

Praise, like gold and diamonds, owes its value to its scarcity.—Samuel Johnson



Utility Reporter

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Only one session is left in the highly successful Steward's training conferences which have been held on all but one Saturday since the beginning session at Vallejo on October 7. This session is for Bay Area Clerical Stewards and is scheduled for December 2 at the Townhouse in San Francisco. Above is a group at the Conference held in San Mateo on Nov. 4. L. to R. are Percy Rome, Anthony M. Zammit, Max Hoberg, John Gaffney, John Crawford, Fred Baney, John Hinck, John Luscotoff and Bus. Rep. Frank Quadros.

Cal. Consumer Meet Asks Federal Action

Some 200 delegates to the second annual convention of the Association of California Consumers convened in San Francisco the first weekend in November to chart an organized course of action on a broad consumer front.

The delegates received a warm message of encouragement from President John F. Kennedy, Governor Edmund G. Brown, Lieutenant Governor Glenn M. Anderson, Attorney General Stanley Mosk and other leading public officials.

Union Submits Davey Proposals

On Friday, November 17, 1961 Local Union 1245 submitted a proposed agreement to the Davey Tree Surgery Company, Ltd., covering wages, hours and other conditions of employment as a basis for negotiations between the parties.

In its submission, the Union named its Negotiating Committee composed of Assistant Business Manager M. A. Walters, and Davey Tree employees Jack Mahoney, Stockton; Neil Smith, Concord; and Richard L. Friend, San Luis Obispo.

An outline of Union's proposals was drafted in a meeting on Saturday, November 11th, attended by a representative group of the Davey Tree employees, who went over the problems and suggestions of the members in the areas they represented and ironed out what minor differences existed in the various areas. Also in attendance were Assistant Business Manager M. A. Walters and Business Representatives Jack Wilson, Roy Murray, Frank Quadros and Ed James. Business Manager Ron Weakley welcomed the group at Local Union headquarters.

In addition to the three mem-
(Continued on Page 7)

Utility Tree Talks Started

Negotiations with Utility Tree Company began on November 6 in Santa Rosa with a one-day session devoted to a presentation and discussion of the Union's proposals.

These proposals included a request for a wage increase of twenty-five cents an hour, a sixth paid holiday, five paid sick days a year, a Company-paid Health and Welfare Plan, establishment of an Apprentice Tree Trimmer classification and improvements in vacation and holiday benefits.

Representing the Union were employees John Long and James Proft, along with Business Representative Frank Quadros. Present for the Company were Mrs. Louella Wright, owner of the Company, and Mr. John Moore from the firm of St. Sure, Moore & Corbett.



Participants in the Steward's Conference in Garberville on October 28 made a careful check of the information contained in the new Steward's Handbook which were issued as a part of the

Job Security And Efficiency Eyed At Union-Mgt. Meet

On November 9th Local 1245's Job Protection Committee met with officials of the Pacific Gas & Electric Company. Union's Committee consisted of Marvin Brooks, Vernon Franklin, Nick Garcia, James E. Gibbs, Jr., Joseph Kreins, John Michael, L. L. Mitchell, Bobby Robinson, Robert Staab, Lee Thomas, Gerald Watson, Ronald T. Weakley, John Zapian.

Company representatives were: V. J. Thompson, D. Cowan, I. W. Bonbright, C. R. Machen, E. F. Sibley, C. L. Yager, D. G. Collins.

Subject matter of the all-day session was developed from meetings of Gas and Electric Advisory Committees held during the year and was put together by the Union's Job Protection Committee the day before the meeting with the Company.

Under the chairmanship of President James E. Gibbs, Jr., the Union Committee raised problems which are disturbing the membership in the field. Each member of the Union's Committee took a portion of the subject matter and presented it to the Company's Committee. Open discussion then followed in which all in attendance had ample opportunity to offer their views.

Company officials also had some problems which they raised on the general subject matter plus some specific points which are of concern to those who must manage the Gas and Electric Operations of PG&E.

The meeting was not a negotiating session nor a formal grievance session as our Contracts provide for such machinery at other meetings. Perhaps the exchange of views will be of considerable value in future negotiations and grievance sessions as questions of Company and Union policy naturally became involved in this top level joint discussion.

Reports on this meeting will be made at Unit Meetings and the Job Protection Committee will meet prior to the 1962 Local Union Conference scheduled for April, wherein the bargaining policy for 1962 negotiations will be adopted. The experience gained by the Job Protection Committee should be of value to the delegates as they consider what steps should be taken to improve the job security of the membership.

Business Manager R. T. Weakley stated, "While each side had its say at this meeting, no personal or group animosities developed during the long session. Our people want and need more job security. The Company

YOUR Business Manager's COLUMN

By RONALD WEAKLEY

We celebrate Thanksgiving this month and I believe it worthwhile to give thanks to those who have kept this organization together under conditions which might have caused weaker people to give up the ghost long ago.

Those who have kept Local 1245 together work at it on and off the job and in the meetings where interest is transformed into action. They operate in an atmosphere of personal and organizational responsibility, and they emulate in good fashion, those who gave thanks to the Lord in the days of the Pilgrims.

"The Lord helps those who help themselves." This motto is apropos of the way this Local Union was started and how it has survived.

We don't receive many favors from anyone. Government, Industry, and Organized Labor know us more for what we do rather than for what we ask.

Our dependence upon these three major forces in America is only operative to the extent that we realize that we are not a totally self-sufficient entity but a part of our way of life which includes some measure of inter-
(Continued on Page 3)

wants and needs more efficiency. Both parties will be called upon in 1962 to meet these needs on a common ground and to bargain out a mutually acceptable solution.

"This meeting was a milestone in our relationship and I hope that the spirit of frankness and mutual respect displayed will continue as we move into 1962—a year of great importance to all concerned."

training program and used extensively during the sessions on Grievance Handling, Role of the Steward, Organization and other related subjects.

"9 Times 7 Equals... I Don't Know, Dad"

The writer of this editorial and his wife have just decided to take a great risk. The decision was made after many hours of discussion and a couple of years of frustration.

The risk we have decided to take is this—we are going to teach our son the multiplication table in its entirety; through the "twelve's." Presently in his fourth grade class, he is learning the "three's."

Our decision to proceed in this matter was not an easy one. As with all parents, we want to do what is best for our children. Several times a year we go to school to attend the programs and listen to the experts talk about "maturation," "motivation," "mental age," "adjustment," etc. We know that, as parents, we are ignorant of proper teaching techniques and should not interfere with what the schools are doing.

We know that our decision may mean that as an adult, our boy may end up on the psychiatrist's couch. We know that we will probably not teach him multiplication in terms of "object relationships." Our boy will learn by rote memory that nine times seven is sixty-three. He won't learn that if one man has nine oranges and another man has seven times that many oranges he will have sixty-three oranges.

We also know that we may interfere with our child's getting a "thorough grounding in the basic and essential tool skills." We may create an adjustment problem which will frustrate him in his intra-group relationships.

With full knowledge of all the risks, we have decided to proceed. Our reasons may be capricious and immature. One of the reasons is this—we are sick and tired of seeing precious years being wasted.

The other reason is—last year, during baseball season, my boy asked me what a batting average was. I explained to him how they were figured and what percentages meant. I think he understood me. I am convinced that he is now ready to work with and comprehend more than: "If a farmer's hens lay six eggs every day for three days—how many eggs will the farmer have?"

ALL IT TAKES TO BE A LINEMAN

(From the National Safety Council Newsletter)

It doesn't take much to be a good lineman.

It just takes speed and sure movements to land and attach material on a structure, or "button up" a job to put a line back in service. Then it takes patience to stand in your hooks or on a tower while a load is being made ready on the ground and you have nothing to do.

