

"Christmas is to be found in many places,
But its' favorite haunt is home."
—Laurel Anderson



Opening Awards Made on First Atomic Unit Jobs

Provisional awards on thirteen operating and eight control technician or apprentice technician jobs for the new PG&E Humboldt Bay Unit No. 3 have been made from bidders on jobs posted September 20, 1961. These jobs were posted for the manning of Pacific Gas and Electric Company's first nuclear power unit which is expected to be placed in operation in the fall of 1962.

Union and Company began discussing the procedure for handling the awarding of these jobs in mid-1961 and are still in the process of preparing job descriptions and lines of progression.

Agreement on job posting procedures, together with details on provisional awards, was reached and a letter of understanding signed on September 14, 1961.

Due to the use of nuclear fuels in the Plant it will be necessary to prepare all operators from Assistant Control Operator classifications and above for eventual testing by the Atomic Energy Commission before licensing. This developed a need for careful selection of employees who would be given jobs in the new Plant. In order to insure a competent and fully-trained complement for the new operations, screening procedures for applicants who would be given the awards provisionally, and a schooling and training procedure were adopted with final awards being

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YOUR Business Manager's COLUMN

After having written over one hundred of these columns and after having served for ten years as Business Manager of Local 1245, I wish to take this opportunity to say a few words about the "state of the union" in December, 1961.

Past events are now a part of our history and serve mainly as experience which will guide us in the future changes. The membership of our Union has made a considerable investment of time and effort in order to build and maintain this organization. This investment has produced a substantial record of progress.



R. Weakley

In 1962, the

(Continued on Page 3)

Local 47 Accepts So. Cal. Pay Offer

Members of Local 47, IBEW employed by Southern California Edison Company voted last week to accept a wage offer from the company. The Agreement was open only on wages at this time.

The wage offer was split into three levels, with four per cent (4%) on rates up to \$2.552 per hour which includes the top of the Groundman-Helper classification. Rates between \$2.552 an hour and under \$3.014 would receive four and a half per cent (4½%). All rates from \$3.014 and above would receive five per cent (5%). This top rate of five per cent would apply to

various jobs such as Painters, Carpenters, Senior Clerks, Rate Accountants, Group III Operators and Linemen.

Ballots were counted Friday evening, Dec. 15, and resulted in a substantial majority for ratification, according to Bus. Mgr. Al Coughlin.



Utility Reporter

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OAKLAND, CALIFORNIA

DECEMBER, 1961



In the above scene is shown the Grievance Seminar at the final Steward's Conference held in San Francisco on Dec. 2. Leading the discussion are Bus. Representatives John Wilder, Norman Amundson and Dan McPeak. Seated on this side of table are Clement "Pat" McCormick, Christopher O'Connor, Assistant Bus. Manager L. L. Mitchell, Grace Herrshaft, and John Morgan. Seated across from them are Terrance McGovern, Joan Bynum and Kathryn Cole. At the far table is Frank Shaffer.

S.F. Session Winds Up Highly Successful Steward Meetings

The current session of scheduled Stewards' Education Conferences for 1961 has been concluded with the final session being held in San Francisco on December 2, 1961.

The first session was held in Vallejo, Saturday, October 7. A series of meetings was held in thirteen selected locations in order to provide training sessions within a reasonable commute distance of the Steward's home.

The sessions were developed to provide two-way communications. Lectures on the Steward functions and operation gave instruction in techniques of grievance processing. Work shop sessions on organizing and future educational programs provided the Stewards with an opportunity to criticize Union programs in these fields and to offer constructive suggestions for improvement.

INTEREST HIGH

Interest and participation was high in all of the several conferences. Summaries from all sessions were made by group recorders and are being used by the Union office in developing future programs.

While conclusive recommen-

dations were not made, the reports indicate a fair consensus of ideas and provide guidelines on the timing, frequency and subject matter for future conferences.

The most general suggestion

on future sessions indicates a desire for one-day, Saturday sessions on an inter-divisional basis with location to be based on gaining maximum participation within an area which would

(Continued on Page 7)

Sacto. Transit Wins Third Annual Award

For the third year in succession Local 1245 members employed by the Sacramento Transit Authority were honored by the presentation to the Authority of a Maintenance Efficiency Award by the magazine Fleet Owner, national magazine of the truck and transit industry.

G. Mangin, Supt. of Maintenance, accepted the award on be-

half of the Authority at a dinner held at the Red Rose Restaurant in Sacramento on Wednesday, Nov. 29.

Basis of the award is the achievement of the most favorable balance between low maintenance expenditures on vehicles and reliable, trouble-free operations. Important factors contributing to this balance are the number of miles logged per vehicle failure, percentage of vehicles available for service at all times, cost of maintenance per mile operated and general excellence of repair and maintenance facilities. Scores of fleet operators from every part of North America compete for these awards every year.

The Utility Reporter has carried the story of the presentation of this award to the Sacramento Transit Authority for three years now and proudly so for these members are carrying on in the tradition of skilled capable workmen which is at core of IBEW principles.



G. Mangin, Supt. of Maintenance for the Sacramento Transit Authority accepts the Fleet Owner Maintenance Efficiency Award from Transit Authority Board members A. Landis and D. Christenson. This is the third year that Local 1245 members working for the Authority have been honored by winning this

award. Standing L. to R. are L. Holmes, C. Higgins, J. Poulson, W. Bowser, R. Stoddard, F. Vasquez, S. Perri, O. McGregor, F. Czernicki, E. White, and Business Representative A. Kaznowski. Seated L. to R. are R. Calzascia, G. Smith, and M. Wilson. Not visible in the picture are F. Fleming and C. Hagel.



The UTILITY REPORTER



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WELCOME! TO THESE 237 NEW MEMBERS

The following people have been welcomed into Local 1245 for the month of November, 1961:

—BA— APPLICATIONS SAN JOAQUIN

- Bissmeyer, Gary L.
- Currier, Kenneth D.
- Hoppert, Doyle P.
- Little, A. L.
- Marciochi, Louis F.
- Martin, Lewis A.
- Parker, Larry R.
- Price, Joe L.
- Stewart, Fred P.

COAST VALLEYS

- Inman, Charles
- Mitchell, David L.

PIPE LINE OPERATIONS

- Soden, James S.

SAN JOSE

- Wangeman, Rodney C.

STORES

- Clark, Ralph W.
- Courtney, Martin W.
- DeGennaro, Ralph
- Zachery, Lloyd E.

EAST BAY

- Edwards, William J.
- Hardin, Jerry W.
- Hovey, Carl A. Jr.
- Lancaster, Michael L.
- Dracup, Gordon R.
- Lanny R. Larsen
- McCausland, Gerald
- Ostrander, David L.
- Parker, James W.
- Pilcher, Kenneth
- Russell, Jimmie L.
- Walker, Albert T. Jr.
- Whitley, Norman W.

SAN FRANCISCO

- Auilez, Raymond
- Blevins, Arthur W.
- Dietz, James L.
- Donchenko, Victor
- Enerson, Richard
- Ferrera, Victor F.
- Henshaw, Edward P.
- Johnson, Robert D.
- Kerwin, Richard J.
- Lechner, William A.
- Ricketts, Gordon A.
- Riebeling, Jerry R.
- Stapp, David L.
- Turner, Noel

GENERAL OFFICE

- Anderson, Algene G.
- Collins, Selby
- D'Amico, Sharon L.
- Marshall, Ann E.
- Serrano, Audrey J.
- Wasmer, Catherine

STOCKTON

- Flinders, Ronald R.
- Ford, Lavern
- Germany, Burrell D.
- Knisely, Robert C.
- Portuges, Paul
- Willette, John C.

