

1245 Exec. Board In Statement on Finance Problems

The following statement was issued by the Executive Board after its Special Meeting held to consider the financial problems caused by the per capita tax increase. The Board selected a Bylaw change recommended by 14 Units for submission to the membership for a vote. This proposed amendment is printed within the statement below:

DETAILED STUDY MADE BY BOARD During the period between the 1962 election of officers and the August meeting of the Advisory Council, your newly elected officers had made a detailed study of Local 1245's financial picture. The analysis of this study was presented to the Advisory Council meeting the month preceding the I.B.E.W. Convention in September of 1962.

1962 WOULD SHOW A DEFICIT The report revealed that 1962 expenditures would exceed income for the year and the annual audit would show a deficit for the year. It was pointed out that this deficit had, in part, been created by prolonged negotiations and a formalized organizing program for clerical members.

FIXED COSTS WERE COVERED The fixed costs required to maintain contract, legal or service obligations were well within available income and a nominal surplus above would be available to maintain other Union programs. It was the Board's belief that with a more rigid control over activity within the Union's present programs, a dues increase could be postponed if our membership could be maintained at the current level.

WAYS & MEANS COMMITTEE ESTABLISHED Your Executive Board, with this objective in mind, had, prior to the August Council meeting, adopted a program calling for a stringent review of all controllable expenditures and established a "ways and means" committee to study the problem. This sub-committee made recommendations for Executive Board action to effect economies and reduce expenditures.

ECONOMY MEASURES INSTITUTED Written rules governing reimbursable expenses for members on Union business were adopted; expense vouchers were revised; and new instructions for approval of expenses were issued to the Trustees.

- 1—Standing committees (except the Central Safety Committee and those required by contractual obligation) were all discharged. Revised committee operation was adopted calling for reductions in both size and scope.
- 2—The formalized organizing drive was ended and paid organizers returned to their prior employment.
- 3—Educational programs were reviewed and decentralization was called for to effect economies and reduce costs of maintaining this phase of the Union's program.
- 4—A policy of using a minimum number of delegates was adopted for maintaining our contact and liaison with the needed conferences and conventions.
- 5—Development of negotiating programs was reviewed and is in the process of revision to develop ways to minimize these costs.
- 6—Weekend Board meetings were utilized where possible to reduce costs.
- 7—Our automobile replacement policy was reviewed and revised to extend the use-period before replacement.

BUT THE COSTS OF SERVICE RISE It was recognized that these measures could only be a delaying procedure for, historically, the rising cost of Union operation has exceeded its fixed income regardless of economies effected. This program was to follow the policy recommendation of no cuts in service or programs, as suggested by the Advisory Council at the time of our last dues increase. It was also in line with the long-established philosophy of maximum service within a minimum dues structure consistent with meeting membership needs.

THEN CAME CONVENTION With this program it was the considered opinion of your officers that the budget for 1963 could be balanced and a dues increase avoided.

(Continued on Next Page)

Utility Reporter

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

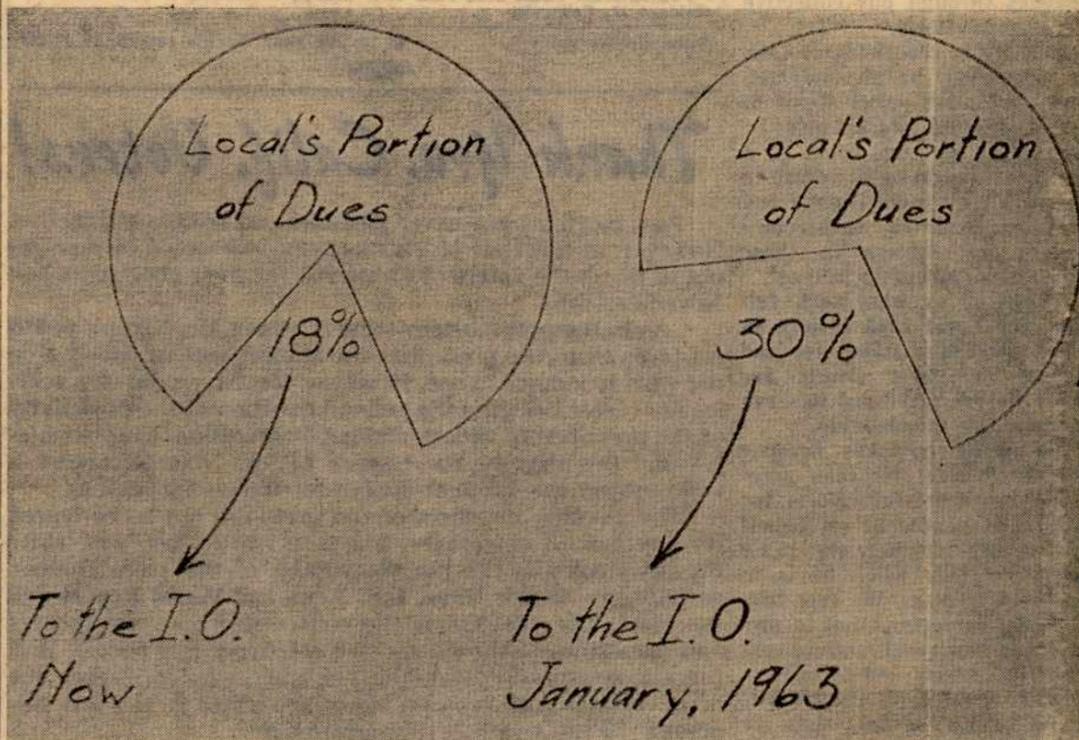


VOL. X—No. 7

OAKLAND, CALIFORNIA

NOVEMBER, 1962

How Big a Slice Will Per Capita Increase Take Out of the Local's Dues Dollar?



The pie-chart above depicts what percentage of the Local's dues dollar will be left after the increased per capita is paid in the New Year. 18% (\$1.90 divided by \$5.00) now goes to the I.O. In the New Year, 30% (\$1.50 divided by \$5.00) will be paid. The money must be paid. The question is: Should the Local cut services in order to pay it?

YOUR Business Manager's COLUMN by Ronald J. Weakley

As the Executive Board of Local 1245 takes its stand on the question of our dues structure and awaits the membership's answer, the work of my office continues to mount because the problems of the membership are increasing day by day.

All of the many groups for which we negotiate have received good improvements in wages and other conditions of employment during 1962, but our work is never done. These negotiations have been in progress since the first of the year and even now we are bargaining for our Tree Trimmers for better wages and conditions. Thus, we can say that negotiations are now a continuous operation, rather than one involving only a couple of months during the year.



R. Weakley

It takes a good period of time to "shake down" a new contract. While we solve many problems at the bargaining table, we inevitably create problems in the field because change is resisted and misunderstood at the job level and communication is difficult at best, due to the large geographical area in which we operate.

Many exchanges of letters on intent and application of contract section changes and job duties must be worked out between the parties to our contracts, and sent from the office level of the parties to the field level where the contracts are

You've Got a Date!

December Unit Meetings

TUESDAY, DEC. 4th

- | | | |
|------|---|-----------|
| 1117 | Wasco—Power Club | 7:00 p.m. |
| 1211 | Salinas—Amer. Legion Hall, 14 W. Laurel St. | 8:00 p.m. |
| 2311 | Oakland—Porter Hall, 1918 Grove St. | 8:00 p.m. |
| 2413 | San Francisco—Gas—Local 6 IBEW, 55 Fillmore | 8:00 p.m. |
| 2513 | Jackson—Carpenters' Hall, Sutter Creek | 7:00 p.m. |
| 3011 | Sacramento—Trans. Auth.—Labor Temple, 2525 Stockton Blvd. | 7:00 p.m. |
| 3111 | Eureka—Veterans' Memorial Bldg., 10th & H Sts. | 7:30 p.m. |
| 3414 | Willows—Orland—Eagles Hall, S. Colusa St., Willows | 7:30 p.m. |

(Continued on Page 8)

applied. Much work has to be done on new apprentice training programs and the results put into agreed form for field application.