It takes strong muscles and tricks of handling heavy or awkward loads, either on the ground or in the air. Then skill and technical knowledge to make proper transformer connections, or other operations that can be crucial to a whole area's power service and a lot of people's safety, including your own. Then, of course, you get all the benefits of the outdoor life, like a sultry 100 degrees day in August with the perspiration pouring into your rubber gloves. And a bone chilling, mid-winter wind blowing across a lake!

All it takes is someone who is willing to climb a cracked, congested pole that has to be replaced, or walk and climb up narrow steel ribbons 150 feet off the ground. And at the same time be careful, and follow the rules which make it possible for him to follow his trade tomorrow.

We take off our hats to the unusual men who combine these many and often contradictory traits. They are key people in the electrical utilities industry's operations.

In closing, we would like to offer our linemen their full share of credit for a safety record that shows improvements year after year and a very serious request to consider the

message of the article following this, "Make No Mistake."

As long as there are near-misses, and we certainly had them, we have to improve our habits even more. But we would also like to recognize our linemen who have pride in themselves and their work, and have the good judgment to "play it safe."

And that's about all it takes to be a lineman!

Make No Mistake

"Made contact while belting in. Not wearing rubber gloves. Fell to ground . . ."

"Reached over top cross-arm to unhook blocks. Contacted uncovered primary . . ."

"Clearing trouble. Opened one fuse cut out. Primary still hot from backfeed through secondary and transformer . . ."

"Lost balance and overreached primary he was to untie. No protective covering on secondary . . ."

These are a few of the dead-ends to some of the attempted "short cuts" that were made in line-work. They and a lot of similar sad stories, were told in last year's report on fatal accidents.

Bad burn accidents usually result from a combination of "little" acts and conditions.

And while safety in linework is basically simple, the penalty for rule-breakers can be awesome and swift.

Rubber up — and cover up, on the way up—everytime.

—"Hoosierneer"
Hoosier Engineering Co.

Consumers Meet Urges U.S. Action

(Continued from Page 1)

ident Albin J. Gruhn, and Charles James, head of the Consumer Frauds Section of the Attorney General's office.

Labor participation in the consumer meet was strongly in evidence. Local Union 1245 was represented by Assistant Business Manager M. A. Walters.

Jackie Walsh of the San Francisco Joint Culinary Board was elected Association president. George Brunn, a San Francisco attorney, was elected secretary along with the election of three vice presidents, a treasurer and a 30-member executive board.

Consumer Counsel Helen Nelson reviewed the impressive victories won in Sacramento during the past two years since the creation of her office, but warned that in many areas of major consumer abuses corrective legislative proposals have failed even to gain consideration in Sacramento. The education and organization of consumers was recognized as essential to the functioning of the State consumer office.

Dr. Brady told delegates that the eyes of the entire nation are focused on the growing consumer movement in California. The direction of our growth, she said, will have an important influence on other states which are contemplating action on the consumer front. Dr. Brady urged delegates to be on guard against trade associations moving in and subverting the work of the Association and the office of State Consumer Counsel.

Convention action on resolutions assigned "high priority" among activities of the Association to the correction of deceptive practices in weights and measures and the packaging of products.

SUPPORT DOUGLAS BILL

A "truth-in-lending" resolution adopted by the Convention endorses the provisions of the Douglas bill in Congress which would require full disclosure of charges involved in credit purchases so that consumers may be afforded the opportunity to make intelligent decisions on the use of credit.

The "truth-in-lending" resolution also directed the Association to press for similar protections in the state Unruh Act and other California legislation regulating consumer financing and credit.

Still another resolution on the subject of retail credit sales calls for State action to prohibit a purchaser's rights from being reduced by the assignment of a sales contract to a third party.

Among other resolutions, the Association pledged itself to work for repeal of so-called fair trade legislation whereby manufacturers set prices, enactment of state legislation to give an effective remedy at law against



One of the pleasant features of the Steward's Conferences is the chance to make new acquaintances and renew old ones as this group is doing during a break at the Garberville Stewards meet.

WELCOME!

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

—BA— APPLICATIONS

SAN JOAQUIN

Helms, Charles E.
Kennedy, Herbert W.

COAST VALLEYS

Bebb, Barbara J.
Gibson, Hresanthy
Williams, Marion A.

PIPE LINE OPERATIONS

Baxter, David E.
Hoover, Harry D. J.
Manion, Emmitt L.

SAN JOSE

Dietz, Barbara
Folden, Robert M.
Vieira, Selvin G.
Wolger, Robert S.

EAST BAY

Baker, Dennis C.
Baxter, Ralph B.
Brown, Galen E.
Cain, Michael D.
Collins, Melvin J.
Knaus, Richard G.
Martin, James R.
Maruca, Alvin J.
Schmidt, Gary A.
Silva, William J.
Surges, Richard
Voss, Michael T.

SAN FRANCISCO

Cueller, Ernest
Moll, Sven A.
Patterson, Bill
Piatokov, Peter
Volskis, K. G.

GENERAL OFFICE

Comisky, Hannah M.
Harvey, Francisca
MacDonald, Tillie
Rayner, Robert F.
Sibille, Richard L.
Siegmann, Thomas M.
Stoney, Jacqueline F.
Trujillo, Patrick O.

STOCKTON

Bird, Lillian A.
Marquette, Harold I. Jr.



SIERRA PACIFIC

Crowe, Ronnie D.
Mitchell, Stanley
Murphy, Dale

NORTH BAY

Herlocker, Thomas C.
Smith, Paul S.

SACRAMENTO

Baylis, John J.

CITIZENS UTILITIES

Bailey, Mary M.
Mann, Calvin D.
McPeak, Helen E.
Mogan, Bonnell
Morgan, Lucy
Winkler, Barbara J.

GENERAL CONSTRUCTION

Cook William D.
Ewing, Bob L.
Hibbard, Elmer J.
Jeffress, Robert A.
Kimes, Charles A.
Messerschmidt, Rudi A.
Nelson Ralph
Porter, Edward
Spann, Jim
Winkel, Peter B. A.
Zehnder, Karl O.

—A— APPLICATIONS

GENERAL CONSTRUCTION

Earley Raymond L.
Rowe, Paul D.
Southerland, Jessie D.
Spidle, Douglas A.
Wright, Dale W.

SIERRA PACIFIC

Redford Henry J.
Traveling Cards accepted:
General Construction: Berg,
V. O.

In Memoriam

Brother WILLIAM J. RENO, Clerk "B" in San Francisco Division, passed away Friday, November 17, 1961. Brother Reno was initiated into the I.B.E.W. on December 21, 1948.

JOSEPH W. A. COURNOYER, Helper in East Bay Division, died November 11, 1961. Brother Cournoyer was initiated into the I.B.E.W. 8-1-52.

CHESTER A. EDWARDS, initiated into the I.B.E.W. 6-1-54, passed away on October 15, 1961. Brother Edwards was a Choremans in Shasta Division.

REX A. ERICKSON, a Line Driver from North Bay Division, died on November 17, 1961. Brother Erickson was initiated into the I.B.E.W. 4-1-57.

FRANK STAMPER from San Joaquin Division passed away on October 19, 1961. He had been initiated into the I.B.E.W. 1-1-48.

LUTHER H. WRIGHT, a Mechanic from Humboldt Division, died on October 30, 1961. Brother Wright was initiated into the I.B.E.W. 2-1-45.

The UTILITY REPORTER

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

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 Allan C. Terk, Robert E. Staab, William Yochem, Gerald F.
 Watson, John W. Michael,

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First Steps to Sierra Pac Apprentice Plan

Preliminary meetings between Sierra Pacific Power Company officials and Local 1245 representatives have been concluded and presentation of a formal proposal on administrative procedures for joint apprenticeship training is being prepared by Company members of the Apprenticeship Committee. The proposal will be submitted to Local 1245 Business Manager Ronald T. Weakley and the President of Sierra Pacific, Fred L. Fletcher, for final approval.

