

Your Department of Industrial Relations—
A Special Feature on Pages 5 and 6



YOUR
Business Manager's
COLUMN

In order to broaden the outlook of those who read this column, let us travel to Chicago and see what the leaders of the I.B.E.W. System Council on the properties of the big Commonwealth Edison Company have to say about some of the items I have raised concerning the labor-management scene in utilities.

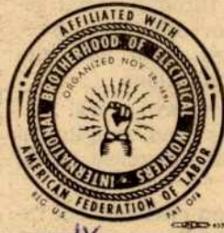
The following article appeared in the July issue of the "System News," official publication of I.B.E.W. System Council U-25:

"WHERE DO WE GO FROM HERE?"

"It has been said that labor unions remain in a healthier condition when they are somewhat lean and hungry. Material success can become self-defeating. In many manufacturing plants labor organizations, operating under strained and difficult conditions, exhibit more real unionism than is apparent in our local unions.

"Are the workers in the electric utility industry in danger of becoming 'fat cats', without sufficient energy or ambition to protect hard won gains of earlier years and past generations? Our union leaders must guard against complacency and find time to consider the origins and current status of the organized labor movement.

"Your union has obtained benefits for you which you could not have hoped to gain as
(Continued on Page 2)



Utility Reporter

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

VOL. VIII—No. 4

OAKLAND, CALIFORNIA

AUGUST, 1961

Advisory Council Tackles Mechanization Problem

Establishment of an Advisory Committee for study and review of job problems created by new technologies in the PG&E. Gas Departments; a stepped up clerical organizing program; approval of area conferences for stewards and grievance committee members; and a recommendation for the holding of an Annual Conference in 1962 were among items recommended by the Advisory Council and approved by the Executive Board at the joint meeting of the two groups on Saturday and Sunday, August 5 and 6.

In addition, the group passed a resolution calling for a change in the method of voting on questions affecting more than one Unit. The method would provide greater assurance of a system wide secret ballot.

The Advisory Committee for PG&E Gas Department Employees will be similar to one already established for the Electric Department. From this Committee a Sub-Committee will be selected which will be combined with similar groups from other Advisory Committees and will be known as the "Job Protection Committee". The combined Sub-Committees will meet with the Company for a discussion of the problems caused by the application of new

technologies throughout the system.

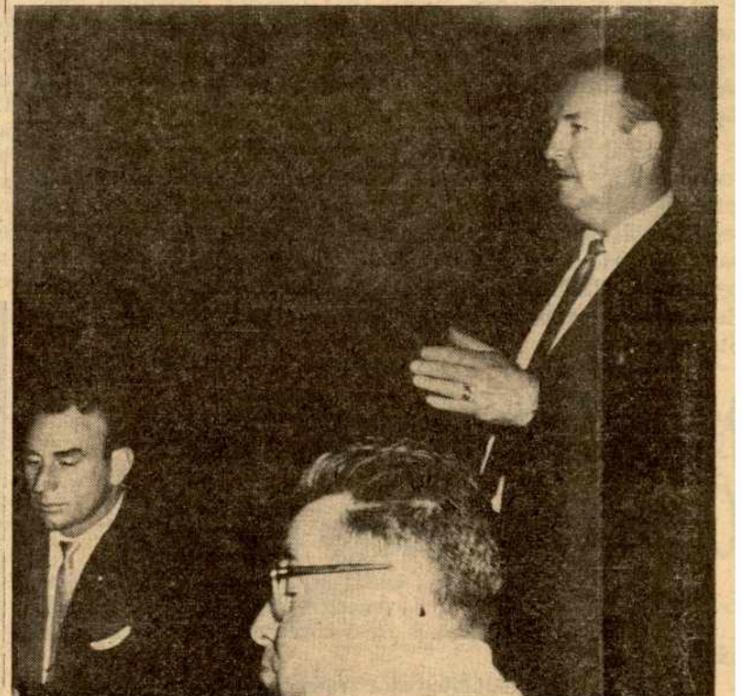
The recommendation on the 1962 Annual Conference means that elected representatives from the various Units will attend a conference in early Spring of 1962 at one of the larger hotels such as the Claremont in Berkeley where the 1960 Conference was held.

Beginning in October, the area conferences for stewards and Grievance Committee members will be held on Saturdays at central locations and will be devoted mainly to the Grievance Process and to the Stewards' role in the Union.

Implementation of the organizing program in the clerical forces will be handled by the Executive Board and the Business Manager.

Reports from the various Advisory Council members reflected an uneven pattern of work in the Company. One report indicated some groups are on a six day week with considerable overtime while other reports indicate cutbacks and crew reductions. The same variation is present in Unit meeting attendance—in some areas attendance has fallen off while in others it is holding steady or increasing.
Business Manager Weakley

reported to the group on various subjects. He pointed out that the bulk of the grievances these days are over work changes—many of which stem from increased mechanization. The need to view our Union in its relationship to the total economic and political scene was
(Continued on Page 3)



Top: Advisory Council members are shown listening to reports from the Business Representatives during their two day meeting of August 5 and 6. Middle Right: Advisory Council member Don Bennett is shown making a point during the discussions on the 1962 Annual Conference.

Lower Right: Business Manager Ronald T. Weakley reports to the Council. Lower Left: Dwain Zahn, Sacramento, stands to ask a question during the debate on Sunday morning. At his left is Robert Calzascia, Sacramento Transit Authority and on his right is Lee Thomas, San Jose.

The Council took action to deal with problems in mechanization of work, clerical organizing, educational conference, and other issues vital to the welfare of Local 1245 members.



The UTILITY REPORTER



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A Vital State Service

The Center Pages of this issue of the paper are devoted to a special report on the Department of Industrial Relations of the State of California. This Department and its various Divisions are of vital importance to every worker in the State. His safety, his working conditions, his protection on the job, his security in case of accident or illness, his legal wage protection, are all embodied in statutes which are enforced by this Department.

The Department, which corresponds to labor departments in other states, is one of the best in the entire United States. It is staffed with able people and its director, Jack Henning, is a man who earlier proved his capabilities in the labor movement and still retains his friendship and ties with labor.

That California should have one of the best labor relations departments in the nation is exactly as it should be. California, as the second largest state in the Union (soon to be the largest) with more than 6,500,000 working men and women should do no less than provide the best possible service and protection for her working people.

Labor can be justly proud of the part it has played in creating this Department and in securing the progressive laws which it enforces in behalf of working people in this State. Labor will continue to press for good legislation to improve the lives of its members.

The relationships which the department maintains with the unions in this State are good. The Department has a reputation for service and promptness in the enforcement of justice. It is this promptness which is unique and distinguishes it from its counterparts in State or Federal government elsewhere. For example—the average case of Unfair Labor Practice filed with the National Labor Relations Board takes 406 days to close while the average Industrial Accident Compensation case in California is closed in less than three months.

How long the Department will be able to maintain this prompt and efficient service is problematical however! In this fastest growing of all states the budget of the Department remains static. All the work of all the ten Divisions is done with a budget of less than 12 million dollars. In other words we are paying less than two dollars a year per worker to provide all the vital protections necessary to his welfare.

The budget of this department has remained the same for several years. This has meant that present personnel must handle ever increasing workloads. It means that the vital new legislation which we are constantly striving for at the State Legislature may become less effective for lack of enforcement machinery.

Next winter the legislature will convene for its budget session. Since there has been no increase in taxes and no significant increase in revenue, we must assume that the 1962 session will allocate only limited additional funds for the department. However, in future years substantially more must be made available if we are to maintain the type of Industrial Relations Department required by the nation's "number one State!"

Must Sell Abroad, Says Commerce Secy. Hodges

American business has not taken advantage of the export market which is available to it, according to Secretary of Commerce Luther Hodges, speaking at a press conference in San Francisco on Thursday, July 27.

"One firm which exhibited at a Trade Fair in London and made a real selling effort picked up a million dollars in orders. Others have had similar experiences. American goods are desirable and foreign countries will buy them even if they have to pay a little more."

The Secretary stated that American Business is behind the times in their selling efforts

abroad. They need to take advantage of the opportunities which Trade Fairs offer to display their products. There are opportunities abroad and an aggressive selling program will produce dividends for any American firm which attempts it.