Between the dates of major negotiations which occur on contract anniversaries, new jobs are created, new operations are begun, new plants go on the line, old plants are retired, certain operations are changed or discontinued and some jobs are eliminated.

All of these changes affect people and their families and create problems and a need for continual activity on my part and on the part of my staff as employees of this Union.

People are by-passed, demoted, suspended, disciplined or discharged at a varying rate over which we have little initial control. We may have very few cases or a lot of cases at any given time and these cases require prompt and sustained attention until resolved.

Grievances from different employee groups on different properties occur continuously and active cases at all levels of our procedures, require continual efforts to process them in order to avoid dangerous backlogs as best we can.

Meanwhile, we must keep up

PGT TERMS RATIFIED

Members of Local 1245 who work for Pacific Gas Transmission have voted 33 to 2 in favor of ratifying the terms of settlement tentatively agreed to by the parties.

The contractual language of the Agreement goes into effect December 1, 1962. Wage increases will be applied to the payroll of December 1st. Pay checks covering the wage increase, which is retroactive to July 1st, 1962, will be paid as soon as possible.

O. R. Perry, Wilford Miller and H. K. Hamann served on the Negotiating Committee from off the job. Assistant Business Manager L. L. Mitchell and Business Representative Ed James represented the Business Manager in the talks.

with what is going on in the economic and political areas of federal, state and local government because our operations are affected by these happenings. We must keep in close contact with other labor groups

(Continued on Page 2)

YOUR Business Manager's COLUMN

(Continued from Page 1)

as we observe the happenings on the labor-management front. We must scan and note the changes in technology in our industry and lay the groundwork for coping with these changes through our collective bargaining efforts.

Activity in the fields of safety, education, health and welfare, and many other items of direct or allied interest must be carried on by my office as a matter of necessity if we are to keep up with rapid change and perform with a satisfactory amount of success in these areas of membership interest.

Those of us who work full time for Local 1245 believe in what our Union stands for and extend our best efforts for those we are privileged to serve—the entire membership.

We make mistakes because we are human. We take great pride in successful efforts for groups of people or on behalf of a single member who may need our help when he is in personal trouble. We feel badly when our efforts fail to produce the best result and we continually discuss such matters among ourselves in order to try to do better the next time we are faced with a similar problem.

As the volume of work in the office and in the field increases for me and for my staff, we merely do our best to increase our productivity while we operate short-handed.

As I see it, there is not much difference in our situation as union representatives from that which the membership must put up with as employees in the utility industry.

Not enough people to do a maximum job, a rising workload, demands for more efficiency, cutting corners wherever possible to save on cost items, and a general speedup in activity to try to keep giving adequate service to our customers—the general membership. This is the picture in our union today.

The employers with whom we deal have sufficient income and reserves to operate their business without fear of a sudden catastrophe and they can exercise a flexible program of control in terms of employment costs, service commitments, job planning, financing, and other phases of operation.

The big difference here is that corporations are concerned first with income and second with service. We are concerned first with service and second with income.

We do not enjoy a monopoly. Our franchise requires us to serve all of the customers who utilize our services, but unlike a utility corporation or a public agency, not all of our customers are required to pay a fair share of the cost of the service. No corporation would undertake to operate in the manner we must operate because it is not profitable and failure would occur if enough customers failed to pay enough, or to fail to pay anything at all, for costly services.

Under the laws which provide for public regulation of utilities, all customers must pay for their share of service costs and if the "rate of return" on the utility's investment falls below a certain point, customers are required to raise their payments by order of a public com-



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
BRUCE LOCKEY Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

Executive Board: J. E. Gibbs, Jr., Marvin C. Brooks, Henry B. Lucas, Bobby Robinson, Leland Thomas, Jr., Juventino Garcia, Gerald F. Watson, John W. Michael.

Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3575, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price \$1.26 per year. Single copies, 16 cents

Thank You, Calif. Voters!

Post mortems are never pleasant and seldom productive. However, at this time of Thanksgiving, we would be ingrates not to thank the voters of California for their good sense last November 6th.

As to the post mortem—and it was in Mr. Nixon's political farewell to the press that the subject was raised—we do not wish to indulge in one. However, Mr. Nixon did us a service in at least bringing the general question of the objectivity of the press before widespread public attention. Unfortunately—and this may be the essence of Mr. Nixon's career—a valid subject was brought up, but for the wrong reasons.

The working members of the press are not to be feared for any lack of objectivity. The men and women who write the news columns are not the villains of this piece (unless, perhaps, we include *Time*, *U.S. News and World Report* and the like). The problem is the concentration of newspapers and magazines in the hands of a relatively few people. It is the one-newspaper town, the publisher who infiltrates the news columns with pre-cast views, the editor who is left vulnerable to the wrath of the advertiser.

Now, what, you ask, does the objectivity of the press have to do with anything important?

In the eyes of the reading, non-official man-in-the-street, this country is represented abroad not by ambassadors, touring congressmen, or the U.S. Information Service. To these people of other countries, America is what is written in *Time*, *Life*, *The Reader's Digest*, *U.S. News and World Report* and the rest. No wonder foreigners cannot conjure up an image of a liberal, democratic, humanistic American citizen. After reading the going-over some of our leaders receive in publications of this bent, what can they think of an American conscience?

There is an American conscience, of course, and there are magazines that listen to it. Unfortunately, they are often of a limited circulation and are not translated into other languages.

Television network news programs are a welcome addition. They are effective and essential at home but, Telestar notwithstanding, have not been transmitted abroad.

The other balance is the Labor Press. It too is affected by limited circulation, although strengthened by unity of thought, independently arrived at.

The point of the story, however—the point raised by Mr. Nixon in his last press conference and the point raised by advertisers pro and con after Howard K. Smith's program about Nixon's career, including Alger Hiss—the objectivity and freedom of the press, remains to be fought for, and about.

mission without a vote.

This is pretty sweet compared to how we must operate and survive as a service organization. Yet, we have survived to date and have done a creditable job in terms of giving service in relation to income. I believe that we shall continue to do so.

There is no Public Utility Commission for us to appeal to as rising costs and insufficient income produce a financial crisis in our house. The Union exists and progresses at the option of its owner-members who expect service and who underwrite the cost of the services they consistently and properly demand.

Whenever the cost of operating this Union becomes a matter of acute concern, the people off the job who were elected to positions of office by the owner-members go to work to find ways and means of solving the problem. After proper study is made and policy decisions are adopted regarding the balance between income and outgo with special attention being paid to all necessary items which make up the operating budget, all

proper steps are taken to put the budget in proper balance by cutting costs wherever practicable.

When the balance between income and outgo is so far out of line that nothing short of drastic cuts in operation and service will begin to restore a proper balance, then the problem must go to the member-owners (who are customers of their own service organization) in order to produce additional revenue.

This is the picture we face today and the decision will be made in January, 1963, regarding the future health or illness of this Union, through a secret ballot vote of its owner-members.

I am confident that the great majority of our members will agree that the "rate of return" on the members' investment is a handsome one and that as a voluntary "public utility commission," the membership will order an increase in rates in terms of dues in order that their organization may continue to operate as an instrument of progress in their own behalf.

E-BOARD ON DUES . . .

(Continued from Preceding Page)

This then was the situation in September, 1962, prior to the International Convention.

The International Convention was held in September. Its purpose was to determine the changes **CONVENTION CHANGES LAW** which would be made in the International Constitution and the policies which should govern the I.B.E.W. for the next four years.

An amendment to the Constitution was presented to the convention calling for an increase in the **PER CAPITA INCREASE SUBMITTED** per capita tax which would be paid to the International Union.

This amendment was debated on the floor of the convention and your delegation, through its **1245 OPPOSED THIS ACTION** spokesman, Business Manager Weakley, registered its opposition to the increase being adopted as a convention action.