YOUR Business Manager's COLUMN

(Continued from Page 1)

dependence among such institutions.

We enjoy a measure of independence which only accrues to those who control their own destiny by virtue of self-determination and self-reliance.

This is our history and in my humble opinion, the more that American organizations handle their own problems, pay their own way, recognize their responsibilities to their constituents and to the common good, the better we live up to the basic principles upon which our Country was founded.

SERVES INDIVIDUAL

Our Local Union is merely an organization of individuals who recognize the needs and the benefits of self-determination through group action. How well this instrument of joint determination serves individual needs is found in our history to date. How well it will serve individuals in the future is subject to how much all of us put into it in terms of interest and activity.

The history of our great Country teaches us that the first rule of proper conduct for responsible citizens is to do for themselves all they can within the reasonable limits of man's ingenuity and the application of his personal abilities.

When the complexities of modern society make it impossible for a man or woman to meet self and family needs through self-effort, then and only then, should individual "get up and go," be augmented through joining with others to achieve necessary objectives.

Working for a corporation creates a situation where a "loner" cannot properly handle his own or his family's needs. The problems are simply too much for him to competently cope with. Therefore, he joins our Local Union in order to gain the things that he cannot gain except in concert with his fellow workmen.

The benefits of banding together, just as the self-reliant Pilgrims did, are many-fold. How can any individual honestly review the record of our Local Union over the years and then deny that what is said herein has a good measure of truth?

Thanksgiving is symbolic and it is two-fold in that it is recognition of self-determination and self-reliance on the part of individuals and organized groups of individuals.

All citizens who celebrate this unique American holiday are included so far as personal and group responsibilities are concerned. The festive board, which is the material symbol associated with Thanksgiving, is secondary to the simple holiday recognition of what built this country—hard work, freedom of worship, freedom of assembly, freedom of speech, and freedom from tyranny from any source, foreign or domestic.

As I said in the beginning of this column, we should give thanks to those who kept the

Neil W. Plath, Vice President in Charge of Operations and O. J. Toulouse, Director of Employee Relations, meeting with Roy Murray, Business Representative, and L. L. Mitchell, Assistant Business Manager, on November 16, 1961, reached tentative agreement on procedures for development of training standards, entrance requirements, progression tests, review and evaluations, instruction, and general work restrictions.

The acceptance of the proposal by the parties will allow further negotiations on the specifics of programs for the various apprenticeable jobs.

The Committee will establish regular monthly meetings to prepare the necessary materials and agreements for acceptance in each of the phases of apprenticeship.



V. J. Thompson, Manager of Industrial Relations for PG&E, spoke to delegates attending the IBEW Northern Area Joint Executive Conference meeting on November 18. Above, he chats with Business Manager R. T. Weakley, left, and Assist. Business Manager L. L. Mitchell, right, of Local 1245.

North Area IBEW Meet Weighs Top Labor Issues

Delegates to the I.B.E.W. Northern Area Joint Executive Board Conference meeting at the Red Mill in Lafayette, November 18th, heard reports from International Representatives, management representatives, and attorneys on problems facing the Labor Movement.

International Representatives Otto Reiman and Vernon Breuillot gave comprehensive reports on problems being created by raiding of jurisdiction by District 50 of the United Mine Workers,

relationships of many years' standing.

They also discussed the problems being faced in the missile industry which have been created by the McClellan Committee hearings. It was pointed out that by reason of the Committee closing the hearings before labor could testify in its defense, many local unions were now forced to refuse overtime in order to focus attention on the problem. Problems were also being created by refusal to recognize the Bacon-Davis rate provisions of Federal Contracts and a possible move to amend the law to exclude all work other than that involved in constructing the buildings.

Dexter Jewett of the Electrical Contractors Association, pointed to the need for greater salesmanship by workers on the job to promote greater use of the products which create jobs for our members.

Stanley Neyhart of the law firm Neyhart & Grodin, discussed problems of expenses for construction workers and income

tax reporting. He stressed the need for adequate record-keeping over a long period of time, due to the length of time taken by the Internal Revenue Department in processing income tax returns.

V. J. Thompson, Manager of Industrial Relations, PG&E, spoke on the value of a collective bargaining agreement to management.

He noted that a legal document signed by union leaders was a key to harmonious relations and a stabilizing of conditions. Express provisions of an agreement for a specified term provide management with an opportunity to project labor costs and to plan future operations with a greater degree of certainty.

Thompson stated the grievance procedure, as a communications medium, gives top management a better idea of field conditions and problems, and this organized process provides justice based on facts. This is a real aid in improving morale for both the grievant and those who might be affected in a similar situation.

Through a contractual relationship, joint understanding of problems develops mutual respect and allows both parties to recognize their joint community responsibilities. With a top level committee on both sides, provision is made for direct dealing with a problem unclouded by local issues, allowing for solutions based on properly considered issues.

Delegates from Local 1245 were Business Manager Ronald T. Weakley and Assistant Business Manager L. L. Mitchell.

It's the Law

NEW YORK — There's nothing like having the law on the union side.

Front page, publication of the New York Newspaper Guild, reports that ANG member Anthony Jakubek was stopped by a police officer for a minor traffic violation. The law man asked where he worked. Jakubek showed his Guild card to prove he worked at the Daily News. The cop gave it back to him, warning:

"I'll let you go this time but—your'e two months behind in your Guild dues. Why don't you get paid up and in good standing with your union?" P.S. Jakubek did.

NEW STEWARDS

The following Shop Stewards were appointed in October:

Citizens Utilities Company of California: Frank E. Stephens.

* * *

Pacific Gas & Electric Company:

Charles Anderson, East Bay Division.

Paul Johnson, East Bay Division.

Donald W. Lamoureux, East Bay Division.

Ingram Baker, General Construction Department.

Jesse B. Dunlap, Humboldt Division.

Thomas R. Fleming, North Bay Division.

Louis Gomes, North Bay Division.

William P. Cherimisin, Sacramento Division.

faith that has made this Local Union an outstanding example of individual and group determination to create and sustain a decent instrument for the good of the members, their families and the general community.

INDIVIDUAL RESPONSIBILITY

We face serious domestic and international problems as we celebrate Thanksgiving this year. Let us hope that all of us as individuals, union members, and citizens, will not lose sight of the fact that individual responsibility is the paramount virtue which has kept our self-respect as members of our Union and citizens of our Country.

Let us give thanks that we have not abandoned our individual responsibilities which make it possible for us to retain our individual rights. Let us also give thanks that our Local Union still bases its strength on group action by thousands of responsible members who seek progress in a responsible manner. Finally, let us give thanks that we can still celebrate Thanksgiving in a world where in many places, the rights of man are being denied, as his personal responsibilities have been assumed by the masters of the state.

W. E. Toomey, Sacramento Division.

Alfred O. Dyer, San Joaquin Division.

Max M. Hoberg, San Jose Division.

Jacob Novak, San Jose Division.

Peter H. Kroencke, Stockton Division.

Benjamin J. Sayre, Stockton Division.

Colbert J. Simmons, Stockton Division.

William A. Stidston, Stockton Division.

* * *

Sierra Pacific Power Company:

Ethel Bosetti.

George W. MacDonald.

Life is a wave, which in no two consecutive moments of its existence is composed of the same particles . . . Tyndall.

Mourn Bro. Wm. Reno

A real loss was suffered by Local Union 1245 with the unexpected death of William J. Reno, in San Francisco, on Friday, November 17.

Brother Reno passed away at home from a heart attack while preparing to depart for his job as a Clerk "B" in the San Francisco Commercial Office. He was thirty-nine years of age.

The Union activities of Brother Reno covered more than ten years during which time he served as a Unit Chairman, Steward, Grievance Committee Member, Benefit Committee Member, and Clerical Lines of Progression Negotiating Committee Member.