HUMBOLDT

- Jurado, Daniel H.
- Russell, Jimmy S.

SHASTA

- Brewer, Pleasant B.
- Scott, Terrance L.

SIERRA PACIFIC

- Cleveland, Mickey J.
- Ely, James N.
- Wilson, Terry L.

DE SABLE

- Arbuckle, H. R.
- Davis, Roy L.
- Laurence, Delbert M.

COLGATE

- Behm, LeRoy J.
- Crowhurst, Harold B.

NORTH BAY

- Aspey, Donald P.
- Day, Bonnie Lee
- Day, Wallace S.

SACRAMENTO

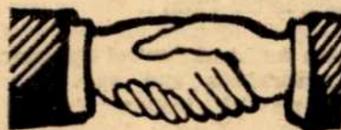
- Minor, Richard L.
- Smith, Roy B. Jr.

CITIZENS UTILITIES

- Branam, Masako G.
- Dolies, Fred W. Jr.
- Gibson, Dannie F.
- Hallam, Patsy J.
- Hildrith, Richard J.
- Jourden, James D.
- McClure, James M.
- Runge, Kathryn S.
- Thoman, Carole
- Wright, Jimmie M.

GENERAL CONSTRUCTION

- Abney, James J.
- Arellano, Joe S.
- Bigham, Steve R.
- Blewett, James L.
- Bogan, Charles
- Bowen, Larry L.
- Brown, James E.
- Coldren, Sterling P.
- Cole, Ronald E.
- Corrales, Henry T. Jr.
- Crook, William H.
- Daly, Michael
- Ervin, Clinton L.
- Gordon, James R.



- Haraldson, Tore
- Jackson, Jimmie D.
- Jones, Dennis P.
- Leslie, Charles C.
- Lewis, Charles D.
- Maxwell, Charles R.
- McClerry, Ronald D.
- Messer, Robert
- Mendez, Juan
- Milco, Robert
- Miller, Larry A.
- Murphy, James O.
- Myers, James P.
- Seaman, John P.
- Schneider, Donald D.
- Parlet, Donald A.
- Shepherd, Rodger E.
- Tomlinson, William
- Utey, Jimmy D.
- Williams, Kenneth R.
- Willoughby, Bruce
- Witten, Ted T.

UTILITY TREE SERVICE

- Isborn, Doyle W.

DAVEY TREE SURGERY CO.

- Adams, A. V.
- Adams, Lealon E.
- Addington, David N.
- Allen, Jackie
- Allen, Ray
- Armijo, Ernest
- Barry, Fred
- Beatty, Stanley E.
- Birchfield, Dene
- Black, James D.
- Boots, Roy M.
- Brimson, William
- Brown, Leo D.
- Browning, Melvin
- Bruffett, Lowell
- Bumpus, James
- Calvin, Larry D.
- Carter, Marlin D.
- Clark, Lloyd
- Claypool, David J.
- Coggins, Albert
- Colbert, Parke D.
- Cooper, Harley
- Correll, S. J.
- Cothorn, Herbert

- Couch, James F.
- Cowan, Bud
- Crosby, Vernon
- Cullen, Robert A.
- Daniel, Paul E.
- Daniels, Roy
- Denny, Gerald L.
- Derby, Ronald E.
- Ellis, Thomas J.
- Epperson, George D.
- Evans, Joe
- Fleming, Blake
- Fleming, Bradford
- Freel, Marion E.
- Friend, Richard L.
- Greer, Jack D.
- Fuller, Gus E.
- Hardesty, Ocie L.
- Harrell, Blain W.
- Harren, Ralph C.
- Harrison, Thomas E.
- Hedrick, Robert D.
- Heineman, LeVoyle E.
- Henson, Bob E.
- Henson, Donald J.
- Herring, Gordon R.
- Hobbs, Ernest
- Hopkins, Bobby G.
- Hughes, Clarence M.
- Hughes, David
- Jacobs, George V.
- James, Gerald H.
- Jewett, Edward C.
- Jordon, Floyd L.
- Kays, John D.
- Kruslock, Harold A.
- LaMar, Jasper L.
- Landrith, Clarence J.
- Lawson, Donald K.
- Leavell, George E.
- Linguist, Emil J.
- Mahoney, Jack B.
- Martin, Robert J.
- May, James M.
- Mayes, Kenneth E.
- McCoy, Joseph E.
- McDowell, Robert
- Nuner, Eugene
- Nuner, Lloyd
- Palmer, Louis E.
- Parker, Marvin S.
- Parks, Marion
- Payne, Erskine T.
- Payne, Hubert
- Peers, Frank D.
- Peters, Jacob E.
- Phipps, Richard
- Pope, Thomas R.
- Potter, Kenneth R.
- Powell, Prentis
- Ritter, Jerry M.
- Robinson, Elmer Y.
- Rogers, Robert D.
- Sanders, Charles
- Sartain, John
- Saunders, Lee R.
- Sells, Dave H.
- Senior, Jay
- Shuford, Hershell
- Smallwood, B. J.
- Smith, Neil
- Smith, Otha J.
- Spitler, Fred
- Standridge, Nolan S.
- Stanford, Charles W.
- Staton, Edgar
- Stoffel, Edward T.
- Sturges, Doyce
- Swithenbank, Gene W.
- Taylor, George E.
- Thompson, John L.
- Tuttle, Romayne
- Vanoni, Leo
- Welker, Virgil
- Whetstone, D. D.
- Whiteside, Don
- Williams, Bill
- Williams, Charles L.
- Williams, E. D.
- Williams, Leon
- Wilson, Eugene L.
- Williams, Henry F.

A Hope, This Christmas?

Each year at this time it is the custom for Newspapers to carry Christmas messages in which thoughts appropriate to the Season are expressed.

For several years now a recurrent theme in these messages has been the Nuclear Age and the threat it poses to all of mankind. We seem to utter a collective sigh, look about us in wonder and state, "We made it through another year. Maybe there's hope after all."

Is there any hope for mankind? Will we be able to solve the one crucial problem which we are reminded of each year at this season dedicated to celebrating the birth of one who brought a message of "Peace on Earth?" Are the prospects better or worse in this particular year?"

It would seem that there are two hopeful situations present this year. One of them is the fact that we are still talking. Some of the words we exchange are very harsh and sometimes it appears that we are about to call somebody's bluff. However, as long as we keep talking we may find a solution.

The other sign that we can take hope from is that it appears that people are beginning to accept the difficult task of learning to live together. We all know that it's much easier to resort to hatred and violence as a solution to our relationships with other human beings than it is to work them out in a peaceful manner. On an individual basis it's very easy to quarrel with a neighbor and then to carry on a never ending program of ignoring him or snarling at him. What is really hard is to approach him on the basis of talking this problem out, acknowledging wrong on both sides and living at peace once again.

In the same manner it is easier for Nations to withdraw and to cut off communications with another Nation or even to resort to War. This is the easy way out. The difficult but better solution to a conflict is to take the long approach of searching for an answer which will be satisfactory enough to each side so that it can be accepted. This is the long hard way which the people of all the world must elect to travel.

In spite of a seeming worsening of the world situation during 1961, there also seems to be an appreciation of the nature of our task by the people of the world and a growing willingness to take this path. If this is truly happening why then there is hope this year at Christmas Time.

Welch and 273 Priests

(From an editorial in "The Pilot," weekly publication of the Boston Archdiocese of the Roman Catholic Church).