YOUR Business Manager's COLUMN

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an individual. It will continue to do this. For the benefit of a few of our more militant members, it should be understood that progress, as a labor organization, is not ordinarily achieved by any spectacular advances. It is rather, a series of small steps forward which is the result of a compromise between what we desire and that which is obtainable by using normal methods of persuasion. It is possible to win an empire one square foot at a time. Persistence and a unified front, will, in time, carry your union to any reasonable goal you care to set.

SECURITY OF EMPLOYMENT

"This item rates at, or near the top, in any review of bargaining goals. We enjoy a high degree of security in our employment. This security is not an inherent right, but is the result of a successful combination of labor, management, and capital—in conjunction with a profitable market for our product. This stability of employment has not always been so in our industry and could change in the future.

"Solving one problem has a way of creating others. One of the factors that has created this stability of employment has been the relocation of employees to areas requiring additional labor. We have unsolved problems pertaining to seniority rights—compensation for relocated workers who suffer monetary loss as a result of property transfers—refinancing costs and other hidden expenses. Due to the accelerating pace of changes in job manpower requirements in utility work, and the accompanying dislocation of personnel, it is apparent that utility local unions should give careful attention to this area prior to the negotiation of a new contract.

HIGHER LIVING STANDARD

"A steadily increasing standard of living has become a way of life to our membership. A constant improvement in economic status is the way our society defines success. Material progress can be measured by fruits of our economy each year. By this yardstick, our membership has made progress under union organization. Both the Union and the Company negotiators will feel that this progress has been a matter of blood, sweat, and tears. The realities of the situation are that increased revenues, reduced employment, and operating efficiencies

WHEN AN EXECUTIVE IS CAUGHT CHEATING THE CONSUMERS OUT OF MILLIONS OF DOLLARS...



COMPANY POLICY: "KEEP YOUR CHIN UP... WE'RE BEHIND YOU 100%!"

Company Policy

WHEN AN EMPLOYEE IS CAUGHT STEALING...



COMPANY POLICY: "WE WILL NOT TOLERATE DISHONESTY!"

Labor-Backed Aged Medicare Bill Not 'Give-Away' Scheme as Touted by Foes

Washington.—If the Anderson-King bill, backed by organized labor through the AFL-CIO, becomes a law, 14 million people, now 65 and older will have help in meeting health costs, and it lets everyone contribute for their own protection against health bills after retirement, just as is done for old age benefits.

Financing of health benefits for the aged through social security is approved by leading religious, welfare, labor and professional organizations.

Here's how it will work. All workers and employers will pay a little increase in so-

cial security taxes. No worker will pay more than 22 cents a week. The typical payment is 2 or 3 cents a day. The right of a patient to choose his own doctor, hospital, etc. is protected. The program will pay for hospital care when needed—not otherwise—and the word of the doctor in each case is the final one.

All hospital services usually provided in semi-private rooms are paid up to 90 days in one spell of sickness. The patient pays \$10 a day for the first nine days. Nursing home services follow transfer from the hospital up to 180 days after 60 days or less of hospitalization. Home health services and diagnostic services are included.

LEISURE TIME

The bill does not permit the Federal agency to interfere with hospital administration or supervise medical care.—NEW JERSEY LABOR NEWS.

reduced in the standard workweek. These are a few of the many suggested avenues to more leisure time. Our membership should give serious consideration, both as to the form of prospective increase in leisure time and how to make constructive use of any benefits gained in this area."

What is said in the "System News" is being said in a somewhat similar manner in New York, Minneapolis, St. Louis, Denver, Seattle, Miami, Los Angeles, Detroit, Pittsburgh, Birmingham and Newark, to name a few places in big utility systems.

For a group of workers who are scattered from border to border and who have no precise organized national bargaining goals, it can be seen that said workers are at least alert to the changing times and the changing needs of those who supply the gas and electric service which keeps the homes and industries of America in running order.

Further, there are few unions in America which have done the job the utility unions have done when it comes to wages, working conditions and fringe benefits.

Job security is the new and growing need and the national goal of all utility unions.

To get your social security benefits quickly after you retire, see your social security office a month or so before your last day of work.

Demand Union Services



Above staff photo was taken at Secretary Hodge's press conference during his recent visit to San Francisco.

A STORY ABOUT A GREEK SAILOR AND HOW U.S. UNIONS HELPED HIM

George Diamendikakis, a Greek seaman, suffered a badly mangled hand and a fractured arm in a dock accident a few days ago.

He was taken to Kaiser Foundation Hospital, Richmond, where the broken bones were wired together.

'WORK FOR EVERYONE A MUST TODAY'

U.S. Under Secretary of Labor W. Willard Wirtz uttered some pungent comments recently on the continuing high level of unemployment. He spoke at the convention of the International Association of Personnel in Employment Security at Washington, D.C. Here are excerpts:

The country as a whole isn't taking this very seriously. Much of the unemployment is scattered in pockets of comparatively localized distress. Its pain and shock are dulled by the temporary sedation of unemployment insurance payments.

If we were losing millions of man-days of production every twenty-four hours as a result of a strike, it would be viewed as a national emergency—an intolerable loss in our race with the Russians.

We can get more worried about man hours lost through featherbedding than about man years lost because of a shortage of jobs . . . The prevailing view, furthermore, is that if business is getting better, employment will, too.

We cannot accept the proposition that a nation which can put itself to all-out production for war is now so musclebound that it can't do the same thing in times of peace.

President Kennedy has marked out boldly and clearly in his two economic messages to Congress, the imperative need that the employment and unemployment programs be substantially regeared and retooled to meet what is essentially a new set of demands upon them.

Capitalism will have lost its conscience, and America her title deed, if we abandon the idea that in this democratic capitalism there is and will always be full economic opportunity for everybody willing to work.

—From The Machinist

As soon as you know you are going to retire, get in touch with your social security office so they can process your claim more rapidly.

Six days after the accident, an agent for the Greek company which owns the ship Diamendikakis was on tried to take him out of the hospital.

This is where the Alameda County Central Labor Council enters the story.

Diamendikakis, who realized he wasn't in good enough shape for a trip to Japan with no doctor on board, told a fellow patient, who called Richard K. Groulx, assistant secretary of the Alameda County CLC.

Groulx enlisted the help of State Assemblyman Nick Petris, who speaks Greek, and they went to the hospital.

Although hospital authorities agreed Diamendikakis shouldn't be moved, the shipping company agent obtained an order from the U. S. Immigration Service to parole the sailor into his custody.

Immigration authorities then claimed they didn't know where the agent took Diamendikakis. Groulx and Assemblyman Petris traced him to a "flea bag" hotel in San Francisco, but he had already checked out.

Ed Wilson of the Sailors Union of the Pacific intervened with the shipping company, Groulx said.

But it was Ernest Besig, executive director of the American Civil Liberties Union of Northern California, who finally pressured authorities into revealing that Diamendikakis was in Hahnemann Hospital in San Francisco.

Groulx said an attorney who speaks Greek has now been secured for Diamendikakis, and he will not have to continue with his ship, which has since sailed. Instead, he will be flown back to Greece—thanks to help from U. S. unions and a legislator.

However, Groulx pointed out, the case shows how foreign sailors are at the mercy of shipping companies while in U. S. ports.

Groulx added he believes the U.S. Immigration Service shirked its duty in not protecting Diamendikakis, and not keeping track of where he was after it paroled him to the shipping agent.

—From East Bay Labor Journal.

The federal cost-of-living index now includes the cost of tranquilizer pills.

Important Compensation Award by High Cal. Court

A recent California Supreme Court decision involving a deceased member of Local 1245 who suffered an industrial injury has established a legal precedent which will be of great value to all injured workmen and their dependents in this State.

The case concerned the payment of death benefits totalling \$15,000 to the dependents of J. Elmer Blunt, a former 1245 member from Redding. Mr. Blunt suffered an injury to his back while working for P.G.&E. in October of 1957. Following the injury he became paralyzed and died in January, 1959.

Medical experts testified that at the time of the injury Mr. Blunt had cancer of the spine. Some doctors expressed opinions that Mr. Blunt's fall fractured a vertebrae already weakened by cancer and that this brought about death sooner than if there had been no injury. Other doctors thought the injury had not hastened death at all.