Brother Reno had a thorough knowledge and understanding of both the Physical and Clerical Agreements. He had an excellent memory and in his position on the Grievance Committee, would often be able to refer to a similar case or to a grievance settlement made in past years which would bear on a present case.

A man who was hard to convince, Brother Reno often took his Union to task, although always on the basis of issues and not personalities. He gave of himself and his time without hesitation on behalf of his fellow workers.



William J. Reno

A unique personality and an unusual person, Brother Reno's place cannot be taken by anyone. Instead, each of us will have to shoulder a little bit of the large burden which he carried.

To his wife and three children, we express our sincerest sympathy.

Gala San Jose Party Tops Seasonal Event

By MARK COOK

San Jose Unit 1511 staged its Fourth Annual Dinner-Dance Friday, November 3, 1961, in the Terrace Room of the Hawaiian Gardens in the City of San Jose. This was by far the largest and most successful affair ever held in the Division.

All of the other Units in the Division—Santa Cruz 1513, Belmont 1512 and Gilroy 1513 — were well represented. Members and their wives drove a good number of miles in order to participate. To name a few: Mr. and Mrs. Vernon Kennedy from Half Moon Bay, the James Alters from Gilroy, Mr. and Mrs. Chet Bridges, Jr. and Mr. and Mrs. Eugene Smith from Watsonville, the Roy J. Talberts and Arthur Barsons from Santa Cruz plus many others from Mt. View, Sunnyvale, San Mateo and Redwood City.

THE DIVISION was appreciative of the interest shown by

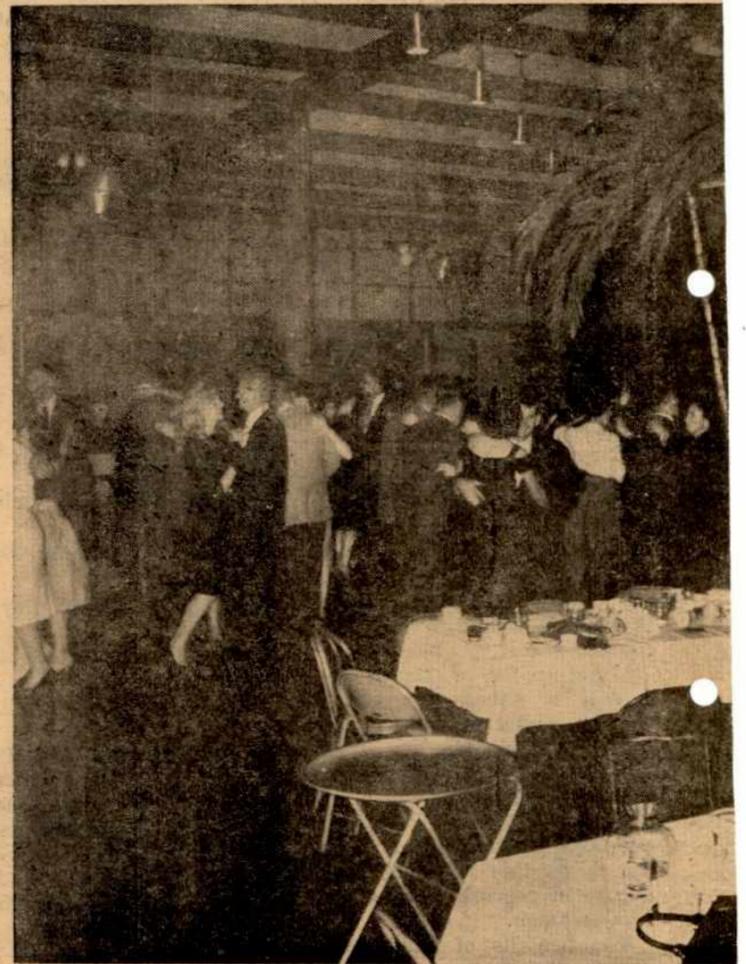
the Executive Board of the Union and the Business Manager and his Assistants. Those attending the dance were President J. E. Gibbs, Jr., Vice President Marvin Brooks and Mrs. Brooks, Treasurer Alan Terk and Mrs. Terk, John Michael (General Construction), Gerald Watson (Northern Area), Robert Staab (Southern Area), and William Yochem (Central Area) and Mrs. Yochem. Business Manager Ronald T. Weakley and Mrs. Weakley drove down from Oakland, as did Assistant Business Managers L. L. Mitchell and M. A. Walters with their wives.

President Gibbs stated that he was very happy to be back. Jim used to be a Light Crew Foreman in San Jose. In his remarks to the members, the President stressed the high degree of participation in the dance as an example of the desire to do something as a group, which is one of the bases of unionism.

Business Manager Weakley complimented everyone who



Visual proof that the wives of Local 1245's members are a charming group are these four pictures taken during the Dinner hour at the San Jose Unit's Dinner Dance. The festive atmosphere is very apparent in these candid shots.



No wallflowers here—everyone was dancing at the Fourth Annual Dinner-Dance held at the Hawaiian Gardens in San Jose on November 3. Over 1000 members and friends of Local 1245 attended the extremely successful event.



A pause for refreshment at the highly successful Dinner Dance of the San Jose Unit held November 3 at the Hawaiian Gardens in San Jose.



Early arrivals at the San Jose Unit's Dinner Dance were Mr. and Mrs. Dale Thomas and Mr. and Mrs. Leland Thomas.



Caught in the act of enjoying themselves at the San Jose Unit's Dinner Dance.

HIGHLIGHTS OF STEWARD'S CONFERENCE IN PICTURES . . .

anything to do with the af-
He stated that he knew
much work was connected
such an undertaking and
it was a job well done.

TOTAL ATTENDANCE at the
e was 258. Steak, chicken
sh was served, and dancing
nued until 1:00 a.m. Many
prizes were given away.
lucky member who won the
herby Magnum 300 Custom
e rifle was Les Blum, Sub-
on Maintenance Electrician,
Jose.

ny things were learned
t holding a dinner-dance
as this. Next year, these
s will be put into effect and
are looking forward to an
greater success.

he San Jose Unit 1511 wish-
ank everyone who work-
o hard to make this affair
success that it was. The
members further wish to
k those who attended and
ributed their time, money
gifts.



ner Dance of the San Jose
250 members, wives, hus-
event.



es is this happy group at



Anthony M. Zammit, San Francisco Steam Dept. Steward, discusses the points developed during a Workshop on the Needs of the Steward at the San Mateo Conference.



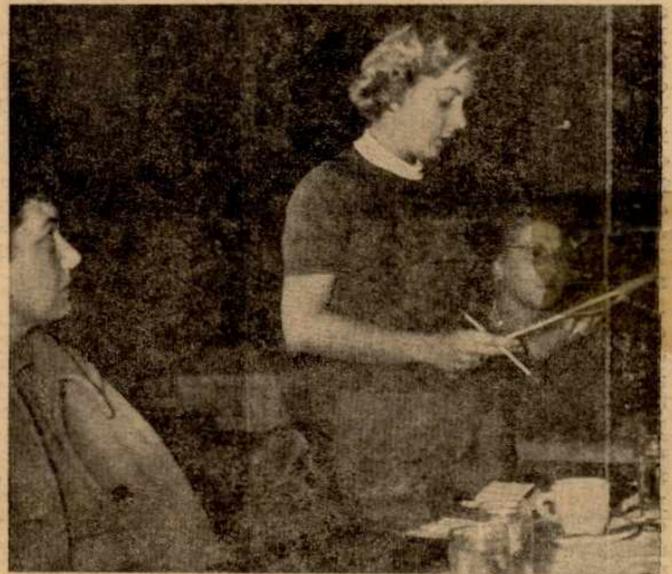
Rocco Fera, San Francisco Steam Dept. Steward, was an active participant at the San Mateo Steward's Conference.



Henry Lucas helped to serve the coffee at the Garberville Steward's meet.