The vote of the Convention was against our position and the amendment was adopted. **WE WERE OUTVOTED**

The increase which will become effective January 1, 1963 **60c INCREASE CHANGED THE PROBLEM** in the amount of 60c per member per month, made it obvious that our program for maintaining a balanced budget under current dues payments with a continuance of the Union's present program, would be impossible and created a very different problem.

The Executive Board charged with the responsibility of maintaining a solvent organization, was faced with adopting one of two alternatives. **E-BOARD FACED THE PROBLEM**

The merits of the amount of per capita tax is no longer an issue. This was decided by legal and democratic processes through a constitutional convention. This convention, through duly elected delegates, amended the Constitution. **PAYMENT OF PER CAPITA A DEAD ISSUE**

This Local, along with all other locals in the I.B.E.W., is obligated to pay and will pay to the International Union the increased per capita tax starting on January 1, 1963. **1245 MUST PAY INCREASED PER CAPITA**

The question to be decided was whether the additional amount to be paid out of the current dues structure and a corresponding cut should be made in our operations or whether we should maintain our present operations and increase the amount paid to the Local by its separate members. **THE QUESTION YOU MUST DECIDE**

Projecting costs of the per capita increase and its effect on the spendable income of the Local, it was obvious that necessary reductions to bring the budget into balance would have to be of such drastic nature that they would virtually eliminate progressive programs of the Union and destroy effective service. Further, it was obvious that even with these reductions, an increase in dues would eventually be required for as previously stated, the rising cost of Union operation has periodically exceeded its income. **ABSORBING THE INCREASE WON'T SOLVE PROBLEM**

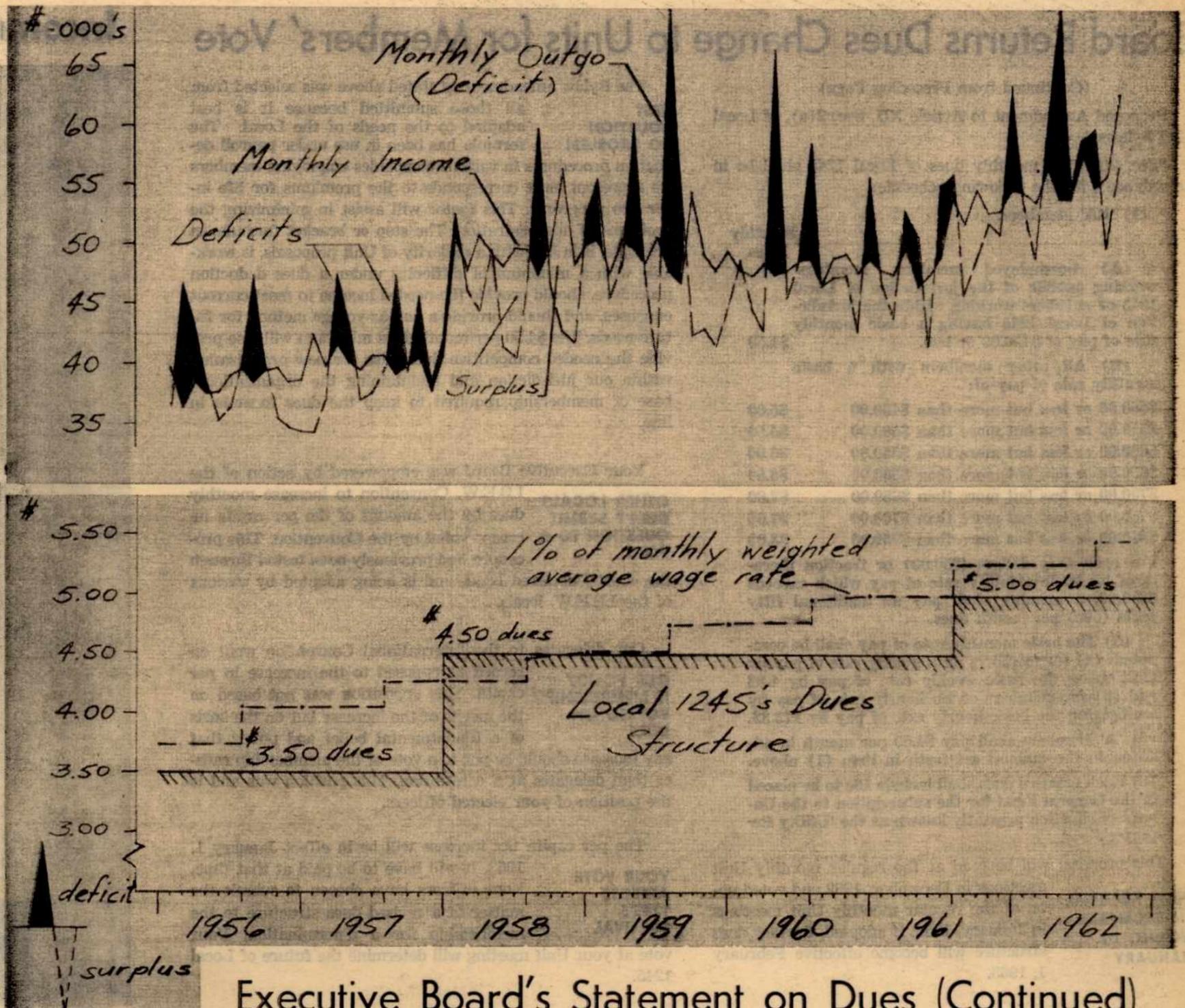
The needs of the membership and requirements of the organization in fulfilling its obligations were such that the Board felt it was obligated to seek the best answer to meet the immediate cost factor and at the same time, meet future cost increases to the Local. **BOARD SOUGHT BEST ANSWER**

In reviewing this question, studies were made of the relationship of dues to the extent of organization, membership income and changing costs of supplies, materials and services required by the Union. **STUDIES MADE**

In reviewing the annual expenditures, it was found that a base of 10,000 members coupled with a dues structure of slightly over 1% of the monthly weighted average of the PG&E membership had been historically required to maintain income and expenses in balance. **1% FORMULA SEEN**

(Continued on Next Page)

Charts Indicate Deficits Occur When One Per Cent Formula Isn't Met



Executive Board's Statement on Dues (Continued)

(Continued from Preceding Page)

The two charts above, which are drawn on the same time scale, compare deficits to dues structure. The black peaks indicate deficits (monthly outgo exceeding monthly income) and these come with a greater frequency when, on the bottom chart, our monthly dues don't slightly exceed 1% of the monthly PG & E weighted average wage rate. On the other hand, where the shaded dues line has exceeded the dotted 1% line, we have tended to run surpluses (as shown on the top chart).

Only a limited portion of Union costs are directly related to family living costs. The cost of necessary Union supplies, materials and purchased services are generally increased in greater proportion than those required by the general membership, for the major cost of operations is directly related to membership wage rates. Thus, the bulk of Union cost has outstripped normal cost of living figures. **THE UNION FUNCTIONS AS A SERVICE ORGANIZATION AND HAS NO OTHER FUNCTION.** Part of that service comes from participation by its membership. Ironically, our successes in improving wage rates also create direct cost increases to the Union through the higher wages which must be paid for that membership's participation in the Union's affairs, and other costs which are based on contractual wage rates.

Major organizing drives within PG&E have done little to improve membership figures as a means of increased revenue. Membership growth from within has been materially affected by a greater use of labor saving devices by our employers, and the lack of response to elaborate organizing programs by present membership as well as prospective members.

In order to maintain the gross income required for the fundamental operations under the general 1% formula, it has necessitated a greater emphasis on organizing new areas and expanding our jurisdiction. This policy must be continued if we are to maintain stability without a change in dues relationship to membership income.

A review of various Unit proposals on past dues increases as well as Unit recommendations indicated that some membership attitude tended toward a graduated dues structure based on income. While this idea was a departure from past policy of equal dues for all, it does fit into the general concept of our society of pro-

gressive taxation based on ability to pay and also provides a pay-as-you-go basis for financing Local Union programs. As persons progress up the ladder under contractual promotional procedures and as wage increases are negotiated, dues revenue would more nearly keep pace with the increased costs of operating the Union's affairs on behalf of the membership.