"It is going to be a tough pill to swallow, but after so many others from the same source, we might as well open up and take it. Mr. Robert Welch (founder and head of the John Birch Society) has in effect declared this week that there are 273 Catholic priests in the United States who are Communist sympathizers. In his own words he made a 'long-range guess' that one-half of one per cent of the U.S. Catholic priests are 'com-symp.'"

"We would like to go along with Mr. Welch and make him a sporting offer. We will print the names of any fifty of these priests that he can produce and along with it, as space allows, whatever evidence he has to support his charges. We would like to be able to provide space for his evidence against the Chief Justice of the Supreme Court, Mr. Warren, whose impeachment he is seeking, and also any new evidence he has against that sturdy subversive, Dwight D. Eisenhower, whom he attacked some years ago. We can't go 'whole hog,' however, and we will have to be content with the priests.

"In the meantime, Catholics ought to be alerted about their clergy. If you hear anyone saying a good word about socialized medicine, or the welfare state, be on your guard. Another clue would be any preoccupation with social justice, living wage, sick benefits, or government controls. All those point in the direction of socialism—and it's only a step beyond to the Red menace. Also keep your eye out for any priest (or even a layman) who has any confidence in our national government the Federal Bureau of Investigation and the Central Intelligence Agency. 'Our government,' says Mr. Welch, 'has been the greatest force in the world supporting the Communist conspiracy . . .'"



"We call him Mata Harry. He's a company spy!"

Membership, Lobbying—AMA vs. AFL-CIO

The American Medical Association has approximately 172,000 active members. The AFL-CIO has roughly 13,500,000. But guess who spent the most on legislative activities during the first six months of the year.

The AMA, heaviest lobby spender of any organization during the January-June period, reported to the Clerk of the House that it spent \$146,984.40, largely successfully fighting medical care for the aged based on the Social Security system. In contrast, the AFL-CIO spent only \$67,960.35. In short, the AMA, with only 1.27 per cent as many members as the AFL-CIO spent more than twice as much money in influencing legislation.



Visitor to Local 1245's offices on November 24 was E. I. Ekwerike, President General of the Electrical Workers Union of Nigeria. He is in this country to seek assistance from American Labor Unions in building the free Trade Unions in his country. They desperately need people who can train the members of Nigerian Unions in the skills needed to operate an efficient Union. Above Brother Ekwerike is pictured with Assistant Business Manager A. M. Hansen and Father Salvatore DiNardo, O.P. who was his escort during his visit to the Bay Area.

Season's Best Wishes

a message from the president of our local

By JAMES E. GIBBS
Local 1245 President

On behalf of myself, the officers, the entire staff and office force of Local 1245, I should like to extend Holiday Greetings to all the members of our Union and their families. It is our sincere hope that this joyous Season finds you in good health and able to participate fully in the celebration of the birth of the Prince of Peace.

Christmas is a Family Holiday and is special because of this fact. Family traditions are established which give Christmas warmth and meaning which even the trend toward commercialization of the Holiday cannot destroy. There is one subject I would like to write a few words on which is not directly related to the Christmas Season. It is, however, in the area of New Years Resolutions.

At our Unit meetings in January, we shall be discussing the voting on recommendations to the Negotiating Committee for our general negotiating sessions with the Pacific Gas & Electric Company. Before that time, we would like to have discussions going on in all our Union families on the proposals we shall make this year.

The Union Agreement affects the entire family because of its importance to the family wage earner. There are many considerations to make: What are our goals on wages? What are our goals in terms of benefits? How much emphasis should be placed on achieving greater job security so that the family will have the security of knowing there will be a wage?

As your Union President I would like to have every member resolve to participate more fully in the Union's activities during the coming year.

YOUR Business Manager's COLUMN

(Continued from Page 1)

structural machinery of Local 1245 will be set in motion in order to seek further progress on behalf of the membership. We are geared and financed to accept the challenges of 1962 as we engage in wide-open bargaining on nearly all of the properties in our jurisdiction.

Two ingredients are necessary in order to put forth a maximum effort in 1962. The first is the basic requirement which is an interested, informed and active working membership. The second is a hard working, knowledgeable and responsible leadership.

1962 will be a test of both ingredients and the degree to which these two cooperate toward common objectives will spell the results in terms of gain or loss.

I have stated that the general atmosphere is changing in our industry and in the country. Needs of members and needs of employers are changing so that it is probable that some new bargaining areas will supplant some of those of the past.

Our Local Union Conference in April of 1962 will set forth our general bargaining policy. It is not too early for the membership to give serious thought to recommending some sensible and necessary improvements with enough force behind them to outweigh some of the perennial "pie-in-the-sky" proposals which serve to detract from the practical efficiencies of proper bargaining procedures.

Thus, it is my considered opinion that in order to get rolling in the right direction, the working men and women who own and operate Local 1245 should get to the Unit meetings in January and discharge the responsibility that rightfully belongs to every single member who is affected by the end result—the next contract.

Meanwhile, I take this opportunity to wish each and every one of our readers a Merry Christmas and a Happy and Prosperous New Year.

A man doesn't begin to attain wisdom until he recognizes that he is no longer indispensable.—Admiral Byrd.



CECIL WELLBORN

Cecil Wellborn Is Winner of West Shooter Honors

An entrant in the Annual Western States Fall Flyer Championship Shoot held in Reno, Nevada, November 16th through 19th, Cecil Wellborn, Local Union Shop Steward and P.G. and E. troubleman at Colusa scored high honors for the first three days of the contest and took second place in the overall total score for the four day event.

Shooting a 12 guage Browning 'over and under' in a field of 107 shooters from Western and Mid-Western States and Canada, Wellborn scored 24 out of 25 flyers on the first day to tie with 6 other entrants then went on to win the "shoot-off" for First Day honors and the Silver Buckle Award.

In the contest shoot of 25 flyers per day for 4 days, Wellborn ended the second day's shoot with high score of 48 out of a possible 50, two ahead of the entire field, remained ahead of the field on the third day with a one-bird lead and finished second in the final score for four days shooting, outscored by one bird for top honors, which went to three-times World Champion Homer Clark Jr., of Ohio.

Wellborn made use of his vacation time to enter target and flyer shooting events, scoring second place in the Annual Fall Target Championship shoot at Las Vegas in September with a score of 98 out of possible 100 and winning honors and a generous portion of the prize money in the November Flyer Shoot at Reno.



SACTO. TRANSIT PACT IS OK'D

On November 22nd, Local Union 1245 members employed by the Transit Authority of the City of Sacramento voted by a substantial majority to ratify the results of this year's negotiations between the Union and the Authority.

The revised Agreement which will run for a two-year period, provides for a general wage increase of 4 per cent retroactive to September 15, 1961. On September 15, 1962, an additional 3.2 per cent wage increase will become effective, as will a 3c per hour adjustment which will be applied to Journeymen classifications and above.

This year's negotiations required extensive meetings between the parties and included an appearance by the Union's Committee before the Transit Board. Prior to ratification, the membership had twice rejected offers made by the Authority. Neither of these offers were recommended by the Union's Committee, as was the offer which was accepted.

Representing the Union were Robert W. Calzascia, Assistant Business Manager M. A. Walters and Business Representative Alfred R. Kaznowski. The Transit Authority was represented by General Manager George R. Troutwine, Supervisor of Maintenance Eugene Mangin and General Foreman Everett White.