Assistant Bus. Manager L. L. Mitchell listens attentively as the group discussions proceed at San Mateo.



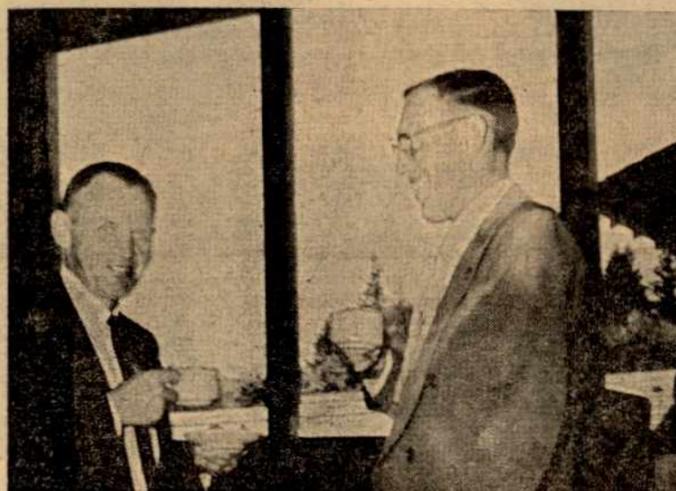
Shirley MacPherson reports for her workshop during the Stewards conference in San Mateo on November 4. At her right is Betty Bennet and on her left is Vera LaBelle.



Four Clerical Stewards were at the Conference in San Mateo. L. to R. are Betty Bennett, Shirley McPherson, Vera LaBelle and Bill Herrigan.



Coffee time at San Mateo. L. to R., Anthony Zammit, John Hinck, Frank Quadros, Dan McPeak (back to camera) and Mark Cook.



Executive Board Member John Michael, left, chatting with a steward during a break at the Garberville Steward's training session.



Business Representative Frank Quadros discusses the Grievance Procedure during the Garberville Steward's Conference held on October 28.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

WHAT IS MAJOR MEDICAL COVERAGE?

The basic principle of the Major Medical Plan is to provide coverage for the catastrophic large-expense illness or injury. This protection is usually provided after an individual pays \$50, \$100 or more out of his own pocket. This is known as a "corridor." After this corridor has been paid in cash, the insurance company then pays 75 or 80 per cent of covered expenses and the member pays the balance out of his own pocket. This type of major medical may stand alone as a single coverage or it may be added on top of the so-called base plan which is one that provides first dollar expenses for hospital, surgical and medical care, but does not usually cover the extremely expensive, long-term illnesses. One particular advantage of the major medical type of coverage is that it usually includes such items as registered nurse, out-patient drugs, etc., which are not covered under the basic plan. The general objective is to provide adequate coverage including high limits such as ten or fifteen thousand dollars in the event of a serious illness. It is viewed by some to be desirable for the employee to pay part of the expenses incurred so as to encourage him to control the overall cost. The controls which are available are not considered 100 per cent satisfactory, but so far no one has been able to figure out more workable procedures. We must realize of course that the cost of the plan must be related to the amount of money it is going to pay out in benefits. No insurance carrier in its right mind is going to provide a plan at low cost to you with the intent of paying out more than they are going to take in as premiums. If this happens more than occasionally, the rate structures set by the insurance carrier and service companies are intended to make a profit on each particular case. In other words: Health and welfare plans are not intended to be set up in the something-for-nothing category.

When major medical was initially introduced, the idea was to eliminate the basic plan of hospital and surgical care entirely, relying solely on the deductibles and the co-insurance controls whereby the insured paid a portion of the cost and the insurance company the balance. It was common practice initially to write only a major medical—that is, one without a base plan, and the deductible generally applied to the first part of the expenses. Thus, after you had paid \$50 or \$100 or even more, the policy would pay the balance of the expenses, subject to certain terms and limitations.

When major medical supplements the basic hospital-surgical plan, a corridor deductible is generally applied. Under this system, you pay the first \$100 to \$200 out of your own pocket after the expenses are paid by the basic plan. Then the major medical portion of the plan will take over and pay 75 or 80 per cent of the balance.

Two Deductible Types

There are two particular types of deductibles in general use—one of them being on a calendar year basis whereby if you incur a deductible amount of \$100 to \$200—whichever it may be—during the calendar year, then 80 per cent of all expenses incurred after that are paid by the insurance carrier. The other common type of deductible is on a per-illness basis whereby you must incur the deductible for each particular illness or injury. Although the

per-illness-deductible tends to curtail benefits, the calendar year deductible is proving more popular. This undoubtedly is the result of the theory that the employee should ordinarily incur, without serious illness, a certain amount of medical expense each year. The deductible generally applies to each member of the family covered by the plan. A \$100 calendar year deductible for each member of the family of four, including the employee, assumes the normal family medical expenses are \$400 per year. This may or may not be true and is a point that should be considered very seriously in applying a major medical plan to any particular group.

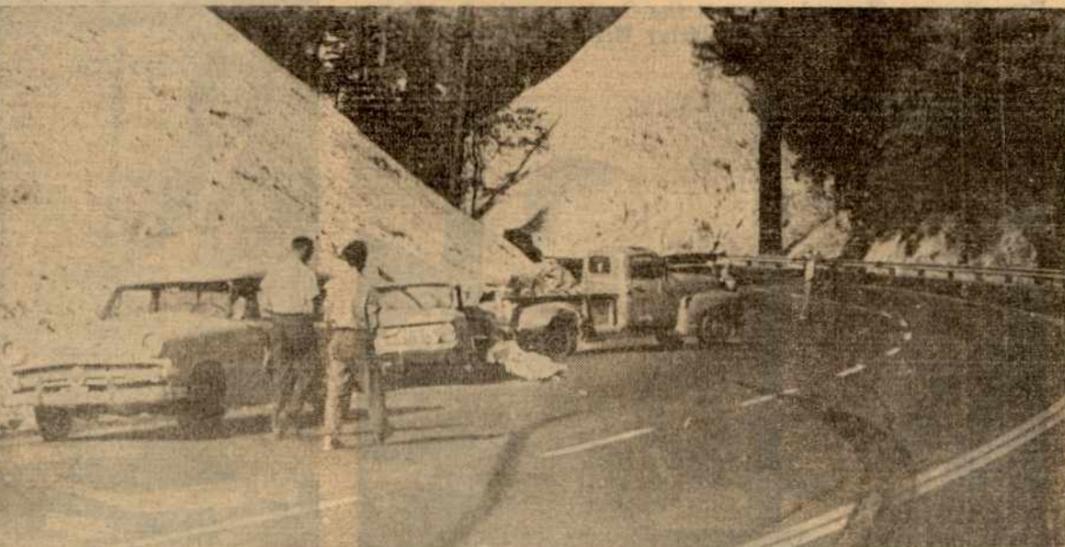
Most of the plans do not cover expenses in connection with eye examinations, glasses, dental expense, etc., which a family might include in its normal budget. This of course raises the cost and the amount the employee and his family pay each year on an overall basis.

Under most calendar year deductible plans, it is possible to carry over part of the cash paid expenses from the end of the previous year so in a great many cases it amounts to a 15 month accumulation period for the deductible amount rather than a full year and this obviously works to the benefit of the assured.

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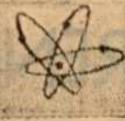


Safety belts meant that James McMullan, Local 1245 Bus. Rep. was unhurt even though both doors were torn off the car he was driving as shown here.



This picture shows the scene of the accident where Bus. Rep. James McMullan and Advisory Council member Henry Lucas were saved from possible severe injuries by the Safety Belts they were wearing when a speeding truck blew a front tire and came across the highway striking the side of their car and tearing off both doors.