All the doctors agreed that even without the injury Mr. Blunt would have died from the cancer condition within one year. The Industrial Accident Commission awarded the full

death award to the dependents.

P.G.&E. appealed the case to the Supreme Court arguing that since the injury did not hasten death by more than one year, they should only be liable to pay benefits for one year, and asked that the death award be drastically reduced. The attorneys for Mr. Blunt's dependents, Neyhart & Grodin (the firm which also represents this local union) argued that the law provides for the payment of the full death award whenever an industrial injury hastens death by any measurable period.

The Supreme Court denied the P.G.&E. appeal and upheld the full death award without reduction. In its opinion the

Supreme Court stated that death awards under the Workmen's Compensation Act are not based on life expectancy and cannot be reduced in cases such as Mr. Blunt's.

This was the first case in which the Supreme Court has been asked to decide this question. Prior to this decision there had been some uncertainty among legal experts as to the possibility of reduction or "apportionment" of death awards. This case makes it clear that no reduction is possible and dependents of workmen killed in industrial accidents will get the full award regardless of life expectancy or unrelated diseases.



Advisory Council Members put in some long hours at their August 5 and 6 meeting. Saturday's session lasted from 9 a.m. to 6 p.m. and Sunday's session from 9 a.m. to 2 p.m. Above scene shows a portion of the members during the Sunday session chaired by Executive Board Member Robert Staab.

High Pay for TV Violence

IN NEW YORK CITY, for the first time in memory a union president confessed that his members were drawing the highest pay scales in the history of their organization while, at the same time, doing their worst work. It was a very special situation, however, for David Davidson, president of the Writers Guild of America, who testified before a Federal Communications Commission examiner on

the current domination of television by "violence and sex" programs. Said Davidson, "The sad truth is that never in history have writers been paid so much for writing so badly." Quality drama, he testified, has been killed off TV screens "to make way for horsewhipping and heavy breathing."

Recreational Boating Guide

A government printing office booklet entitled "Recreational Boating Guide" is now available. Cost is 40 cents. Orders can be sent to Supt. of Documents, Govt. Printing Office, Washington 25, D.C.

This publication is designed to acquaint the boating public with the requirements of Federal boating laws and provide them with some basic guidelines for safe and enjoyable operation.

It includes information on such subjects as boat numbering, legal minimum equipment requirements; other equipment you should have; responsibilities when operating; aids to navigation; some hints on safety afloat; under sail, paddle, and oars, emergency procedures; and U.S. Coast Guard auxiliary services.

Advisory Council Tackles Problem Of Mechanization

(Continued from Page 1)

also stressed by the Business Manager. "We are not self-sufficient," he stated. "What is happening everywhere in the nation and in the world is affecting our families and our employment."

He also commented on the improved research facilities of the Local and the good work being done by Research Assistant Bruce Lockett on this most important task. Finally he renewed the statement of the Union's interest in safety and the need for all of us to work all the time on the education of new members.

Assistant Business Manager L. L. Mitchell reported on the progress which has been made by the Union office in obtaining meetings with the Company's Industrial Relations Department. A schedule of meetings has been arranged at which various issues such as Clerical Lines of Progression, Hours problems, Mechanization of work, and Underground Job Definitions and Lines of Progression will be discussed and agreements sought.

If you lived it up . . . chances are you'll also have to live it down.

Stop Exploiting Women!

In America today "the labor of women is still exploited wherever possible," and the first thing needed to end this "profound injustice" is "a vigorous drive for the unionization of all major groups of working women."

Those statements came last week not from a labor leader but from a wealthy and distinguished lady, Mrs. Agnes E. Meyer.

A writer and lifelong crusader for social welfare, Mrs. Meyer was also formerly active in New York State Republican politics. She's the widow of the late Eugene Meyer, publisher of the

Washington Post.

Addressing an AFL-CIO women's conference in Washington, Mrs. Meyer lamented that "for some reason women do not work together as much as or successfully as they did years ago when they were fighting for the right to vote . . ."

In terms of pay, Mrs. Meyer pointed out, "until the last minimum wage bill was passed five million working women in this country received less than \$1 an hour." Moreover, she said, working women are often hard hit by automation and technological changes.

UNION, ONLY PROTECTION

"The woman who has no union to protect her," she warned, "will be dismissed out of hand."

Mrs. Meyer noted that many

women working in office or teaching jobs feel that "their prestige places them above the need for organization in labor unions. The result is that their income has declined in comparison with that of unionized factory workers."

She called upon women workers "to close ranks and announce flatly that you are not going to be the sacrificial lambs . . ."

"To succeed in this endeavor women must have faith in themselves," she added. "They must also have faith in the labor movement not only as an instrument for material progress but as a stabilizing force that makes for justice and human freedom in our country and throughout the world."



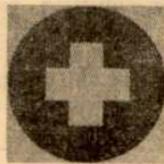
Mrs. Meyer

SAFETY

This Vital Department Saves Uncounted Lives

Prevention of work injuries is the over-riding function of the Division of Industrial Safety. California has what is undoubtedly the best state industrial safety program in the nation and it is constantly being revised and up-graded. Present chief is Thomas N. Saunders.

Through its engineering personnel (170 safety engineers) the Division aims to inspect places of employment with a high risk activity often enough to make certain that California's labor code and safety orders are being carried out. The success of the program has been dramatically illustrated in the past decade alone during which time the annual rate of disabling work injuries has dropped from 42 per thousand workers down to 32 per thousand.



When workers are injured or killed on the job, Division engineers are called in to investigate the cause and to make certain that any work conditions which might have contributed to the accident are corrected.

BEFORE, NOT AFTER

More important than correction after the injury is correction before it happens. Adequate shoring of trenches, proper labeling of hazardous substances, equipment guards, ample protective equipment such as safety glasses, safe scaffolding, proper ventilation—all are continuous concerns of

this important Division. Although not so dramatic or attention-getting as on-the-job surveillance, is the engineering evaluation and approval of all new industrial building, new tools, processes and equipment. Management has long known that by consulting with the Division staff it can save money, time and trouble by building in the first place to meet the Division's safety standards.

BUSINESS AGENTS HELP

The major emphasis is placed on education—getting employers and employees alike to be aware of safety through its publications and through the regional Governor's Industrial Safety Conferences which cover all types of employment. Recently the Division established a special program for union business agents. However the Division can and does go to court to enforce its safety orders.

If a contractor refuses to shore, trenches properly and ignores the Division's warnings, the Division can and does shut the job down and take the employer to court where he can be fined or jailed if found guilty. On the other hand, if a crane operator fails to comply with the regulations on striking high voltage lines he too can be fined or jailed.

The Division, always conscious of the needs of organized labor, has a special labor liaison representative on the staff to give special attention to the inquiries and complaints of business agent and other labor personnel.

INDUSTRIAL WELFARE

Working Women and Youth are Protected

The Division of Industrial Welfare is concerned with all aspects of working conditions applying to women and minors in California.

The accomplishments of this relatively small division on behalf of women and children are unequalled by any other similar department in the nation.

Regulations enforced by the Division are established by the Industrial Welfare Commission which has quasi-legislative powers, and are administered by Division personnel under the present direction of Chief Florence Clifton.



The most recent far-reaching action of the Commission was the establishment of a minimum wage of \$1 per hour for women and children (over 15) in agriculture. The minimum was the result of a wage order issued by the Commission after several years of intensive study and investigation. With the establishment of the order all women who work in California (except government employees and domestics) are now covered by a minimum wage regulation. To date, it is only the women and children who have such State protection.

As of December 31, 1960, employees covered by the Division's wage orders numbered 1,418,000. It is interesting to compare this Division's work with New York State. New York's wage orders cover 1,291,000 women and minors. New York manages to service these workers with a budget of \$1,610,000. California does it for \$548,569, or at an individual cost of .387 cents per worker compared to .799 cents in New York. Seventy-one staff members average 19,972 workers each in California compared to the 7,017 workers covered by each of New York's 287 staff members.

The Division of Industrial Welfare is one of the California employees' greatest bargains.



Earl R. Howard
Manager, State Compensation Insurance Fund.