In Memoriam

ALBIRDUS PEOPLES, JR. passed away November 23, 1961. Brother Peoples was a Manhole Frammer from San Francisco Division and was initiated into the I.B.E.W. on November 6, 1950.

RUSSELL J. ROSE, a Cable Splicer from East Bay Division, died in October, 1961. Brother Rose had been a member in the I.B.E.W. since February 1, 1956.

CURTIS O. BAKER, a member of the I.B.E.W. since April 1, 1948, died in October, 1961. Brother Baker was a Lineman in the San Joaquin Division.

FRED H. MILLER, a Meter Reader from San Francisco Division, passed away on December 2, 1961. Brother Miller was initiated into the I.B.E.W. on April 1, 1956.

LEO J. ALGRA, a Laborer in the General Construction Department, died on December 5, 1961. He was initiated into the I.B.E.W. on September 1, 1954.

E. B. RUSSELL, retired since February 1, 1955, passed away on December 5, 1961. Brother Russell had been a Carpenter Foreman in the Stores Division and a member of the I.B.E.W. since March 15, 1950.

WILLARD J. COLE a Helper in the General Construction Department, passed away December 13, 1961. Brother Cole was initiated into the I.B.E.W. on October 1, 1956.

DONALD UPWALL, a member of the I.B.E.W. since June 1, 1952, died in October 1961. Brother Upwall had been a Clerk in the Stockton Division.



Members Voting On Davey Settlement

Wednesday, Dec. 13 following a bargaining session which commenced on Nov. 28 and involved six full days of meetings, Local Union 1245's Negotiating Committee received an offer from the Davey Tree Surgery Company. This offer is to serve as the basis for settlement of this year's negotiations and the establishment of an agreement between Union and Company covering wages, hours and other conditions of employment.

The Union's Negotiating Committee has agreed to submit the proposed settlement to the Local Union's membership by the Davey Tree Surgery Company for their consideration.

Special Meetings are being called for the purpose of presenting the proposed settlement in detail to the membership, and after full discussion, voting will be conducted by secret ballot on acceptance or rejection.

1245 Organizes Nolan Tree Surgery Co.

On December 5, Local Union 1245 filed a petition with the National Labor Relations Board requesting an election seeking to be certified as the Collective Bargaining Representative for the employees of the Frank L. Nolan Tree Surgery Company. This petition was submitted as a result of a 100 per cent sign-up by the employees requesting that Local Union 1245 be their Collective Bargaining Representative. This Company is another Tree Surgery Company performing line clearance work for the utilities whose employees are represented by Local 1245.



AN IMPORTANT REMINDER

All members employed by PG&E are reminded that recommendations for negotiations must be sent to the Negotiating Committee by February 15.

In order to meet this deadline the January Unit meetings should take action to vote on those proposals which they want included in 1962 negotiations and send them on to the Committee.

The Negotiating Committee would also like to urge all Units that they include supporting evidence and where needed an explanation of their proposals.

HELP FOR PARENTS

State Offers Printed Guides on 200 Jobs

Many of the members of our Union who have teen age children are faced with the difficult task of counselling them on the selection of a vocational goal. The California Department of Employment has some materials which can be of great assistance in this task. These are their Occupational Guides which are obtainable from any office of the Department of Employment at no cost. They are also available in most libraries and often are on file in the Counsellors Offices of most High Schools.

These Guides contain the information on approximately 200 different occupations including the training required, the type of work performed, educational requirements, probable wages, working conditions, promotional opportunities, employment opportunities and the locations where these jobs are available.

The Guides are revised on a regular basis so that they will contain up-to-date information.

On this page you will see a picture of the front page of one of the guides, that for Professional Nurse. The complete text of another guide, that for Electrician Apprentice, is printed in full on this page, also the complete list of guides that are available.

ELECTRICIAN APPRENTICE

(Number 174)

San Francisco
Bay AreaPrepared: Dec. 1958
Revised: June 1961

THE JOB

Guided by a formal program of on-the-job training and related classroom studies, the Electrician Apprentice serves a four year apprenticeship to learn the electrician's trade.

In the building trades these programs are conducted under a written agreement between the apprentice and a local joint union-employer apprenticeship committee. These agreements are registered with the State Division of Apprenticeship Standards. To develop competent workers in this craft, the International Brotherhood of Electrical Workers and the National Electrical Contractors Association have jointly developed an extensive national apprenticeship program. Local programs are administered through the local employer and employee organizations by the joint apprenticeship committee.

Apprenticeship training is also conducted by the Federal Government. Under this training program, apprentice electricians learn the trade in government establishments in the Bay Area.

THE WORK

The electrician apprentice receives diversified training by working for several electrical contractors on a rotating program during the course of his apprenticeship. He will work on residential, commercial, and industrial installations. He will learn how to use and handle the tools and materials of the trade under the direct supervision of a journeyman.

In the early part of his apprenticeship, the young worker is assigned such handy-man tasks as carrying tools and materials between the truck and the job site. As he progresses, he learns minor dismantling operations, switch-box installation, and routine house wiring, using knob and tube insulation. He is trained in installing outlets and fixtures. He helps to install conduit lines, cutting conduit pipe to size, assembling, and pulling wires through the pipe. Under supervision, he assembles, installs and tests electrical fixtures, controls, and wiring used in light and power systems of buildings or other construction projects.

In Federal establishments in the Bay Area, the majority of the apprentices train as ship electricians. Much of the work, however, is similar to that performed in the building trades.

WORKING CONDITIONS

The apprentice furnishes his own hand tools and textbooks. A typical list of tools for the beginner is that required by one

local apprenticeship committee. In addition to a tool box, several sizes of pliers, screwdrivers, and Stillson wrenches; a claw hammer; center punch; a 6-foot ruler; a wood chisel, and an electrician's knife.

Although the work does not require great physical effort, the apprentice electrician must be capable of standing for prolonged periods, climbing, crawling, crouching, and working in cramped quarters. Because wiring is frequently keyed by color for connecting purposes, the worker cannot be color blind. Finger dexterity is also essential.

Depending on the job, the work may be performed either indoors or outside; generally, however, the major portion of the duties are indoors or in the semi-shelter of unfinished buildings.

Falls from scaffolds or ladders, cuts from sharp tools, and electrical shock and burns from "live" wires are some of the hazards encountered in this trade. These dangers are minimized by adherence to safety practices learned during apprenticeship. The electrician takes such precautions as wearing rubber gloves when he is working with "hot" wires.

With the exception of those employed in Federal establishments, almost all electricians and apprentices in the Bay Area are members of the International Brotherhood of Electrical Workers.

Major Bay Area employers of both journeyman and apprentice electricians in construction work are electrical contractors. Among other industries, shipbuilding and repair and government agencies are important employers of this worker. Maintenance electricians are found in a wide variety of industries and businesses that do their own maintenance electrical work.

EMPLOYMENT OUTLOOK

Electrician apprentices in the Bay Area's construction industry numbered approximately 415 in the spring of 1961; an additional 110 electrician apprentices were employed at Federal establishments.

Characteristic of this trade throughout the six-county region is the sizeable surplus of young persons seeking apprenticeships during both good and poor construction years. Particularly attractive to these prospective apprentices are the relatively high hourly wage rate paid the journeyman electrician and the fact that the electrician generally suffers less from the seasonal unemployment that

plagues many of the skilled building trades.

Linked as this trade is to the health of the construction industry, the long-term outlook is good for growth in the number of apprenticeship openings in this area. Because of the popularity in this field, however, competition for these openings will be strong and a high degree of selectivity will continue to be exercised by those responsible for the industry's apprenticeship program.