These profits were reviewed with the Advisory Council in October and this body recommended that a dues increase should be sought in line with the 1% formula applied to monthly incomes with a fixed minimum of \$5.00 per month.

Your Executive Board concurred with the intent of this proposal but, before a decision could be formulated on the form of the amendment to achieve this end, certain problems pertaining to administration of such a dues structure had to be resolved.

The various dues deduction cards were checked for their adaptation to methods of dues structure. Transmittal and recording procedures under our various contracts were reviewed with the employers and our attorneys to see what form of dues structure would be legal and most workable under a dues check-off arrangement. Methods of collection for cash paying members were also reviewed.

During this process, various Unit recommendations were being made on a Bylaw amendment for changing monthly dues.

Your Executive Board reviewed all of these proposals submitted prior to November 17, 1962 at its specially called meeting of that same date and is adopting the following proposal for submission to the membership:

(Continued on Next Page)



HERE ARE PROPOSED DUES—BOARD'S STATEMENT

Board Returns Dues Change to Units for Members' Vote

Income vs

(Continued from Preceding Page)

Proposed Amendment to Article XII, Sec. 2(a), of Local 1245 Bylaws:

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

(1) 'BA' Members.

	Monthly Dues
(A) Unemployed members, members working outside of the jurisdiction of Local 1245 or members working within the jurisdiction of Local 1245 having a basic monthly rate of pay of \$450.00 or less.	\$4.50

(B) All other members with a basic monthly rate of pay of:	
\$500.00 or less but more than \$450.00	\$5.00
\$550.00 or less but more than \$500.00	\$5.50
\$600.00 or less but more than \$550.00	\$6.00
\$650.00 or less but more than \$600.00	\$6.50
\$700.00 or less but more than \$650.00	\$7.00
\$750.00 or less but more than \$700.00	\$7.50
\$800.00 or less but more than \$750.00	\$8.00

For each fifty dollars (\$50.00) or fraction thereof of his basic monthly rate of pay which exceeds \$800.00, a member shall pay an additional fifty cents (50c) per month dues.

(C) The basic monthly rate of pay shall be computed: (a) for members on a weekly rate of pay by multiplying the basic weekly rate of pay by 4.33 and (b) for members on an hourly rate of pay by multiplying the basic hourly rate of pay by 173.33.

(2) 'A' Members shall pay \$4.50 per month in addition to the amount set forth in item (1) above.

(3) Each month's dues shall include 10c to be placed in the General Fund for the subscription to the Union's publication presently known as the 'Utility Reporter'."

This proposal will be read at the regular monthly Unit meetings in December, 1962 and voted upon at the regular monthly Unit meetings in January, 1963. If adopted, the new dues structure will become effective February 1, 1963.

The Bylaw amendment as stated above was selected from all those submitted because it is best adapted to the needs of the Local. The formula has been in use under payroll deduction procedures in various companies employing members we represent as it corresponds to the premiums for life insurance programs. This factor will assist in minimizing the problems of administration. The step or bracket formula, in principle, is in line with a majority of Unit proposals, is workable with a minimum of difficulty under a dues deduction procedure, should provide the needed income to meet current expenses, and should provide a pay-as-you-go method for future needs. The \$4.50 per month dues minimum will also provide the needed competitive dues base for new organization within our jurisdiction and maintaining the organizational base of membership required to keep the dues formula in line.

Your Executive Board was empowered by action of the I.B.E.W. Convention to increase monthly dues by the amount of the per capita increase voted by the Convention. This procedure had previously been tested through the courts, declared legal, and is being adopted by various of the I.B.E.W. locals.

Our delegates to the International Convention went on record as opposed to the increase in per capita. This opposition was not based on the merits of the increase but on the basis of a fundamental belief and policy that any increase should be put to a vote of the membership rather than delegates at a convention. This position was and is the position of your elected officers.

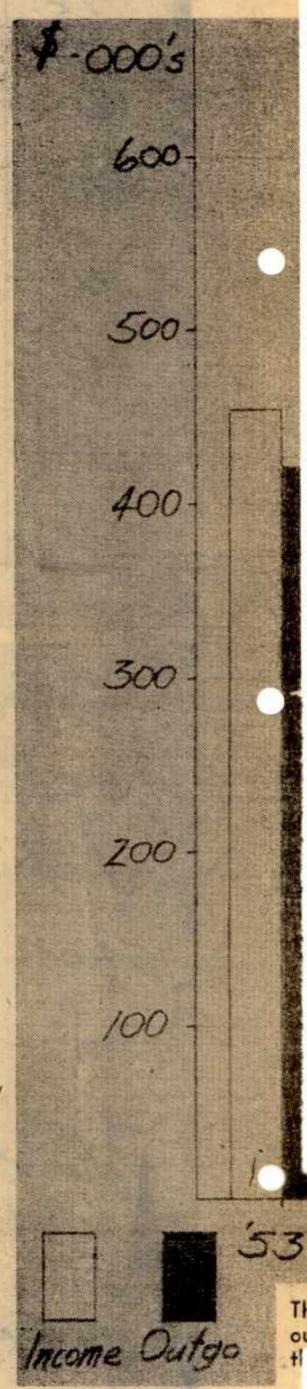
The per capita tax increase will be in effect January 1, 1963. It will have to be paid at that time. Your officers have chosen to submit the matter of a revised dues structure to the membership for a determination. Your vote at your Unit meeting will determine the future of Local 1245.