Promote Welfare of 6½ Mi Is Huge Task of State's I

4 Men From Labor Are Dept. Leaders

Director of the Department of Industrial Relations is John F. Henning, known to every working man and woman in California for his dedicated service to trade unionism during his decade as research director of the California Federation of Labor.

Heading three of the Department's 10 Divisions are men from organized labor:

SIGMUND ARYWITZ, Labor Commissioner and chief of Labor Law Enforcement, spent 10 years as director of education and public relations for the Pacific Coast Region, ILGWU.

CHARLES F. HANNA, chief of Apprenticeship Standards was business agent for a Carpenters' local and president of the Shasta County Central Labor Council.

LOWELL NELSON, chief of the Division of Housing, served as business manager and chief administrator for the three Solano County Labor Councils.



Pictured above are the people who bear the responsibility of enforcement of the many laws and programs to protect and improve the welfare of California's six and a half million working people. Front row, l. to r.—Thomas N. Saunders, Chief of the Division of Industrial Safety; John F. Henning, Director of the Department of Industrial Relations who directs the activities of the various Division heads; Florence G. Clifton, Chief of the Division of Industrial Welfare; Maurice I. Gershenson, Chief of the Division of Labor Statistics and Research.

Fund Sets Standards

The State Compensation Insurance Fund was established on January 1, 1914, concurrently with passage of the Workmen's Compensation Insurance law, for two main purposes:

First, to make certain there would be a guaranteed market for those employers required by law to carry compensation insurance.



Second, to guarantee that there would be a competitive agency to serve as a yardstick for other insurance companies who might get into the business of selling compensation insurance.

Today there are some 150 insurance companies who offer compensation insurance, the State Compensation Insurance Fund being only one, although it carries more premiums than any other single company in the State. The Fund, as it is known, operates on a completely equal basis with every other carrier, receives no special favors or privileges and is subject to the same regulations. It operates on a business basis, is self-supporting and pays taxes. When a profit is shown in excess of operating expenses, this profit is returned to the insurers as a dividend.

OVER 4 MILLION CLAIMS

Since its beginning nearly 50 years ago, the Fund has adjusted more than 4,600,000 injury claims and has paid out well over \$400,000,000 in benefits to injured employees and their dependents.

A board of directors administers the Fund, composed of the Director of the Department and four others appointed by the Governor. The board elects a general manager—at present Earl R. Howard—to conduct the business of the Fund.

An Agency at Job Level

By **JOHN F. HENNING**,
Director State Dept. of Industrial Relations

Of all the organizations in State government no agency of department serves the individual more directly or in more beneficial and different ways than the Department of Industrial Relations. We are concerned with California's 6,500,000 working

APPRENTICESHIP

Trained Workers In An Age of Skill

Possibly at no time in our history has a good strong apprenticeship program had more importance than now, when our increasingly complex society calls for highly trained workers and when our older, skilled workers are leaving the labor market and young, untrained youngsters are arriving to take their place.

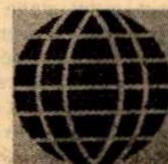
The Division of Apprenticeship Standard, now headed by former labor leader Charles F. Hanna, has been a part of state government since 1939. Increased interest from both labor and management is reflected in the growing number of young people

now training under on-the-job apprenticeship agreements. An average of 20,000 apprentices are in training in over 350 occupations. More than 30 young men and women complete the program each month and go forth to work as journeymen in their trades. Our State apprenticeship program is based on a voluntary agreement between employer and employees who agree on a plan for training workers. Over 600 local committees have been formed to supervise the apprentices. Agreements cover, in the main, wages, length of apprenticeship, major processes of the trade, working conditions, amount of time to be spent on each process and ratio of apprentices to journeymen. Also included is a four-hour-a-week class room session taught by journeymen.

This Feature

Material for this feature was prepared with the assistance of Nancy Swadesh of the Division of Industrial Safety, division heads, and Director John Henning.

Persons seeking more information should write to the Dept. of Industrial Relations, 455 Golden Gate Ave., San Francisco.



ion Workers, Their Families, ept. of Industrial Relations



Nothing Dull About These Statistics!

Although we often tend to think of statistics as dry and dull, the Division of Labor Statistics is anything but.

If you want to know how many people are employed in any industry in any area at any time, Labor Statistics can tell you. What is the current trend of business recovery, wage increase or decrease, vacations with pay? What are the terms of the Steelworkers agreement with Kaiser Steel at Fontana? Labor Statistics can tell you.

Maurice Gershenson, for many years chief of the Division, and his staff of statisticians and researchers work steadily collecting facts to feed into their fascinating machines to get the answers on what is happening to California's work force.

The facts and figures do much more than merely give interesting information. This Division is constantly called upon by the legislators, by the Governor, by business, by unions, by the Federal Government for the facts which help them formulate their policies.

If Labor Statistics tells the Division of Industrial Safety, that there has been a big increase in the number of employees injured in a particular industry, Safety knows it must move immediately to take corrective steps.

The Division of Labor Statistics and Research, internationally renowned for its excellence, might well be called "the brains of the outfit."

ed \$2,175.50 back wages because the FEP Commission determined that he was a victim of discrimination. The man had applied for an advertised shipping clerk's position for which he had seven years experience. He was told he was too young for the job. Later, the firm transferred a 19-year-old Caucasian worker to the position. The Commission not only ordered the company to pay back wages but to cease and desist from discrimination in future hiring practices.

HAPPY SOLUTION

A happier resolution, through conciliation went like this:

After 24 years with a railroad as dining car waiter, a Negro man applied for the steward's job for which there was a vacancy. (No Negro had ever held this position although they had performed the same duties as steward as "waiter in charge" at no increase in pay). Several months went by, the waiter heard nothing. Meanwhile a Caucasian was brought in as steward. After an FEP investigation, a series of conferences were held with the railroad. They agreed to consider the 24-year veteran employee for upgrading at the first vacancy. Five months later the man was promoted to steward, the first of his race to hold this position with the railroad.

ENFORCING LAWS

Goal: End Exploitation Of California Workers

When an employee, having put in his time and skill on a job with the expectation of wages in return, finds his employer is either unwilling or unable to pay him, that employee may find himself appealing to the Labor Commissioner, the man who heads the Division of Labor Law Enforcement. During 1959 and 1960, the Division recovered \$4,945,000 in unpaid wages from such employers.

Recovering unpaid wages is only one function of the Division. It has responsibility for enforcement of all labor laws not specifically delegated to another agency, including child labor laws. All regulations relating to contributions to health and welfare funds are handled here. Private employment agencies, artists, managers, and trade schools are responsibility of this Division.

In its role as enforcement agency for the Workmen's Compensation Insurance program, Division inspectors make continuous spot checks and investigate employers in various areas to see that employees are fully protected. During 1959-1960, out of 34,524 inspections made 5,960 employers were found to be uninsured and brought into compliance.

Because the responsibilities of the Division are so broad a listing of the major classes of complaints received during 1959-1960 gives a good, over-all view of its activities:

DAILY, VITAL NEEDS

Contributions to health and welfare funds, 3,905; Compulsory Workmen's Compensation Insurance law, 1,345; child labor law, 990; private employment law, 508; farm labor contractor law, 346; semi-monthly pay law, 227; working conditions at places of employment, 91; day of rest law, 139; misrepresentation of employment law, 114; cash, bonds or investments of employees, 61; public works, 97. Keep in mind that these are complaints only and all have to be checked out.

In summary, it is the Division of Labor Law Enforcement, headed by Labor Commissioner Sigmund Arywitz, which bears the responsibility for interpretation and enforcement of a major portion of our labor laws covering the employer-employee relationship.

The staff to deal with the problems of California's 6,500,000 workers consists of 54 deputies, 11 investigators and 7 attorneys. A measure of their success is that the nearly \$5,000,000 in unpaid wages collected for California workers represents 50 per cent of all unpaid wages collected in the entire nation during the last two years.

IND. ACCIDENTS

Job Injury No Longer A Financial Disaster

Few people in organized labor today can remember the time when an on-the-job accident could mean financial disaster for a worker and his family. Fifty years ago a work injury meant that at the very time when an employee needed help the most, he and his family were thrown on their own resources to scrape up living expenses and the costs of medical care. The employer had no responsibility.

