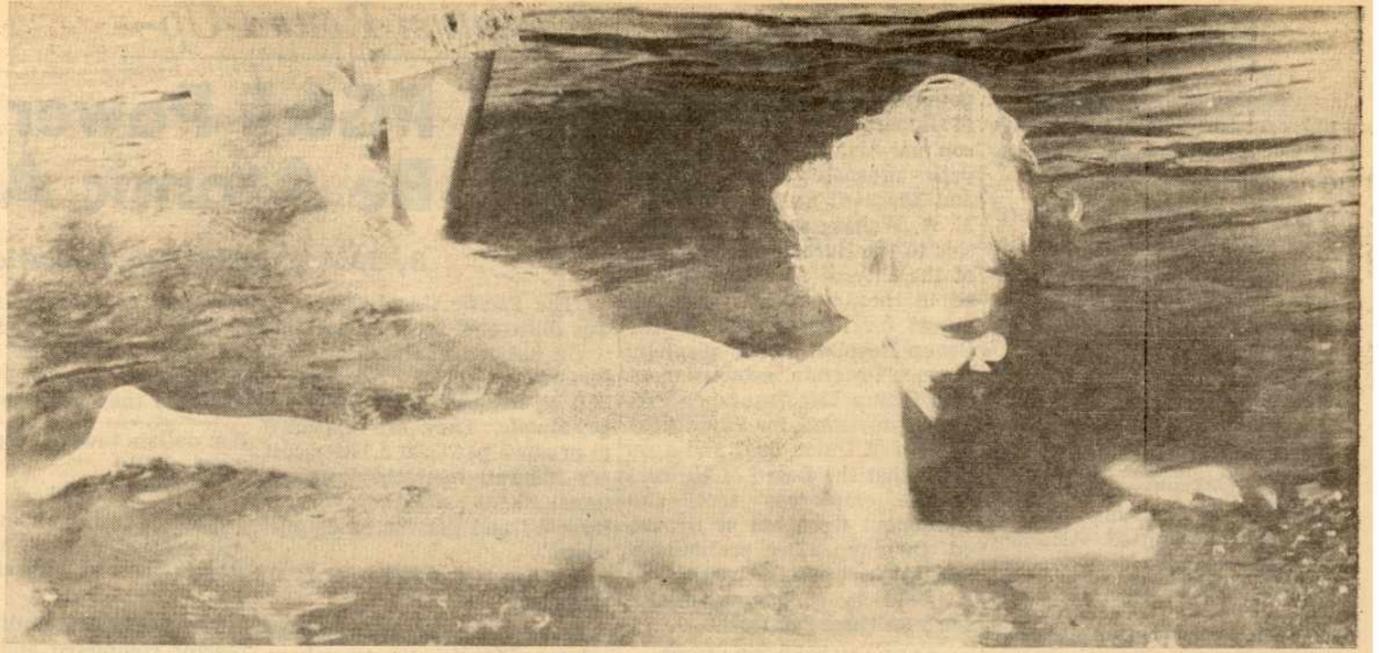
Pictured above in the "hollow square" conference table arrangement are shown the Stewards and Officers discussing the every-day problems of operating a strong and efficient Union among their fellow employees.



Conference leaders (shown above seated at the center table) were, from left, Grievance Committee Chairman, and Sierra Pacific Advisory Council member Frank Anderson; Roy Murray, Local 1245 Business Manager of Local 1245; and Sylvester Kelley, Reno Unit Chairman and Shop Steward.

ner Idyll

er 100 people attended the
e Asti Winery. The North
t their idyllic picnic setting
t Americans in regions less
son and Fred Jagers were



Walters and Watson Are Enrolled at UC Labor Institute

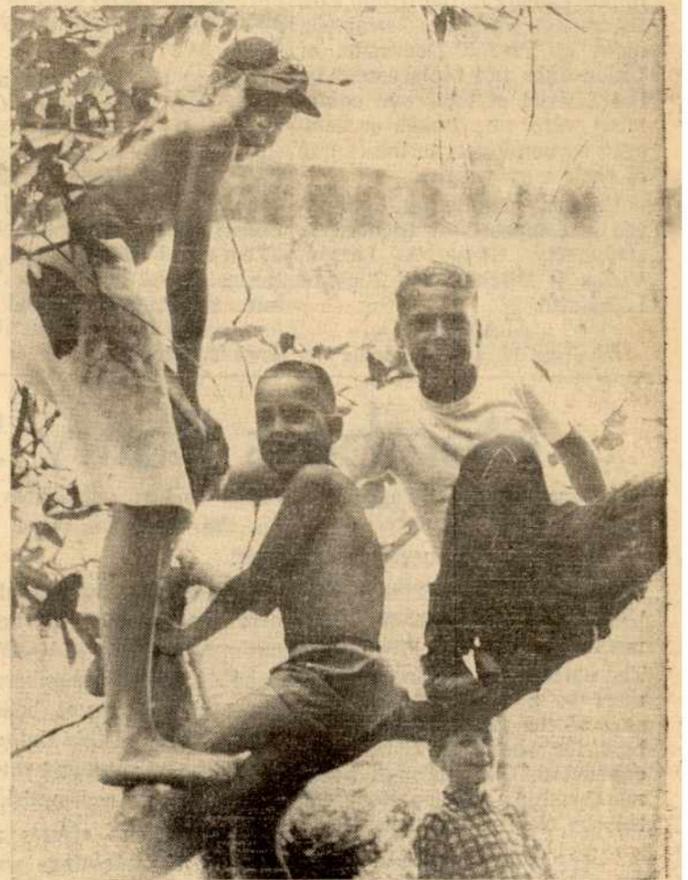
M. A. Walters Assistant Bus Manager, and Gerald Watson, Executive Board Member, from Local 1245 are now attending a ten week institute sponsored by the National Institute of Labor Education and the University of California, Institute of Industrial Relations at the Univ. of Calif. Campus in Berkeley.