YOUR VOTE AFFECTS 1245'S SURVIVAL

OTHER LOCALS DIDN'T SUBMIT QUESTION TO A VOTE

OUR POLICY IS MEMBERSHIP VOTING ON DUES

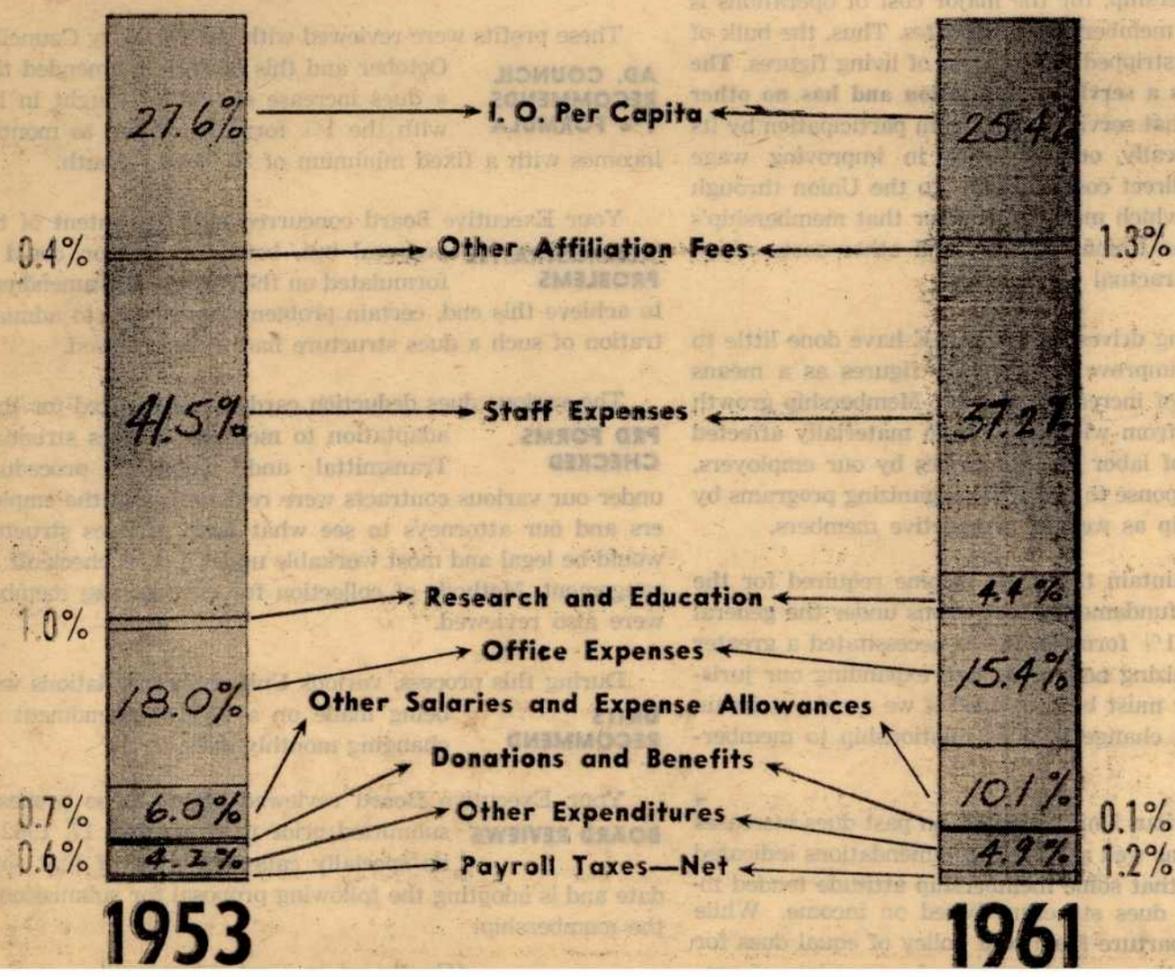
BEST SOLUTION TO PROBLEM



Cost Breakdown, 1953 and '61

Figures on

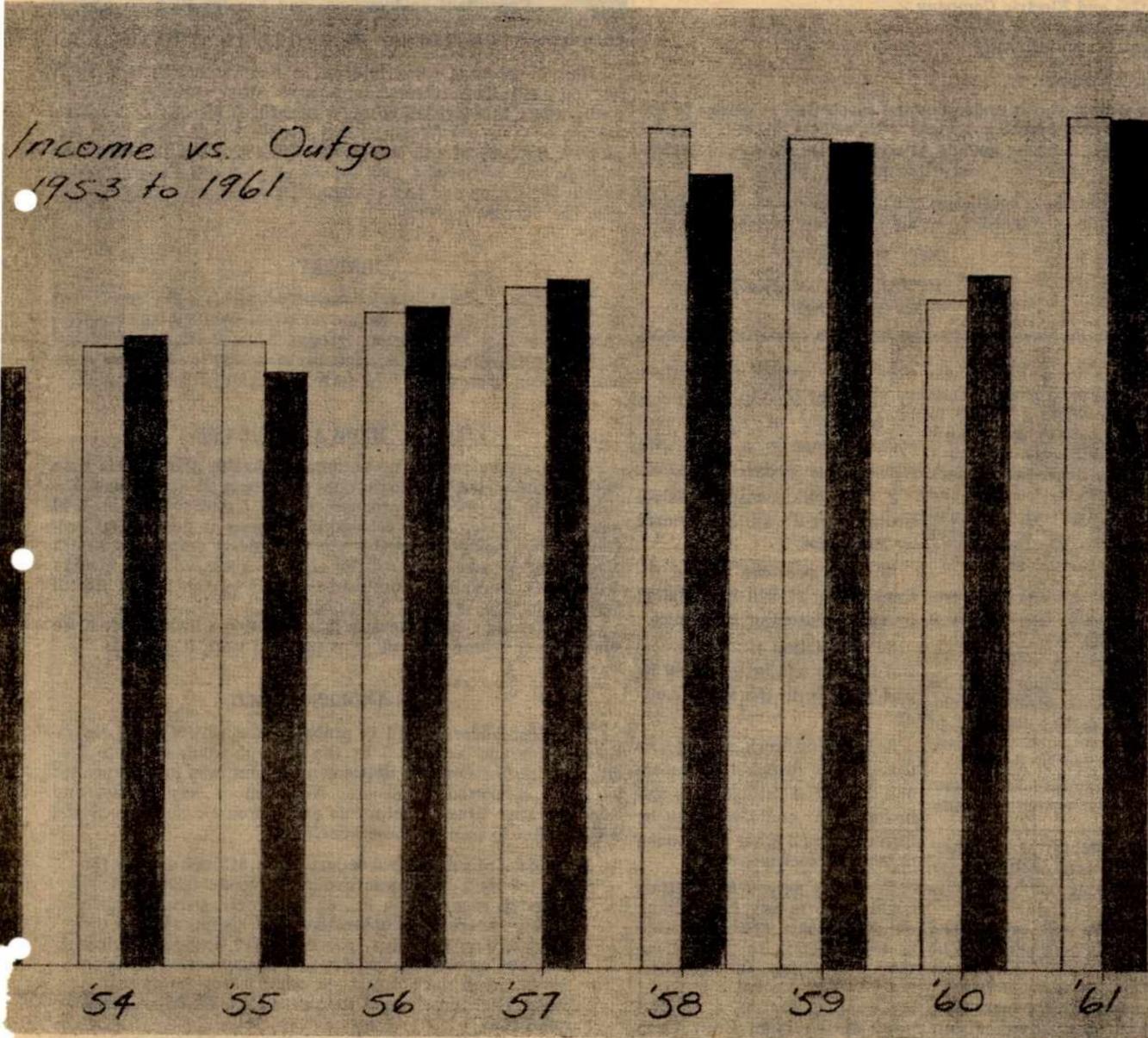
Below is a percentage breakdown of the costs of providing service—our only function. The charts show the percentages for each major cost account for the years ending December 31 of 1953 and 1961.



TOTAL INCOME
OUTGO
AFFILIATION FEES (includes I.O. Per Capita)
STAFF EXPENSES
RESEARCH and EDUCATION
OFFICE EXPENSES
OTHER SALARIES and EXPENSE ALLOWANCES
DONATIONS and BENEFITS
OTHER EXPENDITURES
PAYROLL TAXES—NET
TOTAL OUTGO

STATEMENT—FACTS AND FIGURES

Income vs. Outgo Shows Minimum Dues—Maximum Service



The bar chart compares annual income of the Local to annual outgo. Outgo is indicated in black. Note how the expenses of the Union's program have increased in the years when Nego-

tiations with PG&E took place. This reflects the policy of this Union to provide maximum service and maximum participation in its democratic structures—all with a minimum of dues.

Cost Details

Dues are the main ingredient of Total Income and these figures include I.O. Per Capita.

The major component of Affiliation fee is Per Capita; other affiliation fees are paid only in January and every third month thereafter.

Staff salaries and automobile purchases—the expenses of getting representatives into the field—are the dominant costs of Staff Expenses.

Labor cost is the common denominator of many of these expense items, even Research and Education when the Local's Conference is on in April. Otherwise, the Utility Reporter is a major cost in this category.

Office Expenses is mainly labor cost but also includes items that are enjoyed by the membership, such as pins, scrolls and decals. Supplies, printing, postage and telephone expenses are also charged to this account.

Other Salaries and Expense Allowances are broken down into a salary category and an expense category. These are the labor costs of membership participation in our Local. They will reflect the costs of our Conference and of our Negotiating Committees as well as those of the Executive Board, Advisory Council and other committees. Not included in the figures below is a \$15,000 bill for the wages of the PG&E Negotiating Committee which was not billed to us until after September.

Donations and Benefits includes remembrances for deceased members.

The major ingredients of Other Expenditures are Hall Rentals for Unit Meetings, legal and audit fees.

Payroll Taxes—Net are a cost of doing business, even when our business is service. They are on a quarterly basis which accounts in part for the variation.

The cost behind all of these accounts is labor cost which has risen, ironically, as a measure of our success in representing and serving the members of this Local.