Radiation Round-Up—



TRAINING IS KEY TO NUCLEAR SUCCESS

By SAM L. CASALINA, Radiation Safety Consultant

The atom does not give up its secrets or its energy easily. The legacy of knowledge left us by the Curies, Roentgen, Rutherford, Einstein, Fermi, and others serves as a threshold to the frontiers of nuclear generated power. The "spadework" done by the nuclear pioneers has evolved into the complex science of present day nuclear technology.

EDUCATION & TRAINING MEANS BETTER JOBS

This expanding technology has room for individuals who are willing to adapt their present skills or develop new ones. If we are to share in the benefits of atomic energy there are certain things which we must do. We must be prepared to understand the basic fundamentals of the atom, its use, and protection from its rays and particles. The skills and techniques learned for this new technology must be learned well for the responsibilities are great.

This is true whether the job is to see that the neutron instrumentation positioned in the core of a reactor is functioning properly, or watch out for the absent minded radiographer on the job who in making his pipe weld

exposures gives you and your fellow workers a jolt too.

Figures from various federal agencies, such as the AEC, all point to the tremendous growth rate of the nuclear industry and its allied services. As the number of radiation users increases, so does the work force necessary to build these new facilities, and to man and maintain them.

Atomic energy finds its greatest use in industry (radiography, gauging, atomic power facilities and components), medicines (diagnosis and therapy), agriculture (plant nutrition, pesticides, genetic research) and education (teaching, research). Behind the scenes are the supporting industries. These include a vast nuclear instrumentation industry

which employs many thousands to design, fabricate and maintain the detection instruments which are as varied as they are complex.

Companies specializing in atomic waste disposal—the atomic garbage man, contaminated clothing laundries, nuclear materials supply houses, and countless other specialties have served to bolster this nation's economy.

The responsibility for training individuals in this new field lies within three spheres of interest. These are government (federal and state), industry, and labor. The federal government was really the first in the atomic energy business. As such they had gained valuable knowledge which they passed onto industry thus saving it sums in initial research which industry could not have borne. Therefore, the federal government should make available the knowledge and funds, if need be, to train the individuals in this new field, and maintain the necessary safety surveillance. Labor and industry must each bear a share of the responsibility of training and educating personnel.

NOBEL PRIZE WINNER

Dr. Melvin Calvin, Nobel prize winner in chemistry for 1961, was one of the researchers at U.C. to whom I provided radiation safety and services up until I left the lab to join the AEC in 1957. Dr. Calvin and his staff had been there since 1952, housed in a building called the Old Radiation Laboratory. This building had been as a temporary structure during World War I, and its interior looked as if it had been through it. Dr. Calvin and his researchers were looking into the secrets of photosynthesis, the process whereby plants utilize food and sunlight for growth. The work requires the use of carbon 14, the radioactive cousin of the ordinary carbon atom, to tag certain of the materials used by algae during its life processes. Carbon 14 cannot be detected with an ordinary geiger counter because it emits a very weak beta particle which won't go through the geiger tube to register on the dial. A special thin-window tube had to be developed to accurately measure and monitor the radiation from this isotope. Carbon 14 has a 5600 year half life, so one of the hazards in its use is the fact that it is around for such a long time. In fact, C14 is present in most things and ancient artifacts and bones can be dated by measuring the amount of this isotope still remaining.

A Question

WASHINGTON — The American Medical Association, which has been on the hot seat concerning the drug advertisements in its official journal, still has to answer a question of Sen. Estes Kefauver (D. Tenn.).

Kefauver exhibited two ads that appeared a week apart in the official AAA journal concerning a tranquilizer. One said the drug had possible dangerous effects while the other ad stressed it was free of side effects. Who is right?

LADIES, LET'S MAKE IT A UNION-LABEL CHRISTMAS

This year let's make it a Union Christmas by looking for the Union Label on the clothing we buy for Dad and the boys. If you can't find the label, ask the clerk if there is one on the item you are purchasing.

In addition, the Amalgamated Clothing Workers of America, AFL-CIO, whose members are engaged in the manufacture of men's and boys' apparel, has given us this list of NON-UNION manufacturers to use as a guide for brands which Union members are asked NOT to purchase:

NON-UNION SUITS AND COATS

Bremen Clothes, Capitol Clothes, Sewell Clothes — Sewell Manufacturing Co. Max Rubin, Redwood, Strongbear — Max Rubin Co. Deansgate, Mirror Test — Famous Sternberg, Inc. Richman Brothers — Richman Bros. Clos. Co. Curlee — Curlee Clothing Co.

NON-UNION SHIRTS AND PAJAMAS

Bud Berma (sport shirts) — Bud Berman Sportswear, Inc. B.V.D. (dress and sport shirts)—Bardell Shirt Corp. (Subsidiary of Fordham Shirt Co.) Colonial (dress and sport shirts)—Colonial Shirt Corp. His-Nibs (dress shirts)—His-Nibs Shirt Corp. Kay-nee (boys' shirts), Wings (dress and sport shirts, pajamas)—Piedmont Shirt Co., Inc. Lucky Boy (dress and sport shirts)—Charles Greenberg & Sons. Nelson-Paige (dress and sport shirts)—Imperial Shirt Co. Sandy McDonald (sport shirts)—Broom & Newman. Spartan (dress and sport shirts)—Spartan Mfg. Co. Topcraft (dress and sport shirts)—Oxford Mfg. Co. Weldon (pajamas)—Weldon Pajama Co.

NON-UNION OUTERWEAR

Maine Guide—Congress Sportswear Co., Inc. Shanhouse—Shanhouse & Sons.

NON-UNION SINGLE PANTS

Champion—Champion Pants Co. Fairchild, Jaco—Jaco Pants Co. Haggar, Styletrend—Haggar Pants Co. Higgins, Hubbard—Hubbard Pants Co. Northcool, Northpark, Northweave—Thomson Co.

NON-UNION WORK CLOTHES

Big Dad (and others)—Sicelof Mfg. Co., Inc. Blue Bell (and others)—Blue Bell, Inc. Blue Ridge—Blue Ridge Mfg. Inc. Carwood, Commander—Carwood Mfg., Inc. Crown, Headlight—Crown Overall Corp. Dickies—Williamson Dickie Mfg. Co. Rutter-Rex—Rutter-Rex Mfg. Co. Sturdee—Stahl Urban Co. Washington Dee Cee (and others)—Washington Mfg. Co. (Southern Mfg. Co.)

NON-UNION TIES

Superba—Superba Cravats, Inc. Wembley—Wembley Inc.

NON-UNION GLOVES

Van Raalte—Van Raalte Co., Inc.

STEW AND LOU



Health & Welfare

Continued from Preceding Page

Normally these deductibles apply to each member of the family who is insured, but there are several types of modifications used. If two or more insured family members are in the same accident, one deductible may be applied and it is also possible to provide that if two members satisfy the deductible in the same year, all other family members are considered to have satisfied the deductible.

It is very important under a major medical plan that you keep a very accurate record of all medical expense. If there is a doubt in your mind as to whether or not the expense is a benefit of the contract and will either make a part of the deductible or be paid by the insurance carrier under the base plan, you should submit the claim to the company and allow them to make the refusal or payment of the claim as the case may be. A great many dollars and benefits are lost each year by failure to keep adequate records of medical expenses. In some instances they may also be used for income tax deductions.

There are additional points to discuss under the Major Medical Plan phase and this discussion will be continued next month.

CAL'S CONSUMER COUNSEL HITS FISH FILTH IN FOOD

Mrs. Helen Ewing Nelson, Consumer Counsel to Governor Edmund G. Brown, has notified the Federal Food and Drug Administration that on behalf of California consumers she is opposing a proposal to permit the marketing of flour made from whole fish because it would not be fit for human consumption.

Mrs. Nelson has urged the Food and Drug Administration to "hold steadfast in your determination to protect the public from adulteration and filth in food from any and all sources."

The proposal for whole fish flour is being fought by the Food and Drug Administration and Mrs. Nelson because, as presently worded, it would permit use of whole fish including head, eyeballs, scales and entrails with their contents.