The resident program will consist of four basic courses in economics, political science, sociology and psychology, and trade Union history and philosophy.

The program started on June 25 and will continue through September-1. It has been made possible by a grant from the Fund for Adult Education.

Instructors will be Walter Galenson, professor of industrial relations; John Schaar, assistant professor of political science; Richard Lazarus, professor of psychology and Seymour Lipset, professor of sociology.

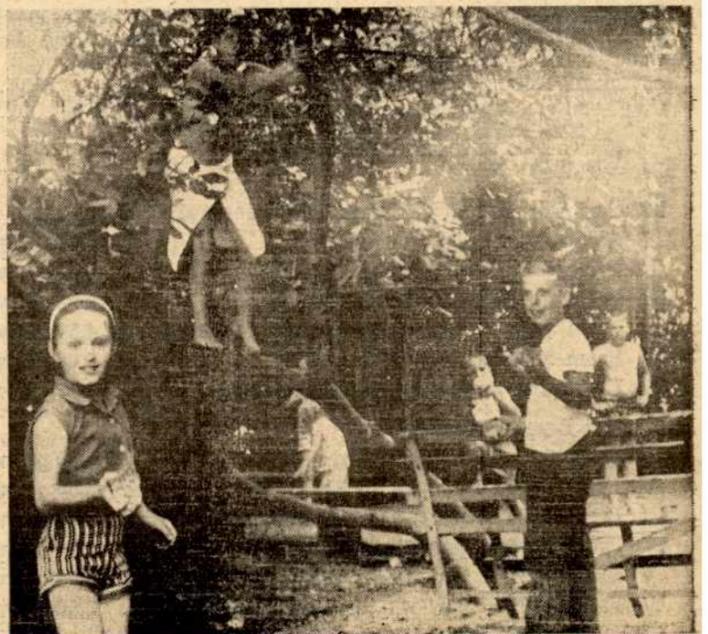
Noted visiting scholars will take part in weekly seminars. Two evening meetings each week will be devoted to discussion on topics ranging from business and industry to international affairs. Discussion leaders will be trade union education and research directors, university staff members and specialists from throughout the Bay area.



In Memoriam

WILLIAM J. BROOK, San Jose Division, died on June 10, 1961. Brother Brook had been a member of the I.B.E.W. since December 1, 1953.

LEVON ROY BOYD, a Lineman in General Construction Department, and a member of the I.B.E.W. since October 1, 1953, died on June 1, 1961.



left to right, Orville Owen, Le...; Al Hansen, Assis... Representative assigned... rman, Grievance Commit...



Public Agency Talks

(Continued from Page 1) proposal for a substantial wage increase, which would bring the City Electric Department employees up to a par to the prevailing rates paid in private industry was submitted. In addition, a request that the City establish a group hospital and medical program wherein the City would pay the full cost of the individual employee's coverage plus a request that the City of Oakland undertake a study of its existing pension plan were submitted. Assistant Business Manager M. A. Walters together with Shop Stewards William Yochem and Lyle Smith are scheduled to meet with representatives in the City Manager's office on Thursday, June 22 to discuss these proposals.

SACRAMENTO M.U.D.

On May 26 a meeting of the Local Union's Negotiating Committee was held to put the Union's proposals into final form.

These proposals were submitted to the Sacramento Municipal Utility District on May 31, 1961, requesting that an early date be set between the parties to commence discussions. With respect to wages, Union asked for the correction of certain inequities, together with a general wage increase for all employees. Other proposals included requests for improvement in the holiday provisions; increased protections for employees affected by any reductions in the work force; improvements in the Group Life Insurance Program; establishment of Payroll Deduction of Union dues and replacement by the District of tools and equipment worn out, broken or damaged by employees in the course of their employment.