For the journeyman electrician, job prospects in the Bay Area are good, especially for the worker who sees to it that his skills and knowledges keep pace with changes that are taking place in his craft. With the increasing use of electrical appliances and electronic devices in homes, factories, and commercial buildings, more work will be created for the qualified craftsman. Electronic cooking units, garbage disposals, and the promise of solar heating systems typify some developments in household equipment alone that will affect this trade. The growing importance of electronics has necessitated revamping some aspects of the apprenticeship program. New techniques such as those used in pulling wires and fastening conduits as well as the use of prefabricated materials also point to the importance of the electrician's being alert to changes in the skills required in his trade.

WAGES AND HOURS

Apprentice electrician wages in the Bay Area, effective mid-1961, begin at \$2.20 to \$2.275 an hour, or 50 per cent of the journeyman's hourly rate of \$4.40 to \$4.55, depending on the allocation of fringe benefits in the local union contract. In some areas, a vacation allowance is included in salary. If the apprentice's work and classroom studies are satisfactory, he receives increases of 5 per cent each six months of his training period. Employers also contribute to health and welfare, pension and vacation funds. The normal workweek is 40 hours, Monday through Friday. Double time rates are paid for the occasional overtime work that occurs.

The beginning wage for the Federal apprentice is \$2.31 per hour with annual increases during the four-year apprenticeship. Entry rate for journeyman electricians in Federal employment is \$2.91 per hour. The same requirement of satisfactory performance on the job and in the classroom applies as in private industry before the apprentice is granted a raise in pay. The normal workweek is 40 hours with overtime pay at time-and-one-half regular rates.

ENTRANCE REQUIREMENTS

An applicant for an apprenticeship in private employment usually must be between the

OCCUPATIONAL GUIDE

STATE OF CALIFORNIA
Gerald R. Brown
Governor

DEPARTMENT OF
EMPLOYMENT
TITUS H. POHLEN
Director

NURSE, PROFESSIONAL

(INDUSTRIAL AND OFFICE)

SAN FRANCISCO BAY AREA

Prepared: July 1957
Revised: May 1961

In California a nurse must be licensed by the State Board of Nurse Examiners to be a professional or registered nurse and to use "R.N." after her name.

Although the principal employer of nurses, some business and industrial firms employ industrial nurses; Physicians' offices, small private clinics, and group practices employ those known as office nurses.

The duties of an industrial nurse vary according to size of the company and the nursing staff. If only one nurse is employed, her work will involve both administration and direct service. Her medical instructions will come from a physician who often is available only part time or on call. Her instructions are usually in the form of written standing orders designed to cover those medical situations which might arise. Because emergencies may confront her when a physician is not immediately available, the nurse's responsibility is a heavy one. She provides nursing care for employees and others who become ill or who are injured on the employer's premises. Frequently she is in charge of a plant's health and safety education program. This may involve inspecting the establishment, investigating accidents, instructing in health and safety methods, and counselling employees on their personal problems. She may make calls on ill employees in their homes. She assists with company physical examinations and advises on the proper placement of workers. She may prepare reports and graphs based on records of employee accidents, health, or absenteeism.

The nursing staff of a large firm may be organized in a pattern similar to that of a hospital. The industrial staff nurse performs many of the duties already described, under the supervision of a head nurse or nursing supervisor. The industrial nursing supervisor is responsible for general supervision of nursing care. On a large staff headed by a director of industrial nursing, the supervisor serves as the director's assistant. She organizes, develops and administers the nursing service in the province of the director. The nursing staff is under the general medical direction of a physician.

The office nurse assists a physician with examinations and with the administration of treatments and medications. At the direction of the physician she may discuss treatment instructions with patients. Care of supplies and sterilization of instruments may be part of her duties. Often, in a small office she serves as receptionist, secretary, book-keeper, and/or laboratory technician. Some office nurses are not R.N.'s, but in such cases, their duties are primarily clerical.

Bay Area employers of industrial nurses include retail stores, insurance companies, hotels, transportation companies, communications firms

ages of 18 and 26. Local joint apprenticeship committees, however, sometimes waive this requirement for an applicant with exceptional trade experience or educational background or under other unusual circumstances. High school graduation or its equivalent is usually required. Many apprenticeship committees specify that the applicant's schooling include courses in algebra and geometry. One employer requires all applicants to have had courses in chemistry and physics, as well as those noted above. In the final evaluation of an applicant, a genuine interest in the trade and a good background in shop work and mathematics rank high in importance.

The would-be apprentice in this trade usually first makes application to the union or joint apprenticeship committee where he may be given an aptitude test or referred to the Department of Employment for the General Aptitude Test Battery or the Specific Aptitude Test for electricians. If the young man first contacts employers for work or for sponsorship, he is referred to the joint apprenticeship committee for interview and evaluation of qualifications and, if approved, his name is placed on a list for referral to a job. In some areas, the union may encourage the applicant to attend pre-apprenticeship courses in order to give the apprenticeship committee a basis for evaluating his aptitude and qualifications for the trade.

To obtain an apprenticeship in a Federal establishment, the worker must qualify on the written examination. The applicant for the examination must be a citizen and at least 16 years of age. Although there are no educational prerequisites or experience requirements, some high school training is almost essential to pass the examination which covers arithmetic, algebra, geometry, science, pattern matching, English, civics and history.

PROMOTION

The apprentice becomes a journeyman electrician upon successful completion of the apprenticeship program. After he

reaches journeyman status, several promotion possibilities may be open to him; foreman, estimator, or superintendent. Self-employment as an electrical contractor is a possibility for the electrician with adequate capital and knowledge of business methods.

In Federal employment the journeyman has the benefit of three annual-step increases in pay. Further promotions are governed by civil service regulations.

MILITARY SERVICE

In private employment, training and experience gained in the electrician's trade in the Armed Forces usually cannot be used to shorten the length of the apprenticeship. The local joint apprenticeship committee, however, evaluates each case individually.

In Federal establishments, military service can be used to shorten the length of the apprentice's classroom work providing the applicant can satisfactorily pass performance and written tests.

TRAINING REQUIREMENTS

Persons familiar with the electrician's trade recommend that the high school student take "all the mathematics he can get." Other important courses are mechanical drawing, chemistry, physics, and shop training, especially electrical shop.

Pre-apprenticeship training in this craft is available at several Bay Area schools including Vallejo High School, Vallejo Junior College, West Contra Costa Junior College and Oakland City College, Laney campus.

During the four years of the formal apprenticeship, the worker spends a total of approximately 8,000 hours in on-the-job training and 576 hours in related classroom instruction covering such subjects as mathematics, electrical theory, and electrical layout. Previous experience in this trade or outstanding performance during apprenticeship training is evaluated by the joint apprenticeship committee and may shorten the term of apprenticeship.

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Executive Board Member Robert E. Staab is discussing the importance of COPE in this picture taken at the Santa Maria Unit's November meeting. Special guest at the meeting was Business Manager R. T. Weakley. After Staab's sales talk he sold all of his COPE membership books. L. to R. are Business Representative Spike Enstey, Weakley, Staab, Unit Chairman Merle H. Branson, and Unit Recorder Cecil Vayak.



Participating in the Workshop on Stewards Needs at San Francisco, Dec. 2 are (left to right) John Morgan, Christopher O'Connor, "Pat" McCormick, John Anderson, Terrance McGovern, James Alaniz and William Kennedy.



Bus. Rep. Dan McPeak discusses the role of the steward in this picture from the final session Dec. 2 in San Francisco of the highly successful Stewards Conferences held by Local 1245.