Income and Outgo for First Nine Months of 1962

	January	February	March	April	May	June	July	August	September
Total Income	\$54,245.96	\$53,450.50	\$56,456.42	\$53,910.41	\$53,971.10	\$57,575.52	\$54,677.87	\$55,784.24	\$62,790.61
Total Outgo	15,409.99	13,493.25	13,140.80	15,677.39	13,189.60	13,159.70	16,380.59	13,472.15	13,542.70
Income minus Outgo	20,430.23	17,432.45	25,621.60	17,192.77	18,080.15	23,880.97	18,135.13	15,937.96	17,673.38
Other Income	1,542.09	1,649.62	2,281.76	10,114.60	1,680.25	1,944.52	1,584.96	1,361.09	1,810.59
Other Outgo	7,362.87	7,181.90	7,411.07	9,240.72	8,492.49	9,323.98	8,802.58	7,080.13	7,500.19
Net Income	5,372.92	5,597.13	5,432.59	11,959.93	9,173.69	9,796.13	7,808.39	8,064.44	13,710.09
Net Outgo	62.14	10.00	110.00	224.63	95.54	32.15	10.40	120.00	11.75
Net Total	1,767.17	2,102.17	1,930.35	3,898.64	2,777.76	2,083.29	1,729.69	3,449.66	1,937.84
Net Reserve	1,282.51	389.63	336.33	2,212.68	1,103.23	(1,228.37)	5,199.46	310.57	9.65
Total Reserve	53,229.92	47,861.20	56,264.50	70,521.36	54,592.71	58,992.37	59,651.20	49,846.00	56,196.19

Gas Dept. Definitions Clarified

ATTACHMENT III, FIELDMAN

The classification of Fieldman was developed to perform all duties of the Apprentice Fitter except that of welding. The Fieldman's duties shall be performed as a part of a crew except for the following work under the conditions herein stated:

1. Pipe location and routine leak surveys. This work shall normally be done alone but where necessary for protection of a Fieldman, a Helper may accompany him to act as a flagman. No mechanical work will be performed as part of these functions.

2. Use of concrete saws. Where this work is performed apart from a crew, the employee shall receive the top rate of pay of the Fieldman classification.

3. Use of truck mounted compressor. Where used on a roving basis from crew to crew, the employee shall receive the top rate of pay of the Fieldman classification.

4. Use of portable trenchers, (such as "Ditch Witch," "Arps"). When used apart from a crew, the employee shall be paid the wage rate of Equipment Operator.

5. Fitting work by a Fieldman shall be limited to fabrication and alteration of meter sets using threaded fittings.

IV. MECHANIC, GAS

Discussions of this definition outlined that the main distinction between the Fitter and Gas Mechanic was the requirement of arc welding for the Gas Mechanic classification and that he is a more highly skilled Fitter working, in general, on all kinds of meter, regulator and pipe line work.

A. The changes here reflect the discussions relating to Fitter and provide for the performance of all work without direct supervision which a Fitter would do plus those of a more complicated nature. Arc welding has been listed as a requirement and pressure control fitting operation requirements being those not a part of the Fitter's work as defined in later discussions on the Fitter definition. He shall also perform all work on transmission lines or systems with greater than 60 lbs. pressure.

B. Language relating to installation of telemetering and remote control equipment was added to cover previous duties not specifically outlined in the old definition. These are limited, as in the past, to mechanical devices (meters, gauges, etc.) and no electrical work is required other than attachment of leads, replacement of tubes or parts, or cleaning of contacts. Work on the electrical circuits is not intended.

C. Work on cathodic protection is included although where this is the primary work being performed, he shall be a Corrosion Mechanic.

D. Where a three-man operation is required, a Light Crew Foreman shall be used or a Mechanic upgraded to the classification except when the third man is used only for non-production (flagging and/or guarding a manhole).

V. FITTER

In outlining the work to be performed by a Fitter apart from a crew the work was agreed to be limited to minor repairs and other work which was simple or routine in nature.

A. In defining routine work, examples in the definition were elaborated on as follows:

1. Working alone shall be generally limited to patrolling of pipelines, making minor alterations to domestic type meter and regulator sets, or working

Mr. V. J. Thompson

Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street
San Francisco 6, California

October 19, 1962

Dear Mr. Thompson:

In accordance with understanding reached at meetings of the parties, I am submitting revised attachments to my letter of August 16, 1962. These include Attachment III, Fieldman; Attachment IV, Mechanic, Gas; and Attachment V, Fitter.

Should there be a conflict in our understandings on the classifications hereby submitted, we would appreciate hearing from you.

Very truly yours,

RONALD T. WEAKLEY
Business Manager.

with a contractor or others who are performing operations which could create a hazard to PG&E gas pipelines. In working in such assignments, his work could involve inspection of work being performed, locating and marking locations of pipes and preventing damage to pipelines by others performing such work.

2. A Fitter and one other employee working apart from a crew could involve:

a. Investigation of leaks.
b. Repair of minor leaks by means of a leak clamp or welding. Large leaks, patching of pipes or emergency conditions shall be handled by crews.

c. Minor alterations to services (does not include installation).

d. Remodeling of domestic type meters and regulator sets.
e. Repacking of glands in valves.

3. Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.

4. In using Fitters apart from a crew, it was agreed Fitters would not be used as "floaters" from crew to crew.

B. In delineating the duties of a Fitter, it was agreed that the work would be confined to distribution pipeline systems of 60 lbs. pressure or less. In such system the Fitter would perform all work except the complex layouts and "hot tie ins" as previously performed by Mechanics and the work on larger pressure control fittings and valves.

1. It was agreed that pre-assembled control fittings which

were to be welded to pipelines by means of pipe to pipe welds or installing of service tees could be done by a Fitter with either arc or acetylene welding.

2. (a) Split pressure control fittings over 2" will be installed by Mechanics.

(b) Split pressure control fittings under 2" will be installed by either Fitters or Mechanics.

(c) Installation of 2" split control fittings will be governed by past practice in the area involved.

3. Plugging work on any size fittings in a distribution system and tapping of fittings up to and including 2" could be done by Fitters with all other being done under the Mechanic rate.

C. It was agreed that Fitters could perform any arc welding on distribution systems except as noted herein to provide on-the-job training for advancement to Gas Mechanic but that arc welding was not a requirement of the Light Crew Foreman or Fitter (or Apprentice Fitter) classifications. Inasmuch as arc welding by a Fitter is to provide training and development of skill and competency to progress to Gas Mechanic and the Apprentice is not required to gain this skill to attain journeyman status, the Apprentice as such shall not be used in arc welding processes. Failure to qualify or lack of arc welding ability would not be a basis for denial of progression to or demotion from such classifications.

Local Union No. 1245

International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

October 29, 1962

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

We have reviewed Attachments III, IV and V to your letter of October 19, 1962, with respect to our understandings as to the intent of the Fieldman, Gas Mechanic and Fitter job definitions effective September 1, 1962.

Our understanding of the Gas Mechanic job definition is the same as that contained in Attachment IV to your letter.

Our understanding of the meaning of the new Fieldman definition is substantially the same as that contained in Attachment III to your letter. However, we would like to comment on Paragraph No. 1 of the attachment. While we are in accord that when a Helper is assigned to assist a Fieldman, the Helper's primary function will be to act as a Flagman for the protection of both men, nevertheless, we do expect that the Helper will provide some assistance to the Fieldman such as raising manhole covers, painting the street after the Fieldman has chalked it or holding one end of the pipe locator.

With respect to the meaning of the new Fitter definition, again, our understanding of its meaning is substantially the same as that contained in your Attachment V. Commenting on your paragraph A-4, we believe a Fitter may be assigned to more than one crew during a day. In such cases he will be working with the crew to which he is assigned and not independently of it. It is not the intent to schedule a Fitter to move from crew to crew to perform welding assignments heretofore performed by a Mechanic and falling within the Mechanics job definition.