In a telegram to George P. Larrick, Commissioner of Food and Drugs, U.S. Department of Health, Education and Welfare, Mrs. Nelson said:

"We can understand the utility of a high protein flour, such as fish flour apparently could be, and would not object to its being marketed if it is produced from the edible portions of fish. However, fish flour, made from the whole fish, including head,

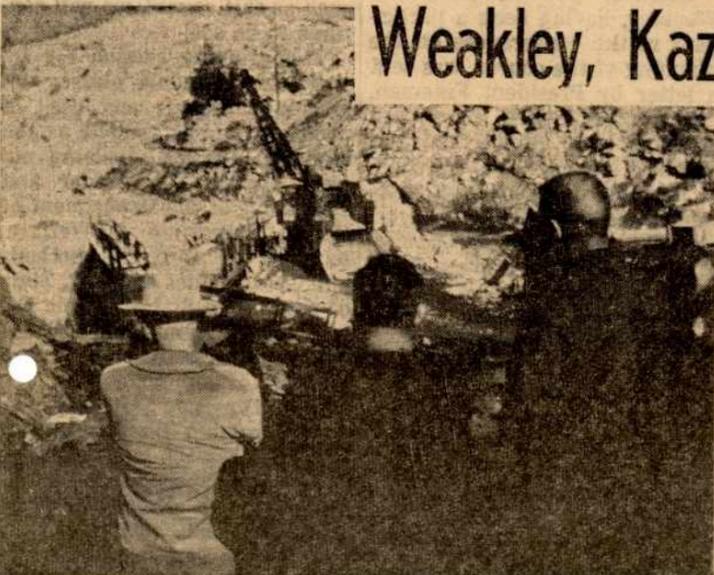
eyeballs, scales and entrails with their contents, as is proposed for marketing, is not a fit food for humans. To have such a product added to our daily bread, as we understand would be its chief use, would leave most consumers no choice but to eat bread containing ingredients considered unfit for human food."

Seniors On Crusade

WASHINGTON (PAI)—Former Rep. Aime J. Forand, chairman, reports the National Council of Senior Citizens has enrolled over 300,000 members in its first two months. It is developing understanding and support for Health Care through Social Security.

"We're giving you a raise, Tomkins," boomed the boss. "We want your last week here to be a happy one."

Weakley, Kaznowski Tour SMUD American River Job



Above the group watches work proceeding on the Diversion Dam at Robbs Tunnel which will carry water to the Robbs Peak Powerhouse.



ictured above on their inspection tour of the American River Project are W. L. Hill, Consultant on the project, Paul White, Hydro-electric Supt., William Warner, Personnel Manager, Harold Warmoth, Asst. General Manager and Ron Weakley, Bus. Mgr. of Local 1245.

Business Manager Ronald T. Weakley and Business Representative Al Kaznowski visited the Upper American River Project of the Sacramento Municipal Utility District on October 24th as guests of the District.

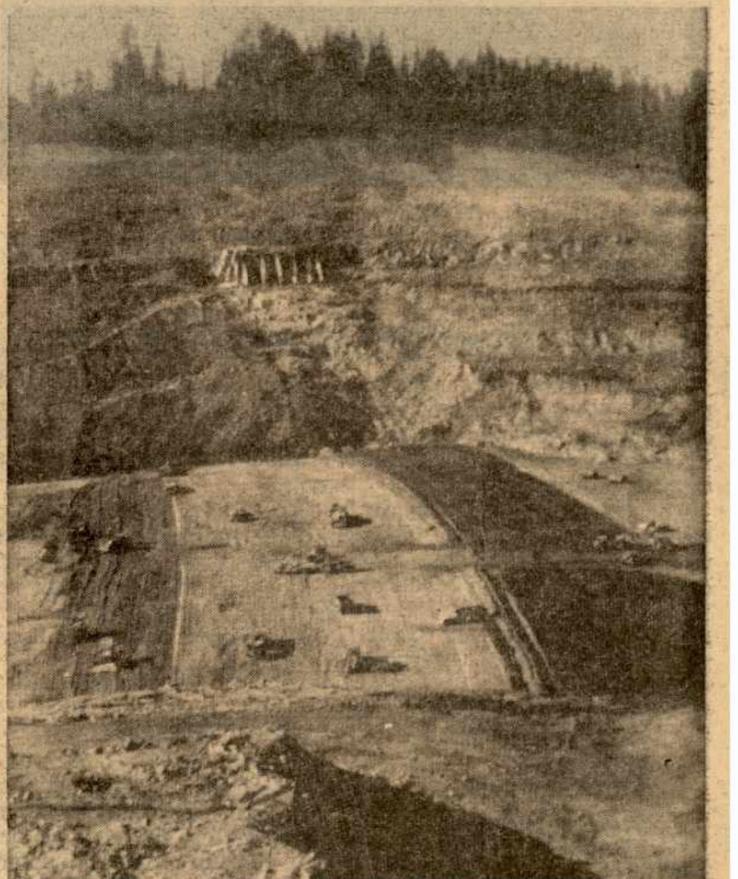
Accompanying them from the District were Harold Warmoth, Assistant General Manager; W. L. Hill, Consultant on the Project; Paul White, Hydro-electric Superintendent; and William Warner, Personnel Manager.

This was the second trip made by Weakley and Kaznowski on this project. The first was a year ago in October of 1960.

Since that time, they reported

ed the first unit of the Jaybird Powerhouse has been completed and is on the line. Generating capacity of this unit is 66,500 KW. Contracts for the second unit, which will also generate 66,500 KW, have been let.

The American River Project calls for raising 14 dams and dikes, building nine powerhouses, and creating twelve lakes storing 423,000 acre feet of water. The present development will produce 238,000 KW in three powerhouses. The ultimate development, which will require additional financing, will produce 530,000 KW from the nine powerhouses.



The Union Valley Dam of the American River Project of SMUD is an earth fill dam which will contain ten million cubic yards of earth.

More on Davey Tree Proposals

(Continued from Page 1)

bers selected for the Negotiating Committee, the Steering Committee is composed of the following: Ben Smallwood, Fresno; John Thompson, Colusa; A. V. Adams, Woodland; Ed Williams, Redding; George Jacobs, Chico; Bob Henson, Bakersfield; Tom Harrison, Gilroy; Ocie L. Hardesty, Escondido; Thomas A. Gosnell, Santa Barbara; and Norman Bresee, Las Vegas, Nevada.

The parties have agreed to commence negotiations on November 28, 1961.

IAM Aids Students

WASHINGTON (PAI)—The Machinists are going to help members children get a college education. Starting next year the IAM will award five college scholarships annually, each recipient getting \$1,000 a year for four years.

Attend Meetings—Take Part in Union Affairs.

SPECIAL NOTICE

Vote Dates -- Bylaw Amendments

The second reading and vote on a proposed amendment to Article III, Section 11 of the Local Union Bylaws will occur during Unit meetings in December. Below is a list of Unit meetings and dates. Consult your bulletin board for time and place.

The proposed amendment reads as follows:

"To qualify as a candidate for Local Union office, Advisory Council member or delegate to the International Convention, a member must have at least two (2) years' continuous good standing in the Local Union immediately prior to April 1st in any election year, and provided his dues for the month of February in any election year shall have been tendered."

This amendment if approved will delete the following from the present provision of the Bylaws: "must have attended at least six (6) unit meetings or Executive Board meetings in the twelve (12) months prior to April 1st of any election year."

December 5 —1117 Wasco; 1211 Salinas; 2311 Oakland; 2413 San Francisco Gas; 2513 Jackson; 3211 Red Bluff; 3414 Willows-Orland; 3811 Sacramento.