Shown above are the stewards who participated in the Santa Cruz Area Stewards Meeting during the recently concluded Stewards Training program of Local 1245.

Maintenance Mechanic (Food Proc. Ind.)	136	Television Service and Repairman and Television Installation Many	34
Optician	167	Rigger	125
Painter Apprentice	170	Rod and Chainman	27
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Union and PG&E Agree on Entrance Needs of Power Plant Apprentices

Agreement has been reached between Union and PG&E on the establishment of entrance requirements to the following power plant apprentice classifications: Electrician, Instrument Repairman, Insulation Mechanic, Machinist, Mechanic, Rigger and Welder.

Employees in these classifications will receive comprehensive formalized training during their apprenticeship, and the Company and Union have agreed to establish entrance requirements to any of the above classifications.

The text of the agreement is published below:

1. Education

As a measure of education, the Wonderlic Personnel Test will be used. The minimum passing grade on this test is a score of 18. The applicable allowance for age will be included in computing a score. The author's directions for administration will be followed.

2. Dexterity

As a means of measuring proficiency in the use of ordinary mechanics' tools, the Hand Tool Dexterity Test will be used. The maximum time allowed for disassembling and reassembling the bolts is six minutes. The author's directions for administration will be followed.

3. Arithmetic

To ascertain that the prospective apprentice has an adequate knowledge of basic arithmetic, the Madden-Park Arithmetic Computation Test will be used. The minimum passing grade on this test is a score of 48. The author's directions for administration will be followed.

To be entitled to be considered for appointment to a vacancy in any of the subject classifications, the employees must pass all of the foregoing tests. An employee who does not pass all of the above tests the first time will not be eligible for retesting until a period of at least three months has elapsed. He will not be required, however, to retake any tests on which he has previously received a passing score. If he fails the second time, he shall not be eligible for retesting until at least six months have elapsed from the date of the second failure, after which the test (s) may be taken for the third time. Should the employee fail to receive a passing score on the tests (s) for the third time, Company shall not be required to give further consideration to any such employee for a period of six months from the date of the last failure; except that a representative of the Division Personnel Department will counsel the employee as to the areas in which the employee must study in order to prepare himself to be tested the fourth time. At the expiration of six months, following the third failure, the em-

ployee may be retested providing that he is able to show satisfactory evidence that he has prepared himself to pass the test (s). The Company shall not be required to give any further consideration to any employee for appointment to a vacancy in any of the above subject apprentice classification who fails to receive a passing score on all of the subject tests after the fourth (4th) testing.

As the entrance requirements are the same for each of the subject classifications, an employee who becomes entitled to be considered for appointment to a vacancy in any one of the subject classifications will be eligible to be considered for appointment to a vacancy in all of the subject classifications, in accordance with the provisions of Title 205 of the Agreement, without retaking the tests. For the same reason, an employee who fails to receive a passing score on all of the tests after the fourth testing, and thus is not entitled to consideration for appointment to one of the subject classifications, shall not be entitled to consideration for appointment to any of the subject classifications.

Tests will be administered and corrected under the direction of the Division Personnel Department. An employee who fails a test may request an interview with a representative of the Division Personnel Department for the purpose of discussing the areas of weakness indicated by his failure to pass a test. Such employee, however, will not be permitted to review the questions and answers on the Wonderlic Personnel Test.

Should a complaint arise concerning the fairness of the administration or correction of a test, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint referred shall be reviewed by the Chairman with a Union member of the Apprenticeship Committee prior to the time Company makes a final decision with respect to the test results.

In addition to the requirements referred to above, Company will make appointments to vacancies in accordance with the principles outlined in Sec-

tion 205.11 of the Agreement.

If a dispute should arise concerning the Company's appointment to a vacancy in the subject apprentice classifications, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Title 102 of the Agreement will be applicable. Such referral shall be made as soon as practicable after an employee has been notified in writing of his disqualification.

An employee who has been disqualified will not be considered for appointment, under the provisions of Title 205 of the Agreement, to a vacancy in any of the foregoing subject apprentice or corresponding journeyman classifications, except for temporary appointment for short periods of time due to exceptional situations caused by operating requirements where Company cannot conveniently or practicably appoint an eligible employee.

An employee who has not been tested will not be considered for appointment, under the provisions of Title 205 of the Agreement, to a vacancy in the subject apprentice or corresponding journeyman classifications, except for temporary appointments for short periods of time, due to exceptional situations caused by operating requirements where Company cannot conveniently or practicably appoint an eligible employee.

Employees who want to qualify shall notify their Supervisor in writing of their intent. After such notification has been made, arrangements will be made for employees to take the tests outlined in 1 through 3 above. Tests will be administered during regular work hours.

A journeyman or an apprentice in any of the subject classifications who is demoted due to lack of work will not be required to satisfy the entrance requirements listed above in order to be considered for reappointment to his former classification.

The provisions of this Agreement shall be effective January 1, 1962, and shall not apply to employees who have the job classification of any of the subject power plant apprentices on a regular basis on or before January 1, 1962.



Above is a view of the festivities at the Annual Christmas Party of Alturas Unit 4013 held on Saturday, December 2.

First Awards Are Announced On Jobs at PG&E Eureka Nuclear Plant

(Continued from Page 1)

dependent upon successful completion of the course.

With the need for a broad area of applicants, the regular bidding procedure in terms of a line of progression was modified to provide filling of two jobs in each operating classification by bids considered in the normal fashion with the rest of the bids being considered on a revised line of progression from within the PG&E system. Control technician jobs were considered on a straight system-wide Company seniority basis.

The employees to be given the provisional awards were selected on the basis of interest, background and successful passing of the screening tests.

INTEREST HIGH

Interest in the new jobs was exceptionally high with 125 bids received on the operating jobs and 105 on the technical control jobs. These were not the same number of bidders as many applicants submitted bids on more than one job. Due to the large number of bids and the testing procedures, the period of selection was longer than in normal award processes.

The Union and Company met on November 13 prior to posting of the awards and Company explained the application of procedures in determining successful bidders.

The testing program was carried out by providing a warm-up test which was not scored but helped to relax the person being tested. All applicants who would be in contention for jobs based on seniority and job bidding preferences were tested. This resulted in tests being given to 104 employees.

Two tests were given, one on general academic knowledge

and the second—a verbal reasoning test. Passing requirements were based on combined scores of the two tests rather than a passing score for each test. 79% of the applicants made passing grades which remarkably high. The future need for manning of plants would appear to be assured with these results and both Union and Company were pleased with them.

Posting of awards was made on November 20, 1961.

Training courses for about 1/3 of the successful applicants were started November 27, 1961, at Moss Landing Power Plant. This course will run to December 15, 1961. Two other classes will be conducted January 8, 1962 to January 26, 1962 at Contra Costa Power Plant and February 5, 1962 to February 23, 1962 at Humboldt Bay Power Plant.

Upon completion of this preliminary course, all employees successful completing the course will be given a more comprehensive course of study at Humboldt Power Plant between March 5 and April 27, 1962. The schooling will cover three general subject areas: (1) Introduction to nuclear power; (2) Humboldt No. 3 description and operation; and (3) radiation protection for nuclear plant personnel. Employees will be given on-the-job training on the Humboldt Bay Unit No. 3 prior to its being subjected to testing and actually being placed in operation.

Employees undergoing training will be considered as though on temporary assignment. Conditions relative to their status and expenses will be handled in accordance with contract provisions relating to employees on temporary assignment until such time as the final awards are confirmed.