Union's Negotiating Committee is composed of Richard L. Daugherty, Glenn A. Larson, Victor I. Mitchell and Richard L. Belatto.

ALAMEDA

On June 15, 1961, Union's Ne-

gotiating Committee, composed of Robert Cole, Woodrow Wilson and Arthur Rogers, together with alternate Ralph Murphy and Assistant Business Manager M. A. Walters submitted proposals to the Bureau of Electricity of the City of Alameda. Included in these proposals were requests for improvement in the Group Hospital and Medical Insurance Program, establishment of a Group Life Insurance Program, provisions for Payroll Deduction of Union dues and a request that the Board of Utilities replace employees' tools and equipment worn out or damaged. On June 22, a preliminary meeting between the parties will be held to commence discussions on these proposals.

SACRAMENTO TRANSIT AUTHORITY

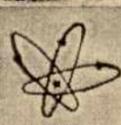
In accordance with the terms of the Agreement between the Authority and the Union, Union will submit proposals prior to July 15, 1961. At the present time, Union is in the process of selecting the Negotiating Committee and preparing the proposals which will be submitted.

North Bay Div. Stewards Meet

On Saturday, May 20, the North Bay Division Shop Steward and Unit Officer meeting was held in Santa Rosa. Mr. Don Tayer, Attorney from the Union's law firm, was present and gave a talk on Workmen's Compensation. A discussion period was held afterward in which Mr. Tayer answered many questions.

Among the group in attendance were Oscar Fellin, Orman Gaspar, David LeRoy, Robert Gunn, Francis White, Don Nutting, E. J. Grassman, William Jones, Lester Elwood (General Construction), John Scheeringa (General Construction), Alan Hodge, Frank Iloff, James Fountain, Ed Duggan, Leland Beckman and James Proft (Utility Tree Trimmers).

Radiation Round-Up—



PG&E Power Plants May Be Atomic After 1960's

By SAM L. CASALINA, Radiation Safety Consultant

The Pacific Gas & Electric Company's confidence in the future of nuclear generated power was illustrated recently in a talk given by C. C. Whelchel, Chief Mechanical Engineer.

In his presentation, Mr. Whelchel said: "We believe atomic power is a must in California in the foreseeable future. We expect that, except for special situations, our last conventional steam unit will be installed in the late sixties. From then on it could well be that our big system plants will be atomic. They are expected to produce power at a lower cost per kilowatt hour than conventional plants, and they will release oil and gas for other purposes."

PG&E NO "JOHNNY COME LATELY"
As reported in last month's column, PG&E is no green-horn in the nuclear power field. The Company has been involved in a program extending from nuclear feasibility studies to actual reactor operation for about ten years.

In the late 1940's, utility company personnel were required to have security clearances because all information pertaining to reactors was classified "secret." This was due to the fact that a reactor used materials and reactions not unlike those of nuclear weapons. Today, most information dealing with commercial reactors has been declassified.

An historical time-table summary of PG&E's activities in the nuclear field would be as follows:

1951-1954

PG&E begins nuclear power program. First four years—"study phase." Joins Nuclear Power Group (a nation-wide association of utility companies concerned with nuclear power development).

1955

Nuclear Power Group decides to build the Dresden Nuclear Power Station. Dresden to be built by General Electric, and owned and operated by Commonwealth Edison Company. PG&E contributes nearly 3 mil-

lion dollars toward research and development.

1956

PG&E and GE announce they will jointly build and operate an atomic plant at Vallecitos.

1957

The Vallecitos boiling water reactor completed and in operation. 5,000 kilowatts of generation capacity.

1959

PG&E files application with Atomic Energy Commission to build a 50-60 megawatt reactor in the Humboldt Bay area.

1960

Extensive tests are conducted on the novel "pressure suppression system" (a system which would channel the accidental release of high pressure contam-

inated steam, into a water pool instead of depending on the conventional dome shaped steel building to contain the radiation activity). AEC Construction Permit issued.

1961

Construction underway (four foundations and reactor caisson).

Mid 1962

Reactor completed, ready for fueling.

UNION INTEREST

Local 1245 has a vital interest in the future of nuclear generated power. Through the foresight of this Local's officers, the Union will be prepared to share in the responsibilities and benefits to be gained from the Atomic Age.

WELCOME!

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



BA APPLICATIONS

SAN JOAQUIN

Dunn, Wayne M.
Latta, Patricia J.
McCuller, Noel E.
Phelps, Fred J.

COAST VALLEYS

Thomas, Dave
PIPE LINE OPERATIONS
Gaul, Merlyn N.
Henderson, Joe L.
Rose, Robert N.

SAN JOSE

Lawler, William P.
Wheeler, Richard C.

EAST BAY

Allen, Kenneth D.
Anderson, John E.
Dobbins, Larry W.
Holliday, Don T.
Orozco, Raymond E.
Sharrock, Robert D.
Zuehl, L. F.