Today in California the situation is exactly reversed. The State's Workmen's Compensation Insurance law says the employer must provide weekly disability benefits and adequate medical care, regardless of fault, to an injured employee. Weekly benefits for disabled workers were increased during the 1961 session of the Legislature from \$65 to \$70.

Although most benefits are temporary, and most workers are quickly back at work, there are 15,000 workers permanently disabled every year. If the work injury is considered permanent (more than 70 percent of disability) the State law says the employer must provide permanent benefits as necessary, up to, and sometimes including a life-time pension. The employer must also provide unlimited medical care adequate to cure or relieve the injury. There is also provision for death benefits up to \$21,000 for dependents.

In approximately 95 per cent of on-the-job injury cases, the employee receives disability benefits and the necessary medical care in an entirely routine and satisfactory manner. It is the remaining five per cent of the cases, or those in which there is disagreement, which come before the Division of Industrial Accidents. Chief of the Division is Elton C. Lawless.

The Division is administered by the Industrial Accident Commission which functions like a court. If an employee is dissatisfied with an aspect of his settlement he may file a claim with the Commission. He will then receive a hearing before the Commission which reviews all available evidence from all parties involved. On the basis of this hearing the Commission gives a decision which has the force of law.

To assist the Commission to (Continued on next page)



Elton C. Lawless
Industrial Accident
Commissioner.

rel, 'Close to the People'

men and women, not in the abstract, but right at the job level. We are close to the people. Every aspect of our Department's work deals directly with California's work force, making certain that our State provides a safe, equitable and decent place in which to earn a living.

This great challenge cannot be met from behind a desk. The Department sends more than 1,100 of its staff into the field every day to inspect for safety, to make sure women and minors are protected, to bring reluctant or negligent employers into compliance with labor laws.

Nowhere is the Department's philosophy better enunciated than in the California Labor Code which describes our clear-cut and consistent philosophy to be "to foster, promote, and develop the welfare of wage earners in California, improve their working conditions and advance their opportunities for profitable employment."

FAIR EMPLOYMENT

Equal Opportunity, Goal of New Division

September 18, 1958, was an historic day for the State of California. On that date California became the 16th State in the Nation to establish a Fair Employment practices law, and Edward W. Howden is its first chief.

The law declares that it shall be the public policy of California to protect and safeguard the right and opportunity of all persons to seek, obtain and hold employment without discrimination on account of race, religion or ancestry.

While California has not denied economic and social opportunities to certain of her citi-

zens the way many of the Southern States have and do, our State has not had an altogether admirable record in race relations. Certain employers have denied employment and certain unions have denied membership on grounds of race or national origin. The new law makes this kind of discrimination illegal.

In the first 22 months of the Division's life 1,068 cases were undertaken. Of these, 727 cases have been closed and discrimination was found to exist in 233 cases or 34 per cent. In only two cases has it become necessary to hold public hearings to enforce the law.

In the most recent case where conciliation didn't work and a public hearing was necessary a Negro shipping clerk was award-



Your Department of INDUST. RELATIONS

Continued from preceding page determine the medical facts in the cases, the Division maintains a Medical Bureau which annually examines thousands of applicants free of charge. The Medical Bureau also assists in reviewing and evaluating medical evidence.

The permanent Disability Rating Bureau, also a part of the Division, helps to formulate ratings in compliance with the State Labor Code. These ratings take into consideration the nature, extent of permanent disability and the age and occupation of the handicapped person.

CONCILIATION

Peace Makers In Labor-Mgt. Conflict

An agency of utmost importance to organized labor in California is the State Conciliation Service. Although small in size this agency's activities are at least in part, responsible for the level of mature labor-management relationship in California.

Conciliation in the title of this agency is very descriptive. The Service attempts to foster sound union-management relationships on a voluntary basis and is called upon to serve in various ways as described by the State Labor Code.

The Service can intervene only when asked to do so by either the union or employee. The Service can proffer mediation service if there is threat of a work stoppage when neither party has asked for mediation, although most intervention comes as the result of a request.

Principal activity of the Service is settlement of labor management disputes. Typical disputes involve wages, hours, or working conditions during the negotiations of initial, opened or renewable agreements.

Union recognition issues are an important part of the Service's work as are grievances involving interpretation of existing agreements.

Arbitration is, of course, important, and since the Service does not permit its staff conciliators to act as arbitrators, the

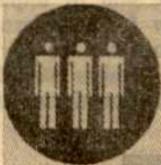
Service has established a State Arbitrator's Panel. The panel consists of qualified individuals who have agreed that their names may be submitted to parties in dispute. Arbitrators are usually called in on disputes over employee dismissal, discipline, seniority and interpretation of agreements.

Since California has no Labor Relations Act, the Service is often requested by unions to assist with consent elections, and since the advent of the Landrum-Griffin law, for technical help in internal elections and referendums.

The Conciliation Service, which stresses at all times its "service" role, considers a labor problem any situation confronting unions or management, which, if allowed to deteriorate, may later become a labor dispute. Therefore, one of the significant functions of the Service is, when requested, to help achieve solutions to problems on a voluntary basis before they become bona fide disputes.

Veteran Conciliator and present Service Director Thomas J. Nicolopoulos and 10 other conciliators are charged with this major responsibility for the entire State of California.

(Editor's Note: Tom Nicolopoulos' efforts to assist our union achieve settlements may be remembered by some of our members. Respected and liked by Union and Management leaders, Tom has successfully handled many difficult situations.)



HOUSING

Housing Concerns All Calif. Workers

One of the dramatic problems of California in recent years has been the housing of farm workers. Crowded, unsanitary conditions in some labor camps have been breeding grounds for disease, discomfort and, in some instances, adult and juvenile delinquency.

Under the guidance of Chief Lowell Nelson, the Division of Housing has made great strides toward discovering and regulating the camps and correcting sub-standard conditions where they are uncovered.

As the result of new legislation, Housing now is concerned with every single-family dwelling in California and has direct responsibility for enforcing the standards of the State Housing Act in all localities where there is no local enforcement agency. This new legislation is a signifi-

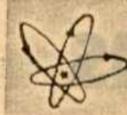
cant step forward in improving California's housing. In addition, the Division is studying agricultural labor family housing with the intent of presenting legislation in this long-neglected field.

The responsibilities of the Division are actually much broader than employee housing or even the single-family dwelling. For example, more than 300,000 Californians live in trailers. The Division sets the standards for the trailers and supervises the parks in which these trailers are finally parked.

Motels, resorts and auto courts in unincorporated areas are also within the Division's jurisdiction and there are presently some 4,500 such units which are regulated and inspected by this Division. While there is no statutory responsibility for housing for the aged, the Division has great concern and Division personnel frequently serve in an advisory capacity in this field.



Radiation Round-Up—



More on Protecting Your Family Against Fallout

By SAM L. CASALINA, Radiation Safety Consultant

In last month's column, I brought up the subject of "Atomic First Aid." I called it first aid because most of the civil defense literature now being dispensed deals with the problem of preventing exposures to fallout instead of what to do after you're exposed. In this column, I would like to discuss some of the measures which might be pressed into service after a widespread nuclear attack.

The greatest problem facing us radiologically after a nuclear attack, assuming physical survival, is protecting ourselves from the effects of widespread contamination. This contamination will be the radioactive isotopes produced during the fissioning of the uranium or plutonium in the bombs. Hence, the fallout contains many radioactive materials called "fission products." As this material settles, it subjects persons to penetrating radiation from outside their bodies, and if the stuff is taken into the body by breathing or in the foods we eat and drink, the radioactivity will bombard the body tissues from within. The former problem could be solved by intensive cleanup campaigns, and perhaps setting up radioactive garbage dumps if studies so indicated. The second problem, that of keeping food and water relatively free of contamination, has been under study by our National laboratories.

HANFORD STUDIES

Studies conducted at the Hanford Atomic Laboratories, and other installations, give good indications concerning the removal of dangerous quantities of radioactivity from milk, water, meats, and other vital food.