The Union, in continuing to advance the welfare of its members and to provide the necessary knowledge for development of contract proposals in this new field, has had to spend much time and money in an area which is only now being recognized as a need by the general membership.

While many problems will still need to be ironed out and much time will still be required in arriving at conclusions on a new and highly technical operation, the first stages of the program for introduction of nuclear power production have been met. The development of these first agreements has been carried on in an atmosphere of cooperation and understanding. Both Union and Company have approached this problem with sense of obligation to consideration of human and community needs.

Not Enough Workers for These Jobs!

Recently the Union office received a very interesting memorandum from the California Department of Employment. It contained listing for the Northern Coastal Areas of California of those occupations where there were surplus jobs which they could not fill and those jobs where there were more workers available than jobs.

These lists tend to support the generalization that in our rapidly automating age, the unskilled worker will be unemployed.

Occupations where there were more jobs than workers available are:

Accountants
Chemists
Engineers (the electronics and electrical specialties were mentioned most often)
Social Welfare Workers

Nurses (RN's)
Dietitians
Draftsmen (the mechanical specialty was mentioned most often)

X-Ray Technicians
Medical Technologists
Programmers
Credit and Collection Clerks
Office Machine Operators (mentioned most often were tabulating machine operators, keypunch operators, and computer console operators)

Secretaries
Stenographers
Typists
Salespersons (certain specialties only)

Beauty Operators
Licensed Vocational Nurses
Housekeepers, Cooks, Maids (Domestic), (willing to live in)
Machinists, All-around and Precision

Tool and Die Makers
Machine Operators, Skilled (most often mentioned were engine lathe and milling machine operators)

Welders, Combination
Automobile Mechanic
Electronics Technician
Mechanics and Repairmen, n.e.c. (many offices listed certain specialized repairmen on their shortage lists. While these were scattered throughout the various codes, various kinds of instrument repairmen and office machine servicemen were mentioned most often)

Pressers, Hand and Machine
Occupations where workers outnumbered available jobs, are:

Clerks, General (especially those with little or no typing ability)

Telephone Operators (some offices specifically mentioned PBX operators, while others did not)

Sales Clerks
Bartenders
Chambermaids

Kitchen Workers (those without cook's helper experience)
Guards and Watchmen
Janitors
Porters

Elevator Operators
Miscellaneous Domestic Workers (those who wish to live out or otherwise do not meet job specifications)

Truck Drivers
Gas Station Attendants
Laborers, Unskilled (most often mentioned were those in canning and preserving occupations and in construction.
Warehousemen.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans
MAJOR MEDICAL (CONTINUED)

We noted in last month's column that most Major Medical Plans have a cash deductible each calendar year or for each illness. There are some exceptions to this.

FULL AREA OF COVERAGE

The cost effect of a deductible or co-insurance provision may be eased by having "full areas of coverage". One approach under a single Major Medical Plan is for the insurance carrier to pay the first \$300 or \$500 of hospital expenses. Another method is to apply the co-insurance only for the first one or two thousand dollars of expenses and then pay 100% of all costs after that, up to the limits of the policy. Generally, these full cost areas do not extend to professional care by physicians and surgeons.

Under some plans the deductible is completely eliminated after the costs have reached a certain point and then 100% coverage is given.

OTHER METHODS OF LIMITATION

Some major medical plans put what may be termed "inside limits" on various types of coverage. For example: They may limit the amount paid for room and board, or they may use a very high surgical schedule in order to limit the amount paid to physicians and surgeons and usually use a Relative Value surgical schedule under which each procedure is assigned a unit instead of a dollar amount. For example: Instead of paying \$200 for a kidney operation and \$100 for a hernia, the Plan will pay 40 units for a kidney and 20 units for a hernia.

The basic idea behind this is to make it easy to increase the amount paid the surgeon, assis-

tant surgeon, etc., by increasing the unit value under each procedure. That is, if \$5 a unit were paid, then 40 units would equal \$200.

ADVANTAGES OF THE PRESENT SYSTEM:

With the numerous ways available to write Major Medical Coverage, it is possible to combine several of these methods to tailor a plan to fit the needs of the particular group.

The developments in the Major Medical area—regardless of the form of coverage—have resulted in more adequate coverage in the event of an extremely costly illness.

HUMAN ELEMENT—ALL IMPORTANT:

Regardless of the various cost controls used, the human element still continues to defy control. Experience varies between groups of employees with similar coverage. Medical-hospital practices and charges tend to vary by areas. It is still difficult to determine whether the doctor or the patient is responsible for out-of-line costs in a given case.

Regardless of the cost, the system of collecting premiums on the group basis has provided considerable efficiency in financing medical care. Although the existence of coverage has encouraged use of facilities, the development of improved medical-surgical procedures probably would have encouraged their use even if there were no coverage.

Next month we will discuss the hospital-surgical-medical plan or what is considered first-dollar coverage.

'Protect Pension With Insurance'

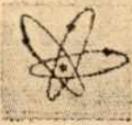
WASHINGTON — The Industrial Union Department, AFL-CIO, thinks it's about time workers were given the same sort of protection the Federal government gives to bank depositors. When a bank fails, depositors don't worry, an agency of the government is ready to pay up to \$10,000 to each of them.

The recent IUD biennial convention resolved: "As a minimum requirement, we call for insurance in full of pension rights of those already retired and those close to retirement. It is our belief that accrued pension fund reinsurance operated and paid for as is the Federal Deposit Insurance Corporation which protects bank depositors.



"Got any 'UNHAPPY NEW YEAR' cards to send to a mean boss?"

Radiation Round-Up—



Giant Strides for Infant Atom Industry in 1961

By SAM L. CASALINA, Radiation Safety Consultant

The past year has seen many important strides taken in the field of nuclear power development. The infant industry of atomic power, while still to experience the usual growing pains, has nevertheless undergone a successful parturition.

POWER PLANT ACTIVITY

The construction of new nuclear power reactors and the modification of existing plants throughout the country attest to the utilities companies' faith in the future of this energy source.

Here in California, the Pacific Gas & Electric's Humboldt Bay 60,000 Kw reactor is nearing completion and will be loaded with 36,000 pounds of uranium dioxide in the coming months. A 325 Mw atomic plant will be started shortly on Bodega Bay, with others quite possibly slated for areas experiencing the tremendous population growth.

NEW DEVELOPMENTS

Meanwhile, back at the lab, the nuclear research scientists are refining the reactors and techniques for extracting energy from the atom. Today's cumbersome and heavily equipped reactors may, in the coming years, be streamlined to the point where the heat from the splitting uranium atom will be converted directly into electricity.

The "SUPO" (Super Power Reactor)

At the Los Alamos Laboratory New Mexico, a small reactor has been developed in the form of a sphere only 12 inches in diameter. Instead of the fuel being a solid (sealed in metal capsules about half the size of a lipstick case, and arranged in fuel rods) as with most power reactors, the SUPO uses 12,700 cubic centimeters of a uranium solution. The rate of reaction is adjusted by a single control rod. With the control rod inserted into the ball-shaped reactor all the way, the "power plant" is shut down. The farther the rod is pulled out, the more reactivity and heat are produced. This little reactor is rated at 45Kw. The next step is to perfect the heat-to-electricity gadgets. These are on the order of the plasma-diode being developed by General Electric and others. It involves getting the heat to make electrons flow, which of course is electricity. Safe, compact, reactors operated by utilities companies at many substations may be a future answer to a growing nation's power needs.