SAN FRANCISCO

Bailey, Richard A.
Cowen, Gayle M.
Giotto, Vita J.
Hackler, Virgil W.
Steward, Robert J. Jr.

STOCKTON

Hobby, Loyd
SIERRA PACIFIC
Cheatham, F. Sidney
Madden, Leamon

DRUM

Brown, James W.
Coombs, Stephen A. Sr.

COLGATE

Field, Dee Wayne

CITIZENS UTILITIES

Ackerman, Robert
Compton, Mildred
Davis, Dale R.

GENERAL CONSTRUCTION

Beck, William D.
Chilson, Danny G.
Esquibel, Jose G.
Harrington, J. P.
Langley, George D.

Pa-cioni, Angelo

Pantoja, John A.
Renda, Joseph R.
Say, Thomas R.

Whatley, Harvey

A APPLICATIONS

GENERAL CONSTRUCTION

Zwing, Roland W.

Charter Member Gilleran Passes

Death came to Charter member of Local 1245, Leo M. Gilleran, on May 21, 1961. Brother Gilleran was among the original group who obtained a Charter for Local 1245 on April 18, 1941.

At the time of his death Brother Gilleran was employed in the Sacramento Division of Pacific Gas and Electric Company.

The officers and members of Local 1245 join in expressing sympathy to Mrs. Gilleran.

Members Ratify Settlement

(Continued from Page 1) and his family's welfare.

"Attendance at meetings and voting are dues-paying rights which must be exercised if democracy is to be maintained. The outcome of the secret ballot must be a representative decision of the thousands of members, for whom negotiations are conducted. Only through heavy membership participation can this be clearly determined.

"Your help is needed and I am sure it will be forthcoming. You as a Shop Steward can increase participation in this decision, for your 'passing the word' is of great value in our communication process. I know that I can count on you, as I have in the past, to make a 'super

effort' to turn out a heavy vote on the tentative wage settlement.

"We can be assured that whatever the outcome of the vote, our organization will be strengthened if enough members turn out and cast secret ballots as good citizens of this Union. This should be our aim and with your help it can be accomplished."

Despite these efforts attendance at the meetings was disappointing. While interest in the field appeared high, the membership participation at meetings was the lowest in the Local's history.

The wage settlement as it affects present wage rates is as follows:

Present Wage Rates	Increase
Physical Bargaining Unit (including General Construction)	
I \$135.85 per week and above	\$6.00 per week
II From \$125.30 per wk to \$135.80 per wk, incl.	5.50 per week
III From \$114.20 per wk to \$125.25 per wk, incl.	5.00 per week
IV From \$106.40 per wk to \$114.15 per wk, incl.	4.50 per week
V From \$100.00 per wk to \$106.35 per wk, incl.	4.00 per week
VI Up to and including \$99.95 per week	3.75 per week
Clerical Bargaining Unit	
I \$135.95 per week and above	\$6.00 per week
II From \$125.30 per wk to \$135.90 per wk, incl.	5.50 per week
III From \$114.65 per wk to \$125.25 per wk, incl.	5.00 per week
IV From \$106.40 per wk to \$114.60 per wk, incl.	4.50 per week
V From \$98.05 per wk to \$106.35 per wk, incl.	4.00 per week
VI From \$77.55* per wk to \$98.00 per wk, incl.	3.50 per week

*The beginning clerical rate of \$77.55 per week will be maintained.

Business Manager Weakley, speaking for the System Negotiating Committee, commented: "The fundamentals of present bargaining on wages will set the stage for future wage discussions between the parties. Cost of living factors can carry only so much weight and it was duly recognized in these negotiations. With a more stable economy, factors beyond the cost of living are given greater emphasis. The fact that all employees contribute to the general rise of productivity on the system is weighed along with the skills beyond the norm in varying degrees to determine additional wage compensation.

"New technologies and new industrial techniques demand a re-examination of wage policy. Weighing all these factors results in the type of wage settlement we arrived at this year. Our six-step adjustment does not provide an absolute formula but it does give recognition to the criteria of varying weights on cost of living, productivity and skill factors. These are the basis for wage considerations arrived at by the parties to the collective bargaining agreements in this year's negotiations."

Special tribute was paid by Business Manager Weakley to L. L. Mitchell, Union Committee spokesman, and Bruce Lockety, Union Research Analyst, for the preparation and presentation of Union arguments this year. He

Stan.-Pac. Negot.

(Continued from page 1)

\$106.35 per week, incl. \$4.00 per week.

VI Up to and including \$99.95 per week, \$3.75 per week.

Committee members on June 20, after having reviewed the Company's offer agreed to tentatively accept the offer subject to ratification by the members of Local 1245 employed by Stan. Pac.