By using an ion exchange resin and column (the same principle and material found in a household water softener), greater than 80% of the strontium 90 and iodine 131 could be removed from milk simply by letting it run through the system. Other liquids have been decontaminated by the same method with favorable results.

When a cow or steer grazes on fallout-contaminated grass, a portion of the consumed radioactivity will concentrate in the animal's milk, meat and bone. Two rather long-lived and dangerous isotopes are strontium 90, and cesium 137. The former concentrates into the bone and the latter in the animals' flesh. When beef roasts are cooked with the bones, the strontium was found to migrate from the bones to the meat and the drippings. Removing the bones prevented this. Further studies are being conducted to determine the best method of cooking to remove the cesium.

ATOMIC ODDITIES

Certain kinds of plants and trees appear to be extremely radiosensitive. Their susceptibility to radiation has been observed sometimes by planned experiment, and other times as a result of another nuclear study. One such observation has been made outside of a deliberately unshielded reactor near Dawsonville, Georgia.

SENSITIVE PINE TREES

It was noted that pine trees growing outside the unshielded part of the reactor died with relatively low doses of radiation. Other effects were noted on the hickory and oak trees. In autumn, these trees dropped their leaves up to three weeks before the non-irradiated trees. The following spring, the irradiated trees remained dormant up to a month beyond the time when surrounding trees had come into full leaf.

WELCOME!

The following people have been welcomed into Local 1245 for the month of July, 1961.

-BA- APPLICATIONS

SAN JOAQUIN

Gaither, Lloyd G.

McCleod, Thomas J.

Worthington, Wade

COAST VALLEYS

Bushta, Elmer H.

Holl, Eldon F.

Perry, Charles E.

SAN JOSE

Johanson, Raymond H.

Price, Glenn D.

Thomas, Clair A.

EAST BAY

Hood, Joseph R. Jr.

Hubbard, Thomas W.

McGovern, Terrence

Murphy, Martin E.

Poppe, Norman G.

Rose, Joseph A.

SAN FRANCISCO

Brown, Florence S.

Chiaravalle, Anthony

Samodurov, Alexander

Turner, Robert F.

STOCKTON

Delucchi, Ronald W.

George Allan B.

Paine, Henry

Rueweller, Roger K.

SIERRA PACIFIC

Bibb, John S.

Mitchell, Charles B.

Plett, Walter

Razor, Arthur L.

COLGATE

Ames, Dan

NORTH BAY

Grant, John H. Jr.

Strong, Rod

Warrington, Stephen

CITIZENS UTILITIES

Boston, Allan L.

Lovejoy, Ardith M.

Nutter, Nancy Sue

Swanson, Carl A.

White, Patricia A.



GENERAL CONSTRUCTION

Davis, Mickey M.

McKenzie, Asa E.

Miller, Billy F.

Newell, George C.

Noach, Jack

Noach, Charles

Pulgarin, Albert E.

Reno, Warren D.

UTILITY TREE SERVICE

Sturges, Jack L.

-A- APPLICATIONS

GENERAL CONSTRUCTION

Beaman, Warren R.

Blevins, Raymond L.

Kilgore, Gerald B.

Robinson, Willard A.

Scrattish, Nicholas

White, Vernon H.

'Fringe Benefits' For Executives

A stock option gives company executives the right to buy company stock at a below-the-market price and to sell it at the current market price for a big profit. Last year, for example, Vice-President David Skinner of Polaroid bought 3,040 shares of Polaroid stock from his firm at \$17.63 a share when the market price was \$218. That meant an almost immediate profit of \$609,124.80 although his actual salary was "only" \$55,717.

And President Ralph Cordiner of General Electric was given the privilege of buying 31,500 shares of GE stock for \$748,125. The share now are worth \$2,039,625. So Cordiner—whose take-home pay amounts to "only" \$100,156—made a profit of \$1,291,500.

—From COPE

Some of the hurts you have cured,
And the sharpest you still have survived;
But what torments of grief you endured
From evils which never arrived!
—Ralph Waldo Emerson

"The endurance of the inequalities of life by the poor is the marvel of human society."
—James Anthony Froude



"Your new safety idea is great, Boss!"

Why An Atomic Reactor Blew Up

WASHINGTON — The first fatal explosion of a nuclear reactor, on January 3, "could and should have been prevented," a Congressional committee has been informed.

Three servicemen were killed in the accident at an isolated testing station in the Idaho desert. Their bodies were so radioactive that they had to be buried in lead-lined caskets.

Now, after an investigation, the Atomic Energy Commission reports that, prior to the accident, parts of the reactor "had deteriorated to such an extent that a prudent operator would not have allowed operation to continue . . . without corrective action." A special investigating board blamed faulty design of the reactor, plus inadequate safety procedures.

Atomic Energy Commissioner Robert E. Wilson told the Joint Atomic Energy Committee of Congress that the accident should never have happened. He added that responsibility for the accident "was quite general throughout the atomic-energy organization, including the Commissioners."

HOW CONSUMER IS 'TAKEN IN' BY LABELING, PACKAGING

By HARRY CONN

WASHINGTON—The late showman Phineas T. Barnum once said that "a sucker is born every minute" but if he had followed the Senate subcommittee probe on packaging and labeling practices he may have been too conservative.

Sen. Philip Hart (D., Mich.), who conducted the hearing, turned up some pretty sound indications that the entire consuming public in this country is being played for a sucker.

Hart said that "the old-fashioned butcher was often accused of weighing his thumb" but now millions of Americans are being taken in by fancy packaging and labels which really don't say what they should say. They are designed to confuse.

This is a big and important field that Hart and his subcommittee have ventured into. Packaging of household items is now considered a \$10 billion industry.

A fair-sized supermarket carries some 6,000 items in stock. It's Big Business all around.

If the consumer is being played for a sucker he really has little choice in the matter these days when package operators label their items as "jumbo-size quart," the "giant-size half quart" or the "king sized half quart."

Which is the better buy: a box containing 15½ ounces of packaged food or soap powder selling for 47 cents or a box of the same product containing 16½ ounces for 53 cents?

"It should not be necessary to provide every shopper with a slide rule so that price comparisons can be made," observed Sen. Maurine Neuberger (D., Ore.) in testimony before the subcommittee.

Sen. Neuberger was one of an outspoken group of women who appeared before the subcommittee to protest what they consider the devious efforts of the package experts. Others include magazine writer Mary Mannes, Dr. Persia Campbell of Queens College and Sarah Newman of the National Consumers League.

Mrs. Newman brought before the subcommittee packages of cookies, napkins, tomato sauce, soft drinks, crackers, detergents, orange juice, baby foods and other common grocery items to prove her point.

Using examples she showed the subcommittee that the consumer found it impossible to figure out which of competing brands is cheaper because unusual weights, such as 8¾ ounces, are used on packages and the net weight is actually hidden from view.

She said that manufacturers were charging consumers "hidden price increases" by reducing the amount of product they

sold to the consumer, while keeping the price and package size the same as before.

"To some extent we are being treated like Pavlov's dogs," the Consumer League officer told the Senators. "As you may recall Pavlov found that he could get certain responses from the dogs by showing them certain things. We get conditioned in the market in the same way."

Dr. Campbell stressed the point that today a five cent candy bar is a considerably reduced version of the old five cent candy bar. In other words, she said, instead of the price being increased to cover increased costs, the manufacturer has reduced the size.

This she called "concealed inflation." Many products have been reduced in quantity, she said, and perhaps in quality in order to hold prices at lower levels and meet competition.

Colston E. Warne, president of Consumers Union, said that his non-profit organization had received more complaints over phony packaging than any other subject in the past 25 years.

Warne was asked by the Republican minority counsel on the subcommittee whether it was any worse to reduce quantity rather than raise prices. Warne replied: "Yes! Certainly if it is done deceitfully."