Yours very truly,
V. J. THOMPSON
Manager of Industrial Relations.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

PROPOSALS FOR FEDERAL HEALTH LEGISLATION FOR AGED

Most of us have some interest in Federal health legislation for the aged. This interest is derived either through our own status where this legislation might benefit us directly or we have parents or other relatives who may derive benefit from such legislation. Because of this almost universal interest the next few columns will be devoted to a review of proposed Federal health benefit legislation and some prognostication of what may happen with the current legislature.

HISTORY

Originally, Federal health benefit proposals were considered as far back as the original debate on social security legislation in 1935. Since that time various groups have attempted proposed health benefit legislation, but actually it is only the last few years that this has been given very serious legislative consideration.

FEDERAL MEDICAL EXPENSES

As we know, there is no nation-wide health plan at this time in this country, but we should note that about 25% of almost \$25 billion paid for medical expenses in the United States in 1960 was spent by various governmental agencies under special programs. This includes contributions to Federal employees health plans, medical care provided the armed forces and their civilian dependents, as well as hospitals operated by the Public Health Service and the Veterans Administration.

In reviewing these proposals it is probably a little easier if we start with the more current proposals and work backwards.

KING-ANDERSON BILL

The King-Anderson bill is probably one of the most controversial programs presented by the present administration. This bill, through the Old-Age Retirement system, was to be amended by a bill supported by Senator Anderson of New Mexico and Representative King of California and it would amend the Social Security Act to provide these benefits:

- 90 days of care with a deductible of \$10 per day for the first 9 days (minimum deductible to be \$20). This 90 days of care was to be for a "benefit period" which meant a period of consecutive days beginning with the first day an individual was furnished hospital services and ending with the last day of a 90-day period in which he is not in the hospital—in other words, 90 days free hospital expense would then renew the 90 days of hospital care.
- 180 days of skilled-nursing-home services within a "benefit period", as described above.
- 240 home-health-service visits during a calendar year.
- Outpatient-hospital-diagnostic services, with a \$20 deductible for each diagnostic study.

These benefits would have been available to people 65 and over who are eligible for benefits under the Social Security system whether they were actually receiving Social Security benefits or not.

It should be noted very clearly that physicians' services are not covered by this bill.

FINANCING PROVISIONS

These benefits were to be financed by increasing the employer-employee contributions rate of ½% with an increase of 3/8% in the rate of the self-employed. It was also recommended that the earnings base be increased from \$4,800 to \$5,000.

COMMITTEE ACTION

The House Ways and Means Committee held hearings on this proposal in July and August of 1961 but no action was taken. In 1962 the House Ways and Means Committee and the Senate Finance Committee held executive sessions on this bill, but was not reported out in either house.

A bill introduced by Senator Javits of New York would have used social security financing, plus general revenue financing for uninsured people who meet an income test or are over age 72. This also failed to get committee approval.

ANDERSON-JAVITS AMENDMENT

The question finally came up for action on what was known as the Anderson-Javits amendment. This amendment extended health benefits to non-insured persons age 65 and over, with the cost of the benefits for this group to be paid by the general treasury. It also enables individuals to choose between the Federal system and a comparable plan offered by private carriers.

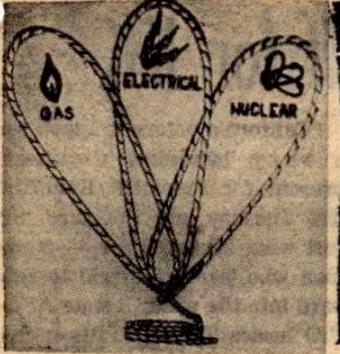
This amendment was defeated, being tabled in the Senate by a vote of 52 to 48.

COSTS

During the first full year of operation it was estimated that \$1.7 billion would be paid in contributions, while \$1.2 billion would be paid in benefits and administrative expenses.

It is expected that legislation similar to the King-Anderson bill will again be proposed in coming sessions of the legislature.

Next month a further review of proposals for Federal health legislation for the aged will continue.



Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT

ANATOMY OF AN ACCIDENT
(Note: The narrative which follows might be a composite of many accidents suffered by utility workers, some by Local 1245's members. The narrative is fiction—based on case histories. It is better to read and learn from case histories than be one.)

The subdued light on the hospital room ceiling was the first thing Bob Miles saw when he regained consciousness. He was aware of the padding and bandages covering his entire body.

The "after a few drinks" feeling was probably due to one of the shots the doc had given him, he thought. Some kind of pain killer. He had a sudden sinking feeling in his stomach when he recalled the doc's last words: "All we can do now is to make him as comfortable as possible."

He had heard somewhere that when you're badly burned all over, the sense cells in the skin are destroyed, and you don't feel much after that. He had guessed he was pretty bad off from the way the nurses and his wife had looked at him.

Somehow he hadn't thought he would cash in this way. Throughout his forty-one years bad accidents had happened to other people. He had even known a couple.

It's hard for a guy to remember all of the details of the accident when he's doped up this way.

Ellen will get ten thousand five hundred if — when I go. Big deal! It's about what we owe on the house. A little insurance might carry her and the kids for a while. What then?

He tried to shift his position on the bed, but couldn't decide if he made it. Something set me up for this accident, he thought. Or I guess it was a lot of little things. I've taken some of my job troubles home with me, but this morning I took my home troubles to work. Had some silly argument with Ellen about who's work was tougher.

I had told her that she's really got it tough — no boss (who brings his personal troubles to work), appliances and gadgets a lot newer than the gear and equipment I have to work with. What was it the State guy had said: "Some of this company's equipment should be in a museum."

Anyway, I was still pushed out of shape when I got to the job. I remember thinking: I guess I'm supposed to put in this gear where we left off

yesterday. She can take a break whenever she feels like it. Tough job! Who's she trying to kid? Did that pin-head say this section was de-energized? Wonder where he went? I suppose the barrier tapes and warning signs would still be up. Boy, a thousand bucks for straightening a kid's teeth! Can you imagine any guy making that kind of dough?

He remembered that the flash had swallowed him up. He had felt as though he were falling. There had been voices and blurred images. And pain — lots of pain.

The kaleidoscope effects had returned every so often, but they were lasting longer now. Even safety slogans returned to Bob Miles now. Safety! They ought to call it "personal security" or something like that. Then a guy would really think about it instead of it just nagging you in the back of your mind.

If I had it to do over again, boy, could I write a book about safety. I'd tell 'em: When you get to work, shut everything but the job out of your mind. Work like you drive — as though you're the only one who knew what he was doing, because you've checked it out!

If the job set-up is unsafe, don't proceed until it is safe. This means: Check for:

- gas concentrations
- electrically energized circuits
- unposted radiation levels

Instruments are available and give you the straight dope — people sometimes don't!

Bob Miles became aware of someone bending over his bed. It was Father O'Malley. He was making the sign of the cross.

In Memoriam

PAUL BABCOCK, a Troublemaker from East Bay Division, died October 25, 1962. Brother Babcock had been a member of the I.B.E.W. since April 28, 1950.

EDMUNDA P. GILES, a Clerk-Typist from San Joaquin Division, died September, 1962. Sister Giles had been a member of the I.B.E.W. since November 1, 1954.

EARL WARREN, from G. C. Line Department, died October 20, 1962. Brother Warren was initiated into the I.B.E.W. on March 1, 1951.



President Gibbs initiates his son into Local 1245. Richard Gibbs, a student at Baylor, worked for PG&E this summer at Caribou Powerhouse Camp.

Welcome!