A special ratification meeting has been called for June 27 at 8:00 p.m. in the Continental Club of Brentwood. All Stan. Pac. members are urged to attend.

also commended the Committee members who are working employees of the Pacific Gas & Electric Company, for the devotion to duty and the understanding of the complexities in this year's bargaining. He stated, "Without the honest and diligent efforts displayed by these members from the job, it would have been impossible to achieve an acceptable and equitable settlement in an atmosphere of new factors and new philosophies relating to production and skills and the worker's return for these contributions to corporate health."

Employee committee members were: Anthony J. Boker, Roland W. Fields, William M. Fleming, James H. Fountain, Richard D. Kern, Joseph S. Kreins, Melvin J. Robins, Wayne Weaver, and Jerry G. Wells.

There isn't a Union contract in America worth the paper it is printed on...if'

There isn't a union contract in America worth the paper it is written on—if there is a state legislature or a Congress that wants to destroy it.

The trade union movement has had ample proof of that fact in the enactment of state laws denying labor and management the right to negotiate union-shop agreements and in the passage of a whole range of state and local ordinances abridging labor's historic rights to organize, picket or strike.

At the national level one need look no further than the 1947 passage of Taft-Hartley or the 1959 enactment of Landrum-Griffin, to realize the potent weapon that an unfriendly Congress has to negate union contracts.

Often the adverse impact of government on collective bargaining gains is more subtle. State legislatures, county councils and municipal governments are constantly involved with the equities — or inequities — of sales, property and school taxes which could eat up the economic gains won at the bargaining table. They likewise hold the key to enactment of meaningful unemployment compensation and workmen's compensation legislation, establish eligibility for public assistance, consider garnishment laws and are concerned with the problems of schools, highways and other pub-

lic works.

Whether local, state or federal governing bodies are truly representative of the working people of America and responsive to their needs depends on one thing: The quality of the political education and activity of the trade union movement.

The need for such activities is vital, and yet there are far too many Americans who do not understand just what it is we have at stake. Too many of us have said for too long that politics is not for us; that they (meaning the politicians), run the country; that what we do as individuals won't make any difference; that there is really no point in trying to understand the complex issues facing us — particularly after a hard day on the job, and with an easy-to-turn on television set just across the room.

This attitude is one we can no longer afford. Each of us is going to have to take a long, hard look at our government at all levels, to balance our political books as objectively and soberly as we balance our account books, and to take aggressive, hard-headed action in the light of what we find.

—JAMES L. McDEVITT, national director of COPE.

A PAGE FROM HISTORY

1914-1916
 JOHN D. ROCKEFELLER'S
 OPPOSITION TO UNIONS COST
 THE LIVES OF 49 WORKERS
 THEIR WIVES AND CHILDREN,
 PLUS HUNDREDS
 OF WOUNDED!

9K
 COLORADO COAL FIELDS
 THE LUDLOW MASSACRE
 ALONE COST 33 LIVES
 AND 100 WOUNDED!

PETER J. MCGUIRE
 NEW YORK CITY
 CARPENTER FIRST
 PROPOSED LABOR
 DAY HOLIDAY IN
 1882.

GENERAL MOTORS
 PAID
\$839,764
 FOR LABOR "SPIES"
 JANUARY 1, 1934
 TO JULY 31, 1936!

OIL, CHEMICAL AND ATOMIC UNION NEWS

Labor Official Issues Reminder on Youth Employment

SAN FRANCISCO — Regional Director Frank J. Muench of the U. S. Department of Labor's Wage and Hour and Public Contracts Divisions today reminded employers, teen-agers and their parents that the Fair Labor Standards Act restricts certain jobs for youngsters under 18.

"With the increase in the country's teen-age population," Muench said, "more youngsters than ever before will be competing for summertime employment in a tight job market. It is important that they understand the provisions of the Federal child-labor law."

The Act sets a 16-year minimum age for general employment and an 18-year age minimum for jobs which have been declared hazardous by the Secretary of Labor. It applies to employment in interstate commerce or in the production of goods for such commerce.

Muench said that the best way for employers to protect themselves against unintentionally hiring an underage child is to require an age certificate showing that the young worker is old enough for the job. It will serve as proof of age for purposes of the law.

"Each State also has its own child-labor law," Muench added, "and if the State and Federal laws differ, the higher standards should prevail."

For additional information on the child-labor provisions of the Act, Muench suggested that interested persons contact the nearest office of the Department's Wage and Hour Division. A list of hazardous occupations orders is also available. Offices of the Department's Wage and Hour Division serving Northern California—FOR SPECIFIC INFORMATION, INTERESTED PERSONS SHOULD CONTACT THE OFFICE NEAREST THEM:

Oakland, California
 412 Penn Building
 354 - 21st Street.

San Francisco, California
 331 Pacific Building
 821 Market Street.