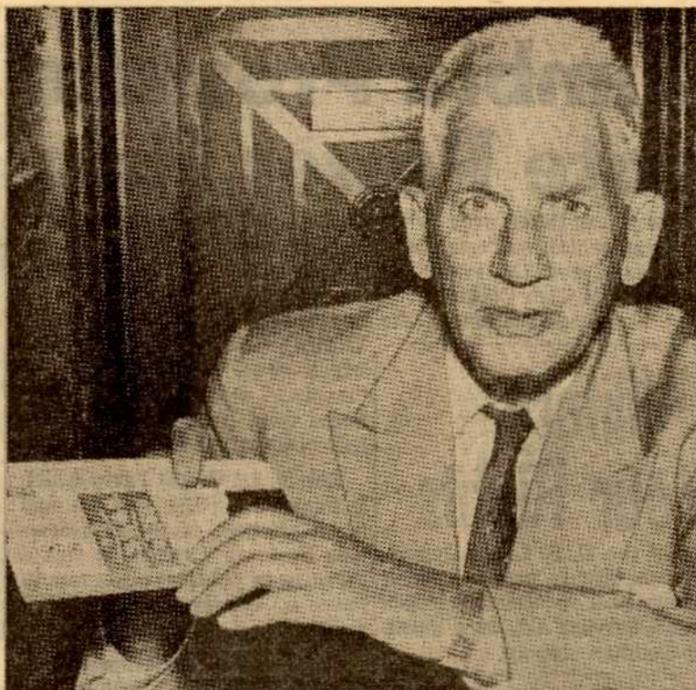
Another witness before the subcommittee was Dr. Ernest Dichter of the Institute of Motivational Research. His job is to advise packaging companies on just how to appeal to the consumer.

Dichter said that the consumer buys on the basis of emotion and admitted that "I always overpay and buy too much when I go shopping."

Hart, in concluding his hearing, suggested that legislation would probably be offered, and added: "We are consumers. We are willing to do our fair share. We are not asking for a label that takes care of the least gifted in the community, but we would welcome a label that answers the question of the average child grown to adulthood."

What do you speak so loud that I cannot hear what you say. —Ralph Waldo Emerson

Most of our suspicions of others are aroused by our knowledge of ourselves. —Raymond Massey



DO-IT-YOURSELF credit computer which gives the true interest rate on time purchases and loans is demonstrated at a Senate hearing by Senator Paul H. Douglas (Dem., Ill.). Douglas is sponsor of the "truth-in-lending" bill which would require each seller or lender to state true annual interest rate charged in all transactions.

Truth-in-Lending Bill Gets Hearing

WASHINGTON—It isn't often that spectators at Senate committee hearings take part in the solemn proceedings, but they did it the other day and demonstrated the enormous interest Americans have in how they are being gypped through usurious interest rates.

The hearing was on the "truth-in-lending" bill introduced by Senator Paul Douglas, Illinois Democrat, who wants installment buyers to know exactly how much interest they are paying on their purchases—interest that goes as high as 36 per cent through all sorts of hidden devices.

The audience participation consisted of the distribution of "quick credit cost computers" which are being issued by New York savings banks, and in no time at all the spectators were figuring out true annual interest rates on all sorts of installment payment combinations.

What they found in a matter of seconds was that what may look like a 6 per cent interest rate in all likelihood is at least 12 per cent and may even go as high as 36 and 40 per cent—something the money lenders would just as leave you didn't know about.

Distribution of the computers was designed by Senator Douglas to show how phoney are credit company claims that it's almost impossible to figure out true interest rates, and that anyway the public wouldn't understand them if they did.

One New York University professor helped explode the myth when he told the committee that "every lender knows to the fourth decimal point what his interest rate is."

Because of the great interest of organized labor in making sure that workers know exactly how much interest they are paying on installment purchases and loans, the AFL-CIO sent Legislative Director Andrew J. Biemiller to testify before the Senate committee. He heartily endorsed the Douglas bill, pointing out that union members are among the most frequent users of installment credit.

Biemiller stressed the great value of installment buying, but equally stressed the necessity for buyers to know exactly what they are paying so that they won't go overboard and end up in the bankruptcy courts.

This is especially true when heavy unemployment strikes. Biemiller cited the case of an unmarried worker earning \$111

'CONSUMER IS FORGOTTEN MAN'—ENGLE

WASHINGTON, D.C. — Senator Clair Engle (D-Calif.) stated recently: "The American consumer is the forgotten man when it comes to determining the general economic policies of our government."

He said the answer lies in new Federal legislation to establish a Department of Consumers, a bill which he is co-sponsoring in the 87th Congress.

"We need a Department that can speak with the same authority in behalf of our consumers as do the Departments of Agriculture, Commerce, and Labor for our farmers, businessmen and workers," he explained.

Senator Engle pointed out that older citizens living on fixed incomes, salaried white collar employees, unorganized workers and other groups do not now have a voice in Washington.

He said that the various Federal programs concerned with the consumers' interests are "scattered and fragmented through many agencies — agencies that are frequently oriented to other interests."

Senator Engle has joined a number of other Senators in introducing S. 1688, a bill which would create a Department of Consumers responsible for representing the consumer viewpoint when economic policies are being developed at the highest levels of government.

In the preceding 86th Congress, the California legislator was also co-sponsor of similar legislation and testified in its support at hearings one year ago.

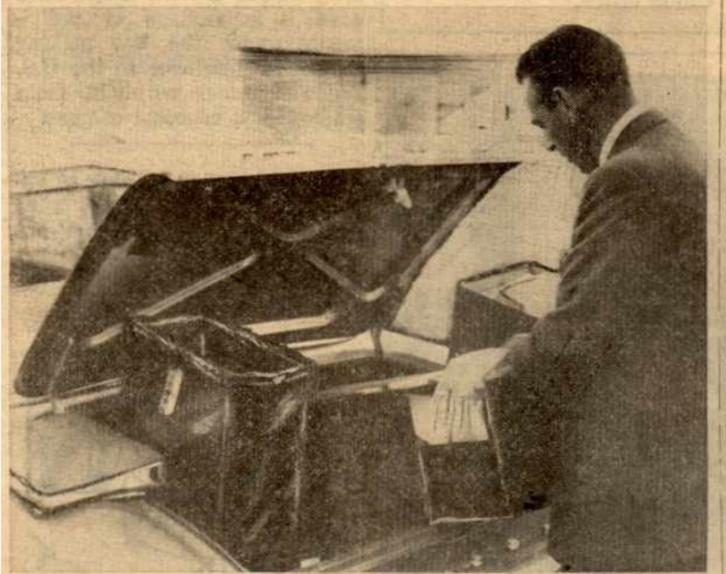
Senator Engle said one significant reason why a Department of Consumers is needed is to protect consumers in an economy dominated by administered prices, which deny the protections of competition.

Supreme Court Justice Talks on Unions, Politics

"If higher wages and shorter hours are prime ends of a union in bargaining collectively, these ends may often be more effectively achieved by lobbying or by support of sympathetic candidates . . . The passage of the Adamson Act in 1916, establishing the eight-hour day for the railroad industry, affords positive proof that labor may achieve its desired result through legislation after bargaining techniques fail . . . The notion that economic and political concerns are separable is pre-Victorian . . . it is not true in life that political protection is irrelevant to, and insulated from, economic interests. It is not true for industry or finance. Neither is it true for labor." —U. S. Supreme Court Justice Felix Frankfurter, June 19, 1961. —From COPE

Lives of great men all remind us
We can make our lives sublime,
And, departing, leave behind us
Footprints on the sands of time.
—Henry Wadsworth Longfellow

Cato, a Roman writer (B.C. 234-149):
"Small thieves lie in towers fastened to wooden blocks; big ones strut about in gold and silver."



The trunk of his car is the office for most of Local 1245's mobile Business Representatives. Bus. Rep. John Wilder is shown above as he searches his files for information on a grievance.



"Gentlemen...please...let's not let these wage negotiations get out of hand!"

British Columbia Province Grabs Private Power Firm

The British Columbia Electric Company was taken over by the Province of British Columbia at 2:00 p.m. on Tuesday, August 1. The firm, which was established in 1886, supplied Electric Power to the city of Vancouver, the city of Victoria and the lower Vancouver Island and to the lower Fraser River Valley area, of the Province of British Columbia.

The takeover was effected during a special session of the Legislature which the Premier, W. A. C. Bennett, had called and which was being called the "mystery session" as no one knew what purpose the session had been called for.

You Eligible for Military Service? Know Your Rights

Robert L. Shelby, western director of the U. S. Labor Department's Bureau of Veterans' Reemployment Rights, said this week in San Francisco that requests for information on veterans' rights and the Universal Military Training and Service Act have mushroomed with the recent military preparedness step-up.