December 6 —1114 Taft; 1211 Coalinga; 1214 Watsonville-Moss Landing; 2316 Concord; 2414 San Francisco Steam; 3212 Redding; 3411 Chico; 3911 Sacramento Municipal Utility District; 3011 Sacramento Transit Authority.

December 7—1112 Bakersfield; 1124 Los Banos; 1212 Monterey; 2312 Richmond; 2411 San Francisco Electric, Garage and Warehouse; 2511 Stockton; 3216 Trinity; 3417 Paradise; 3813 Placerville.

December 8 —3815 Davis.

December 12—1113 Madera; 1217 Paso Robles; 1311 Barstow; 1513 Santa Cruz; 2314 Hayward; 2517 Sonora; 3111 Eureka; 3612 Colusa; 3712 Santa Rosa; 3812 Vacaville; 2301 East Bay Clerical.

December 13—1111 Fresno; 1215 San Luis Obispo; 1312 Needles; 1512 Belmont; 2401 San Francisco Clerical; 2515 Modesto; 3112 Garberville-Weott; 3601 Marysville Clerical; 3611 Marysville; 3711 San Rafael; 2211 Oakland General.

December 14—1123 Merced; 1216 Santa Maria; 1511 San Jose; 2516 Lodi; 3613 Oroville; 3716 Napa; 3814 Woodland.

December 19—1118 Wishon; 1213 King City-Soledad; 1314 Avenal; 3213 Fall River Mills; 3511 Auburn; 3717 Fort Bragg; 2011 Standard Pacific Gas Lines Inc.

December 20—1313 Gilroy; 3513 Grass Valley; 3714 Ukiah; 4013 Alturas; 3311 Sierra Pacific Power Company.

December 21—3512 Alta; 4012 Susanville.

December 26—3413 Feather River.



Joseph Taylor demonstrates the operation of a Geiger Counter to students at the IBEW first Atomic Energy Institute for Instructors held in Washington, D.C., October 23 to November 2. At far right is Assistant Business Manager L. L. Mitchell from Local 1245.

Sierra Pac Names Expert in Nuclear Power to Its Staff



RICHARD K. VANDERVORT

Sierra Pacific Power Co. has added an engineer with wide experience in nuclear power generation studies to the company operations staff.

He is Richard K. VanDervort, who comes to Reno from the New York State Electric and Gas Corporation, Binghamton, N. Y., a firm with 470,000 electric customers and 100,000 gas customers.

At Sierra Pacific, VanDervort will be in charge of all electric power production facilities, and will be responsible for considering the desirability of nuclear generation for this area.

The power company recently announced that serious consideration was being given to nuclear power for Nevada "in the late 1960's".

For the past two years VanDervort, as a nuclear specialist with New York State Electric and Gas Corp., has worked exclusively in the field of nuclear energy for electric power generation.

In January of 1960 he was appointed to the Atomic Technical Committee of the Empire State Utilities Power Resources Associates.

In that capacity he took part in technical and economic analyses of various nuclear plants, including boiling and pressurized water, sodium graphite, spectral shift, nuclear superheat and high temperature gas cooled types.

For almost two years he was assigned to work with the Niagara Mohawk Power Corporation in that firm's engineering group and during that period worked on a nuclear plant site survey, and on nuclear power economic studies.

Part of the work at Niagara Mohawk was as project coordinator for the nuclear engineering

I. B. E. W. in Pilot Atomic Institute

The first Institute for Instructors in the I.B.E.W. course, Industrial Atomic Energy Uses, Hazards and Controls, came to a close November 2nd, after a ten-day period of concentrated schooling.

The Institute, being a pilot program, was composed of students chosen by the International Union from candidates selected by I.B.E.W. Locals, judged to have a need for a program in the field of atomic energy. These Locals were invited to submit candidates for the Institute and selection was made based on each candidate's background of education, teaching experience, work experience, personal characteristics, and understanding of Labor's needs and goals.

Business Manager Ronald T. Weakley, having been a participant in the conferences on the planning of the course, was sent a letter by President Freeman, inviting Local 1245 to submit a candidate to attend. Assistant Business Manager L. L. Mitchell, as a candidate from Local 1245, was selected to attend and received a certificate of accomplishment from President Freeman on November 2nd, as did the others in the class.

THE TEN-DAY COURSE was conducted to train the first complement of instructors and determine final changes needed in material which will be printed and used as course material for teaching I.B.E.W. members engaged in the uses of atomic energy. The purpose of the course is to provide a basic knowledge of atomic energy, its industrial uses and to point out the opportunities in this new industry. The objective is to help the worker to prepare himself to be better qualified at his craft in industries using nuclear products.

PRESIDENT FREEMAN, in opening the sessions, stated, "It is no longer enough for a craftsman to be skilled in his trade

group working on the Vallecitos Experimental Superheat Reactor, a project of Empire State Atomic Development Association (ESADA). In that capacity VanDervort was responsible for coordination of the nuclear group's designs with those of mechanical and other engineering groups.

A graduate of Rensselaer Polytechnic Institute, as a chemical engineer, the new power superintendent is a member of the American Society of Mechanical Engineers and the American Nuclear Society. He is also a past member of the National Association of Corrosion Engineers and of the Chemistry subcommittee.

and possess no other knowledge. The worker who, through experience, on the job training, or education, has other specialized knowledge such as an understanding of the basics of radioactivity and radiation protection will be in a better position.

"For well over half a century, the Brotherhood has provided our craftsmen with the highest degree of technical knowledge and skill, and through training such as this course, we will continue to do so."

This training session for instructors included classes on teaching methods and uses of audio-visual aids as well as the technical courses involving nuclear theory. Dr. Towler and Dr. Strong of the Department of Health, Education & Welfare, lectured on teaching methods and George Miles and F. R. Zintz of the United States Atomic Energy Commission presented the materials on uses, hazards and controls of atomic energy. Joe Taylor, Director, Skill Improvement Training Department, of the I.B.E.W., conducted various laboratory experiments and coordinated the changes in materials and texts which will be used for the later membership programs.

NOTICE

The Apprenticeship Committee has recently discussed the matter of entrance requirements to power plant apprentice classifications. These employees will receive comprehensive training during their apprenticeship and entrance requirements will be established for P.G.&E. power plant classifications of

- Apprentice Electrician
- Apprentice Instrument Repairman
- Apprentice Machinist
- Apprentice Mechanic
- Apprentice Rigger
- Apprentice Welder

These requirements will parallel those of other classifications on which agreement has already been reached.

Testing will be instituted for these classifications on the job bids to be awarded in January of 1962.

Details will be carried in the December issue of the **UTILITY REPORTER**.



Unit Chairman C. P. Williams presents a volt-ohm meter to Howard Darington as a token of appreciation for his service in many capacities to the members of the Watsonville - Moss Landing Unit.

Members Honor Bro. Howard Darington

Howard Darington, Moss Landing Steam Plant, was presented with a volt-ohm meter by the members of Unit 1214 at the October meeting of the Unit.

The gift was a token of appreciation for the many hours which Brother Darington had devoted so capably on behalf of his fellow union members. Howard has served as Unit Chairman, Chief Steward, Grievance Committee Member, Conference Delegate, and as a member of the Steam Department Advisory Committee.

He is particularly well-versed on grievance procedure, Contract language, and the Health Insurance coverage provisions. Presently, Brother Darington is taking a course in electronics at Cabrillo Junior College in Watsonville, in addition to serving

as Unit Recorder and Joint Grievance Committee member. The volt-ohm meter will be put to good use by him in his studies.

The gift was presented to Brother Darington by Unit Chairman C. P. Williams, who pointed out how important to our Union is the unselfish devotion of members such as Howard Darington.

The Lights Go On

IN COLUMBUS, GA., AFL-CIO leaders chalked up one more score against automation as the perfect labor-saving device. Recently a dark thundercloud passed over the city. An automated street lighting system promptly turned on all the city's street lights—at 10:30 a.m.