Sam Eubanks, News Guild Secy., On Leave to Help Labor Dept. on L-G

SAN FRANCISCO — Sam Eubanks, of 523 Santa Barbara Rd., Berkeley, Calif., one of the West Coast's ablest and most respected labor leaders, has taken a leave from his job as executive secretary of the San Francisco Newspaper Guild to work with the U.S. Labor Department in helping explain the so-called Landrum-Griffin law to labor and management.

The appointment was announced here today by H. D. Huxley, western director of the federal agency's Bureau of Labor-Management Reports, which administers the law. Technical name for the Landrum-Griffin law — passed by Congress in 1959 to restore democracy to unions and rid labor-management of corrupt elements — is "the Labor-Management Reporting and Disclosure Act."

Huxley said Eubanks would work with employer and worker groups in 10 Western States to explain the law's requirements. "Our object is to promote as widespread voluntary compliance with the law as possible," he said. "It seems good sense to enlist the knowledge and services of top men right out of labor and management to help us achieve this."

A top officer with the San Francisco Newspaper Guild since 1952, Eubanks was before that vice-president of the American Newspaper Guild headquarters in New York. His Guild career was solidly grounded on 18 years experience as an active newspaperman, most of them in San Francisco's Bay Area.

THIS VACATION "COUNT-DOWN" CAN MEAN A HAPPIER OUTING

- 10 Stop Milk, newspaper, mail deliveries.
- 9 Arrange lawn mowing. Neglect tips prowlors.
- 8 Ask police, neighbors to watch house.
- 7 Check car brakes, lights, tires, steering, wipers.
- 6 Take first aid kit.
- 5 Pack flashlight, roadside emergency flares.
- 4 Disconnect all house appliances possible.
- 3 Leave window shades up.
- 2 Lock windows and doors.
- 1 Fasten seat belts.
- 0 GO!

A loaded car takes longer to stop, more room to overtake and pass. Be patient in heavy traffic. Don't load the back so rear vision is blocked.

Keep your eyes on the road. Reading a map, quieting children, looking at scenery can be dangerous distractions.

Why make the trip an endurance run? Start early, drive relaxed and easy, stop every couple of hours for a break.

Watch the weather on the water. Get ashore when it threatens.

Standing on a boat is a mishap maker. Stay seated. Balance the load.

Eyes front in a power boat. Watch for swimmers, other boats, objects.

Fair swimmers get into more trouble than non-swimmers because they over-estimate their strength. Whatever your skill, never swim alone.

Keep an eye on the kids. Be sure the beach is safe. Avoid floating toys that take them beyond their depth.

Most auto accidents happen within 25 miles of home. Familiarity breeds contempt?

Maybe you've won your degree in outdoor cooking, but that does not include third degree burns. Use hot-mitts, long-handled tools for barbecues.

Keep youngsters out of range of mis-guided missiles. And here is a tip: safety shoes have saved many a toe.

It's a tailpipe cinch that safe planning is as important at home as at work. Don't use makeshift methods.

The laws of electricity are not repealed at home. Tools at work are grounded. Why not around the house?



By Clair M. Cook
 Executive Director, Religion and Labor Foundation

BIG BUSINESS PRESSURE—AT THE EXPENSE OF YOU AND I

Want a trip to Rome? . . . Acapulco? . . . Jamaica? . . . Paris? One way to get it is to be an air conditioner dealer and make your sales quota. If you are a General Electric man, you may be one of the 750 central air conditioning dealers to spend a week next November at the Castellana Hilton in Madrid. If you are with Gibson Refrigerator Sales Corporation, you'll probably be among the 7,000 dealers flying to Jamaica and Panama for sales meetings this fall. Oh yes — bring your wife, too. It's all at company expense.

Or perhaps you might get to go to the Caribbean on a floating sales meeting junket. A Washington travel agency which booked passage for 7,000 business guests last year is now offering "a three-ship flotilla, with the host firm's name emblazoned on banners on the sides of each ship." Company officials will get about from one ship to another by helicopter, and business sessions aboard the flagship will be piped to the others by closed-circuit TV. Swimming, lavish buffets, floor shows, and first-run movies will be attractions to offset the drudgery of sales meetings.

These are among the items reported in a recent Wall Street Journal article. Where dealer "incentive trips" cost manufacturers \$5 million in 1952, a trade publication called Sales Meetings estimates the tab is \$100 million currently. While electrical appliances, including

TV and radios, are most heavily involved, the practice spread to many other businesses also. J. I. Case Co., the farm and construction equipment maker, spent \$6 million on dealer meetings in the past four years, including one in Hawaii and a Bal Harbour, Florida session to which they flew 7,000 dealers and their wives.