UNION PROGRESS

The past year has also seen progress made by Local 1245 in the field of radiation protection. California's new Radiation Control Law, designed to give greater radiation surveillance of workers and their families by State and local authorities rather than by a ponderous Federal agency, was supported by this Local.

THE COMING YEAR

1962 will be a decisive year in many ways. The role which this Union will play in the future of nuclear generated power, and the manning of its facilities will become clarified. The areas of radiation safety, from on-the-job protection to family fallout shelters will be expanded or explored as the wishes of the members become evident. Gas and electrical safety by no means takes a back seat to radiation safety. Injuries suffered by electrical or gas mishaps are no less painful

than radiation burns. In 1962, I shall attempt to cover a broad

spectrum of subjects dealing not only with the health and safety aspects of nuclear utilization, as it affects the membership and their families, but the economic possibilities as well.

S. F. Session Ends Steward Meetings

(Continued from Page 1)

limit driving time to two hours. The frequency was not as clearly delineated with suggestions ranging from a single annual conference to one each month. The frequency was often tied in with distance to be travelled. The most frequent suggestion was for a program developed around quarterly meetings.

Subject matter was varied but suggestions from each conference invariably included subject matter involving contract interpretations, review of actual grievance cases, significance of Review and Arbitration decisions, in addition to other areas which were offered. Labor legislation was also offered as a suggestion, particularly in areas of benefits such as Social Security, Unemployment Insurance and Workmen's Compensation.

PARTICIPATION DESIRED

Teaching techniques involving participation were most highly favored with lectures being recognized as a necessity but a desire being expressed that these be limited to subjects which could not be handled by other methods. Work shops and role-playing were suggested as most favorable for creating interest and providing satisfaction to participants.

Correspondence courses, guest speakers, question and answer periods, general discussion periods, panels, and various others were suggested, but main support centered on the work shop and role-playing methods.

Organizing programs were suggested but no single approach or method seemed to meet with a universal agreement. Several individual techniques did seem to have more universal use, as they were offered in many of the suggested programs.

(1) The Steward should make it his duty to meet and introduce himself to each new employee, explain his functions as a Steward and explain the scope of the bargaining agreement. (2) New employees should be contacted and invited to join as soon as possible, preferably the first day on the job. (3) All members should join with the Stewards in organizing and signing up new members. (4) All employees should talk union to help sell the Union and its program. Gripes and beefs should

be aired at Union meetings.

While the program was for Stewards, a total of 36 Unit officers and Executive Board and other members attended and were highly complimentary on the conduct and subjects presented.

A total of 278 Stewards were given the newly developed Steward's Handbook, and participated in the sessions. These persons gave up a Saturday of their leisure time plus, in many instances, drove considerable distances in order to be in attendance. The dedication and devotion of these persons to their duties as Shop Stewards is clearly demonstrated by one of them, Frank Shaffer, Steward at Humboldt Bay Power Plant, Eureka, who, because he unavoidably missed his own area conference in Garberville, drove down to San Francisco to attend the final conference there. This was all done at his own expense and on his own time. This is what makes a union an organization which cannot be compared with any other. Our membership can be proud of their fellow employees who have given of their time, not only for these sessions but daily as they carry on the duties of Steward, a job which pays no monetary return and the only reward is one of knowing they have served their fellow workers.

Stewards Thanked By Union President

The Stewards who participated in the Stewards Conferences were given a personal word of appreciation by Local 1245 President James E. Gibbs Jr. at the conclusion of the program.

"I would like to thank all those Stewards who attended the Conferences," he stated. "For most of them it meant the sacrifice of a day off which would have been spent with their families or taking care of their own business. Instead they spent it in working to improve themselves in their work as Stewards so that they could better serve the members of this Union. This is the type of unselfish action which built the Labor Movement and will insure its continuance."

NEW STEWARDS

NEW SHOP STEWARDS APPOINTED DURING NOVEMBER

CITIZENS UTILITIES COMPANY OF CALIFORNIA: Betty M. Rathbun, Kermit Wiggins.

DAVEY TREE SURGERY COMPANY, LTD.: Ronald E. Derby, E. D. Williams.

UTILITY TREE SERVICE COMPANY: Floyd Lyons.

PACIFIC GAS & ELECTRIC COMPANY: Aurelio Marquez, Coast Valleys Division; Frank J. Deane, De Sabla Division; Elbert F. Harte, De Sabla Division;

Nicholas N. Valey, De Sabla Division; Emanuel W. Sylvester, General Construction Department; Kenneth Waters, North Bay Division; Homer W. Woodruff, Department of Pipe Line Operations; Don M. Cross, San Joaquin Division, and James J. Poppin, Jr., San Jose Division.

Duffy R. Davis, and James C. Dawson transferred from East Bay Division to North Bay Division; David E. Evans and Roland W. Fields transferred from San Francisco Division to San Jose Division.

Experts Say High Wages Haven't Hurt Export Trade

WASHINGTON — A study, "Labor Costs and International Trade," just published by the Committee for a National Trade Policy, refutes business claims that high American wages have hurt our export trade.

The authors, Professor N. Arnold Tolles of Cornell University and Betti C. Goldwasser, Washington foreign trade economist, conclude that "the United States has never been at any general disadvantage because of its high wage level."

They point out simple comparisons of wages in the United States and in foreign countries fail to take into account the much higher cost of fringe benefits abroad. And, the report adds, admittedly higher American wages are compensated for by "the high productivity of the U.S. economy, reinforced as it is by high capital investment per worker."

Pilots Riled By 'Experts'

IN MONTREAL, CANADA, union airline pilots have complained for years about the constantly mounting number of silly rules and regulations imposed on the flying business by chairborne "experts." Last week the union pilots were almost speechless over the newest regulation promulgated by the International Air Transport Association. The new rule specifies: "No person shall enter or attempt to enter any aircraft in flight."



JAMES E. GIBBS
President of Local 1245

A Merry Christmas and A Happy New Year

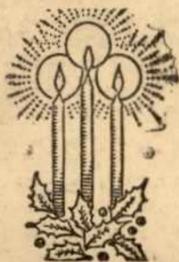
from the Officers, Staff and Office Force of Local 1245 IBEW



RONALD T. WEAKLEY
Business Manager of Local 1245



Shown at right is the Executive Board of Local 1245. Standing: Treasurer Allan Terk, General Construction Member John W. Michel, Central Area Member William Yochem, Southern Area Member Robert L. Staab, and Northern Area Member Gerald F. Watson. Seated: Recording Secretary M. Scott Shaw and Vice-President Marvin C. Brooks.



At left is the entire staff of Local 1245. Back row: Business Reps. Norman A m u n d s o n, James McMullan, Assistant Bus. Manager L. L. Mitchell, Bus. Manager Ronald T. Weakley, Bus. Reps. Al Kaznowski, Dan McPeak, and Frank Quadros. Center Row: Bus. Reps. Roy Murray, Gene Hastings, Ed James, Scott Wadsworth, Assistant Bus. Man. Alfred M. Hansen and Bus. Rep. Spike Ensley. Front Row: Office Manager Howard Sevey, Bus. Reps. Mark Cook, Larry Foss, Jack Wilson, John Wilder, and Assistant Bus. Mgr. M. A. Walters.



BRUCE LOCKEY
Research Analyst



Pictured at left is the office force of Local 1245. Standing: Deahl Sammis, Lorraine Holway, Alice Skinner, Martha Kerr, Joan Darlington, and Delores Olander. Seated: Florence Hall and Patricia Oliver.