The Universal Military Training and Service Act provides a reemployment rights program for men and women who leave their jobs to perform training or service in the Armed Forces.

The Secretary of Labor, thru the Bureau of Veterans Reemployment Rights, has the responsibility for informing ex-servicemen of the reemployment program and assisting them in problems relating thereto. The purpose of this law is to insure that those who serve their country in the interest of the national defense do not lose their jobs and other employment benefits because of such service.

Shelby pointed out the ex-servicemen covered under the Act fall into several different categories. The rights extended under the law also vary according to the specific category under which the particular ex-serviceman qualifies.

The following outline is offered by Shelby as a general breakdown of the types of ex-servicemen covered and the rights they have under sections of the Act:

INDUCTEES, ENLISTEES, RESERVISTS AND GUARDSMEN CALLED TO ACTIVE SERVICE (As covered under Section 9(b) of the Act.)

Ex-Servicemen in this category are subject to 4 years limit of service, plus extended service by law or Presidential order. They need not apply for leave from employers, and have 90 days in which to make application for reemployment after release from service or from hospitalization continuing after discharge for a period of not more

than one year. They have full employment rights with statutory protection for one year after reemployment, also disability protections.

RESERVISTS AND GUARDSMEN GOING TO 6 MONTHS ACTIVE DUTY FOR TRAINING (As covered under Section 9(g) (3) of the Act.)

This group of ex-servicemen is not required to apply to employers for leave but must make application for reemployment within 31 days after release from service or from hospitalization continuing after discharge from service for a period of not more than one year. They have full reemployment rights, statutory protection for six months after reemployment and disability protections.

RESERVISTS AND GUARDSMEN ATTENDING TRAINING ENCAMPMENT AND DRILLS, SCHOOLS AND REJECTEES (As covered under Section 9(g) (4) of the Act.)

The Act requires that men in this category make application for reemployment at the beginning of their next regularly scheduled work period after returning home. They must have applied for leave from their employer before entering on duty or being turned down for service. Both have leave of absence rights under the Act and disability protections.

Shelby said ex-servicemen and those contemplating military service can get more detailed information on reemployment rights as provided under the Universal Military Training and Service Act by contacting the Bureau of Veterans' Reemployment Rights, U. S. Department of Labor, 630 Sansome Street, San Francisco.

IF THE COST OF LIVING GOES ANY HIGHER . . . IT WILL GO INTO ORBIT!

Women want to be swept off their feet by a man they can dominate.

The Social Credit Party which is in power in British Columbia is an offshoot of the Conservative Party in Canada. It was a surprise to political observers to have a conservative political party taking such action.

Cost to the government will be just under 111 million dollars. Stockholders will be paid \$38.00 per share of stock which is three dollars over the market price of \$35.00 for which the stock was selling at the moment of takeover.

The Company has about 5,000 employees who are members of Locals 213 and 230 of the IBEW. What will happen to their contract and to their various benefits under the takeover is not yet known.

Unfair to Spies

By Harry Fleishman

Don't be surprised if you see the Burns Detective Agency picketing the John Birch Society with signs "UNFAIR TO PROFESSIONAL SPIES." This jurisdictional warfare business has strange ramifications.

College presidents throughout the nation, reports the *New Republic*, have received a widely circulated letter from the Burns Agency.

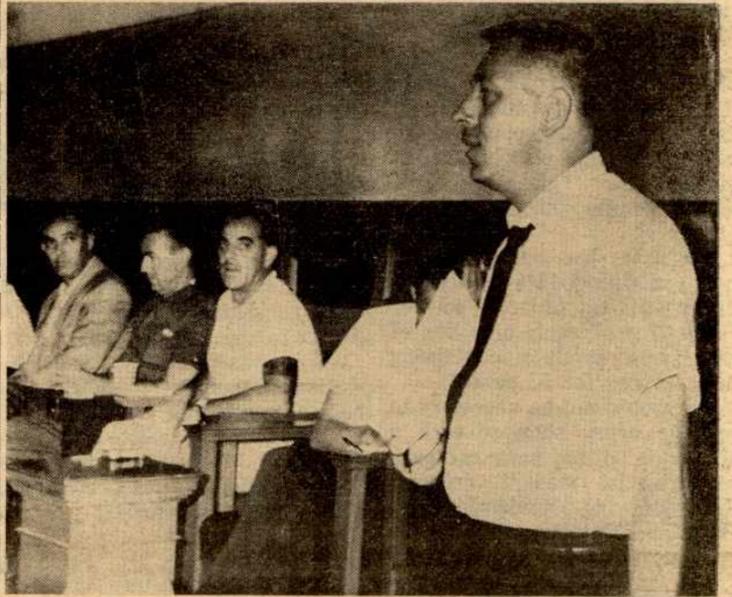
"Almost every department," says the letter, "has it's (sic) controversial faculty member. These departments invariably are: Religion, Philosophy, English (Literature), Biology, History, Government, Journalism, Speech and Drama. A 'student' trained in his duties as Burns Operative, can enroll in the usual manner, attend class and send only daily, confidential reports to the Agency. These reports are analyzed and all reports are then sent to the client. After the necessary body of fact and information is developed, corrective steps can be made quickly, quietly and efficiently."

But with the John Birch Society recruiting unpaid spies to snoop in the classrooms, the Burns Agency may be having a hard time. At any rate, we've heard of no college presidents responding eagerly to either offer.

(From San Francisco Labor)



The Advisory Council heard reports from the Business Representatives which gave them a broad picture of events and members' feelings throughout the jurisdiction of the Local. Above, John Wilder reports on East Bay Division and below Al Kaznowski discussed happenings in Sacramento and Drum Divisions along with SMUD and the Sacramento Transit Authority.



NEW STEWARDS

The following shop stewards were appointed during the month of July.

Pacific Gas & Electric Co.:
Leonard M. Foust, San Joaquin Division.

Joseph Granata, East Bay Division.

Joseph S. Kreins, East Bay Division.

Utility Tree Service Co.:
John Long.

Employers Withhold Withholding Taxes

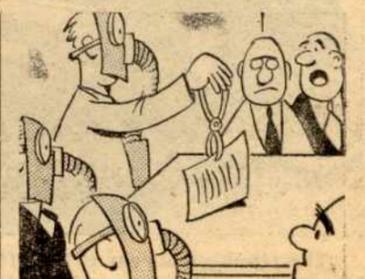
WASHINGTON (PAI)—Uncle Sam is owed \$236,843,000 by

268,396 sticky fingered employers who have failed to turn over withholding taxes they collected in 1960.

Sen. John Williams (R., Del) reported that fact to the U.S. Senate, as is his annual custom. The government lost \$216,439,000 in withholding taxes in 1959.

According to Senator Williams over a quarter million employers are liable under the law for criminal penalties or jail sentences up to one year or fines up to \$5,000 or both. There have been 9 convictions or indictments under the law making failure to turn over to the U.S. Treasury taxes withheld from employees a criminal offense.

I would rather be able to appreciate things I cannot have than to have things I am not able to appreciate. — Elbert Hubbard



"I have a feeling the union didn't like our last proposal."

Clerical Unit Hears Talk on the Law At Oakland Meet

By Johann Kitson, Unit Press Secty.

Local 1245, Clerical Unit No. 2301 met August 8th at the Leamington Hotel in Oakland. Mr. Richard Heath, from the law firm Neyhart and Grodin spoke on "The Citizen and the Law." After a very informative talk, the subject was opened for group discussion.

Some of our Key Members were present. They were: from the Review Committee, Bill Fleming, Vaca-Dixon Sub. and Ken Stevenson, Marysville. Executive Board member, Bill Yochem from Central District. Nick Garcia, East Bay and Stores Division and Bill Kennedy, San Francisco Division representing the Advisory Council.

Also visiting were five members from the San Francisco Division.

Many comments were overheard that this was one of our finest meetings and one of the largest in attendance.



East Bay Clerical Unit members heard a talk by Atty. Richard Heath at their August meeting. He spoke on "The Citizen and the Law," discussing everyday legal problems. Members agreed it was a most instructive evening.