But these lavish junkets, ultimately paid for by the customer, are beginning to lose effectiveness, some think. Case's sales in 1960 fell off more than \$70 million; officials say the high pressure ballyhoo resulted in unrealistic orders which were cancelled when times got harder. One dealer in appliances was so eager for a trip that he ordered 60 air conditioners at one time — with a sales record of only 25 in a year. He finally sold them out at cost, which was a blow to other dealers. And, says the article, some are afraid the public may lose confidence in dealers who go barging around on such trips—some have been invited on as many as a dozen jaunts in a year.

As the old phrase goes, "it's

NEW STEWARDS

The following Shop Stewards were appointed by Local No. 1245 during the month of May:

- SIERRA PACIFIC POWER CO.
 Carolyn McPartland.
 Norman Nash.
- UTILITY TREE SERVICE CO.
 Robert L. Devine.
- PACIFIC GAS & ELECTRIC CO.
 Kenneth I. Dulany — Dept. of Pipe Line Operations.
- Frank A. Flores Jr.—East Bay Division.
- Joseph E. Hermann—General Construction Department.
- Robert Johnston — North Bay Division.
- Howard W. Anderson — San Francisco Division.
- Timothy M. Murphy — Transferred from San Francisco Division to East Bay Division and is being retained in East Bay as a Shop Steward.

nice work if you can get it." Unfortunately, we poor consumers can't get it—all we can do is pay for it. But then, it doesn't cost even GE too much—after all, it's tax deductible . . . Cost of doing business, you know.

LET'S MAKE IT 100% UNION!
 SIGN UP THAT NON-MEMBER!



Early arrivals at the Shift meeting in San Francisco where members who were unable to attend the regular Unit meetings could hear the detail of the proposal for settling the Negotiations with P.G.&E. Company and cast their ballots were Lewis J. Tassone and Sydney Dutton pictured here with Business Representative Dan McPeak.

PG&E TO DOUBLE SIZE OF ANTIOCH STATION

Pacific Gas and Electric Company plans to double the size of its Contra Costa Power Plant in eastern Contra Costa County at an investment of \$73 million, it was announced recently by PG&E President N. R. Sutherland. The plant is near Antioch on the south shore of the San Joaquin River. An application to the California Public Utilities Commission for a certificate to build the addition will be filed soon, Sutherland said.

The project will add 660,000 kilowatts of electric generating capacity to the plant in two new units, raising the total to 1,270,000 kilowatts. Only PG&E's Pittsburg Power Plant, also in Contra Costa County will have more capacity installed in a single steam-electric plant anywhere in the West. Pittsburg is rated at 1,320 kilowatts. The work near Antioch is scheduled to begin in the spring of 1962 and will be completed in mid-1964, the PG&E president reported.

The new units will be outdoor type, on the east side of the existing plant. Each will be designed for fueling with either natural gas or oil.

New switchyard facilities required to handle Contra Costa's added power capacity will be built beside the units. PG&E's 220,000-volt transmission in the area will be expanded to deliver electricity from the new units into the Company's interconnected system, Mr. Sutherland said.

Sutherland estimated that 400 men would be at work on the Contra Costa Power Plant expansion at the peak of construction activity. PG&E will function as its own engineer and construction manager on the project.

PG&E also is at work on a 660,000-kilowatt expansion of its Morro Bay Power Plant in San Luis Obispo County, a 60,000-kilowatt nuclear-fueled unit at Humboldt Bay near Eureka, and

house in Calaveras County. Work will be continued later this year on the 18,500-kilowatt DeSabra Powerhouse reconstruction project in Butte County.

is just completing a 660,000-kilowatt addition to Pittsburg Power Plant. The Company recently announced plans to add a 12,500-kilowatt unit to its geothermal power station at The Geysers in Sonoma County.

Two PG&E hydroelectric projects also are in progress, the 42,000-kilowatt Kings River Powerhouse near Fresno and the 82,000-kilowatt Stanislaus Power-

Executive Shift In Stan Pac

The following changes in title designations, effective May 1, 1961, have been announced by Mr. K. B. Anderson, Manager of Pipe Line Operations for P.G.&E.:

William Johnson — Chairman of Stanpac's Joint Grievance Committee, was designated as General Superintendent of the Standard Pacific Gas Line Incorporated.

H. P. Prudhomme — Chairman of the Pipe Line Operations Joint Grievance Committee, was designated as General Superintendent of Pipe Line Operations Department.



YOUR Business Manager's COLUMN

(Continued from Page 1)

pay, would result in an amount equal to a 5.77 percent hourly wage increase.

It also increases the need for additional manpower if annual production is to remain the same. For every 16 1/3 employees receiving three weeks vacation, it requires one additional employee to maintain the same production.

Therefore, wages and vacations are directly related. Vacations are actually deferred wage payments which are held by the employer and paid when a vacation is taken.

We can also relate the hourly labor cost by discounting from the normal annual hours of work, negotiated sick leave, holidays, and other paid time off the job.

These cost factors must be related to the benefits which are derived from paid time off. Our reasons for vacations are to provide physical and mental rest together with an opportunity to spend leisure time with one's family in a relaxed atmosphere after having produced many a day's work between vacation periods.

Now that we have accomplished our program of gaining paid vacations more nearly adequate to meet our members' and



Retiring member Doris Kising was honored at the June meeting of the San Francisco Clerical Meeting. Above she displays the Scroll presented to her by Bus. Rep. Norman Amundson on behalf of Business Manager Ron Weakley. At right is Unit Recorder Gloria Gonzales who pinned a corsage on and wished her a long and happy retirement.



In May the Executive Board of Local 1245 authorized the presentation of scrolls and pins to Unit Chairmen and Recorders. Above Bus. Rep. Norman Amundson presents the scrolls to Recorder Stanley Butera and Chairman William J. Reno of the San Francisco Clerical Unit.

their families' needs, we offer a serious suggestion to those we are privileged to serve.

Use vacations as they were intended. Relax, take your time, and come home safe and sound. If tragedy should strike, you're insured through a Union-Company negotiated insurance policy. Your survivors (if any), will get the benefits from your negotiated savings fund plan and your negotiated pension plan. But why should you become a cold statistic, when tragedy can be avoided by following the rules of good common sense?

Your Union is in existence only for your welfare and therefore concerns itself with your safety. We hope that as you return to the job after your vacation, you can look back on it as another wonderful and enjoyable episode in your life.

HAP HAZARD

NATIONAL SAFETY COUNCIL

Warns the Railroads Merger May Bring Nationalizing Harrison

CINCINNATI (PAI)—President George M. Harrison, of the Brotherhood of Railway and Steamship Clerks, speaking at his union's annual organization meeting, sounded a sharp warning to the railroads rushing to merge. "If the well-to-do roads get the green light for their mergers, the poor roads will be in bankruptcy and the government will have to help them," he said. The next move would be nationalization of half the nation's railroads according to Harrison.

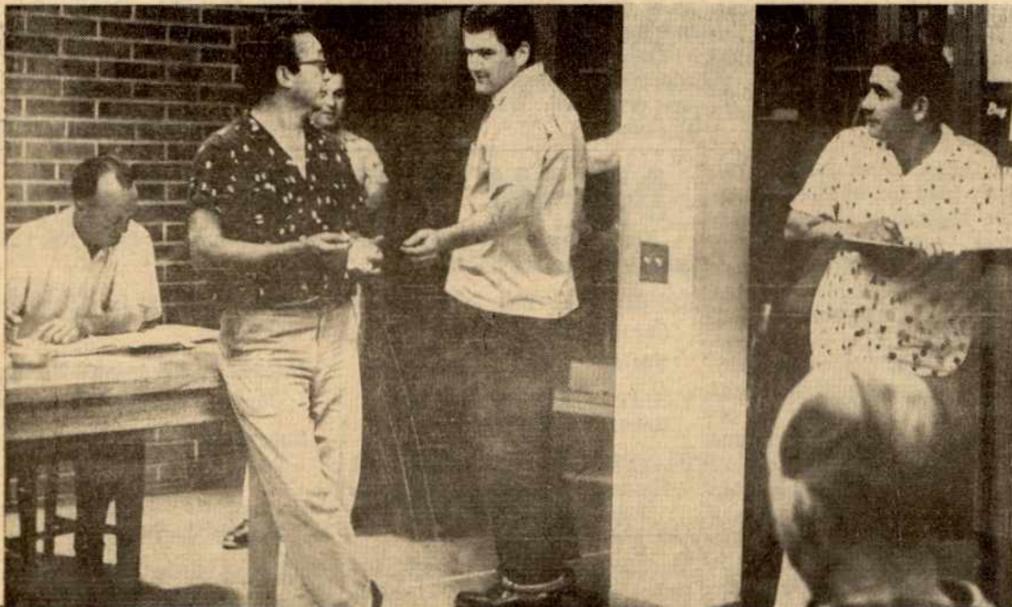
Words and Deeds

PHOENIX, Ariz. (PAI)—Sen. Barry Goldwater's home town is going out of its way to reject a Federal urban renewal program. Mayor Sam Mardian has notified President Kennedy that Phoenix will turn the problem "over to private enterprise."

To date only one building is under construction in the blighted area—a 15-unit, \$150,000 apartment. And this will carry a 90 per cent mortgage insured by the Federal Housing Administration.

FEAST FOR EYES?
Lodger: "You might give more variety to the meals."
Boarding-house Keeper: "How much more do you want? I put you opposite a different young lady every day."

Demand Union Label Goods and Services



Members of the San Francisco Gas Unit are shown casting their ballots during the voting on the wage offer from P.G.&E. Left to right are shown Unit Recorder Claude H. Branum, Tellers Percy Naranjo and Oscar Velarde (in back), Sylvester Cruz Jr. receiving ballot and Teller Albino L. Guerra.