The following people have been welcomed into Local 1245 for the month of October, 1962:

- BA- APPLICATIONS**
- SAN JOAQUIN**
Nakamura, Takeshi
- COAST VALLEYS**
Hillman, DeWayne
Lourin, Gerald C.
Luiz, Domingos J.
Musick, Joseph H.
- PIPE LINE OPERATIONS**
Meyers, Paul A. Jr.
- STAN-PAC GAS LINES**
Cicka, Edward
- STORES**
Morgan, Grant E.
- EAST BAY**
Courtney, John M.
McLoud, Albert L.
Young, Tom D. S.
- SAN FRANCISCO**
Ackerman, Glenn D.
Brewton, Jerry E.
Fiebusch, Marcel
Keene, Donald L.
- GENERAL OFFICE**
Elsie, Betty E.
Jones, David H.
Jones, Shirley
- STOCKTON**
Dixson, Ricardo L.
Salady, Frank G.
Waldoygel, James E.
- PACIFIC GAS TRANSMISSION**
Smith, James B.
- HUMBOLDT**
Douglas, Kenneth H.
Hall, Edward E.
Huggler, Harold H.
Marsh, LeRoy H.
- SHASTA**
Fuller, Robert G.
Hall, Errol H.
- NORTH BAY**
Anderson, Ira T.
Hadley, Hollis E.
- U.S. BUREAU OF RECLAMATION**
Burke, William
Heath, Roy W.
Martin, Robert S.
- CITIZENS UTILITIES**
Brown, Jean
Dunn, Peggy Jean
Forbes, Diane
Gard, Vernon L.
Grafe, Gayle J.
Greenman, Oletta C.
Keller, Arletta M.
Medaris, Barbara
- GENERAL CONSTRUCTION**
Anthony, Asa S.
Bair, Eaby Jr.
Baker, Howard W.
Belmudez, M. Steve
Bird, Thomas L.
Boldt, Wesley
Hettrick, Jim
LaFleur, Rulies J.
Lollar, Billy J.
Martin, Leonard
McManama, Larry E.
Perez, Robert
Perry, Arthur E.
Perry, James A.
Richards, David A.
Rognerud, Suein O.
Scoma, Joe C.
Slemp, Joseph H.
Smith, Charles M. Jr.
Tyler, Robert A.
Waddoups, Earl O.
Walker, Charles W.
Walker H. Paul
Willis, Mason
Wright, Henry L.
- UTILITY TREE SERVICE**
McDowell, Robert A.
- DAVEY TREE SURGERY**
Carr, Dennis A.
Higgins, Mike
Ragle, James L.
Robinson, Earl E.
Sumpter, Daryl J.
Turner, Harold L.
Welch, C. B.
- NOLAN TREE SURGERY**
Beaver, Paul H.
Martinez, Jose C.
Rogers, Lawrence W.
- A- APPLICATIONS**
- SACRAMENTO M.U.D.**
Staley, Harl C.

For the Mrs.

Once Upon a Label

Reading the label on a package is important, but it helps to know what to look for, says Mrs. Helen Nelson, State Consumer Counsel.

In a meat product, Mrs. Nelson points out, regulations of the U.S. Department of Agriculture require the ingredients to be listed in the order in which they predominate. Thus, if a meat product lists beef, water, corn syrup, etc. in that order, you can assume that beef is the ingredient in largest quantity. If the label reads "beef and pork, water, etc." it is likely that equal quantities of pork and beef are contained in the product.

FOOD STANDARDS

Generally speaking, labels of all packaged foods must list the ingredients. Exceptions to this rule are foods for which "standards of identity" have been established; that is, certain specifications for the food have been set up and as long as the manufacturer complies with the law, he is not required to list the ingredients. Examples are mayonnaise, catsup and preserved fruits and jellies.

Two useful publications which deal with labels and standards are available from the U.S. Government Printing Office in Washington, D.C. One is "Read the Label," priced at 20 cents; and the other is "What Consumers Should Know About Food Standards," 15 cents.

PACKAGING PROBLEMS

Packaging and labeling are subjects in which Mrs. Nelson has taken an active interest since her appointment as Consumer Counsel three years ago by Governor Brown.

Most recently she has been an outspoken critic of odd-size packages and fractional weights which she believes make it unnecessarily difficult for consumers to compare prices.

"Price is important to most consumers," Mrs. Nelson asserts. "Individual preference as to quality also figures into our decisions. But how can we tell how much superior quality costs us? We are entitled to information that will let us compare prices so we can make our choice in the light of both quality and price."

Mrs. Nelson reports that consumers have shown considerable interest in the results of a shopping test her office conducted.

SHOPPING SURVEY

Fourteen common foods and household products were surveyed. It was found that in one supermarket there were 246 different packages of these 14 items displayed. Very few of the packages were simple pounds.

Examples from the survey show that out of six choices of salt, not one was a pound package. Out of 14 different packages of rice, not one was a pound package. There were 20 choices of peanut butter and 26 choices of hot cereal, and in each category only four were pound packages.

"It is easy to compare prices when commodities are packaged in pounds or multiples or simple fractions of pounds," says Mrs. Nelson. "But it is extremely difficult to compare the price of 14 ounces at 21c with 2 pounds 10 ounces at 59c."

The range of prices among the different commodities was considerable, the survey showed. As a basis for comparison the price per pound or pint was computed for each of the 246 packages by using an electric calculator. These are the results:

PRICE RANGES

White rice ranged from 19c to 33c per pound; solid-pack canned tomatoes, 14c to 34c per pound; hot cereal, 19c to 44c per pound; chunk cheddar cheese, 69c to \$1.20 per pound; canned tuna 63c to \$1.23 per pound; salt, 5c to \$1.46 per pound (the small individual shaker packages figure out to \$1.46 per pound); imitation maple syrup, 24c to 39c per pint; pancake mix, 13c to 47c per pound; peanut butter, 40c to 77c per pound; liquid detergent for dishwashing by hand, 35c to 52c per pint; liquid shampoo, 79c to \$3.68 per pint; toilet tissue, 14c to 27c per thousand sheets; canned dog food, 9c to 19c per pound; toilet soap, 27c to 92c per pound.

If consumers could readily compute this type of information themselves, it would help them budget their food and household expenditures more accurately, Mrs. Nelson believes.

Tree Talks Are Begun

The first round of negotiating session completed. Business sessions in the tree trimming industry have been held between Representative Mark Cook is representing the Business Manager.

SOHNER TREE

Assistant Business Manager Walters reports that negotiations with Sohner Tree Service Inc. have not been scheduled as yet.

DAVEY TREE

The first meeting with the management of Davey Tree Surgery Company was held November 15th. Assistant Business Manager M. A. Walters and Business Representative L. N. Foss report that written counter proposals have been received and talks will resume on the 27th and 28th of November.

UTILITY TREE

Business Representative Frank Quadros reports that the first meeting was held with Utility Tree Service management on November 17th and the next meeting is scheduled for the 28th.

NOLAN TREE

November 21st saw the first Nolan Tree Surgery Company-Local 1245 IBEW negotiating

session completed. Business sessions in the tree trimming industry have been held between Representative Mark Cook is representing the Business Manager.

Assistant Business Manager Walters reports that negotiations with Sohner Tree Service Inc. have not been scheduled as yet.

Retired Members

- September 1, 1962**
BURL H. BALLEW, Drum Division.
- OCTOBER 1, 1962**
THOMAS A. WHISNAN, Coast Valleys Division.
- October 1, 1962**
CLARENCE E. DENNIS, Coast Valleys Division.
- November 1, 1962**
PERCY H. BUNKER, San Joaquin Division.
- JOHN G. HAMILTON, Shasta Division.
- MATILDA TROY, Citizens Utilities Company.

Your December Meeting Calif. Wraps Up Fine Xmas Gift for JFK

(Continued from Page 1)

- 3811 Sacramento—Labor Temple, 2525 Stockton Blvd. 8:00 p.m.
- WEDNESDAY, DEC. 5th**
- 1114 Taft—Power Club 8:00 p.m.
- 1115 Dinuba—Security Bank Bldg., 101 So. "L" St. 7:30 p.m.
- 1214 Watsonville—Moss Ldg.—V.F.W. Hall, 215-3rd St., Watsonville 7:30 p.m.
- 1511 San Jose—V.F.W. Hall, 430 So. 4th St. 8:00 p.m.
- 2316 Concord—L.B.E.W. Hall, Pacheco 8:00 p.m.
- 2414 San Francisco—Steam—Local 6, L.B.E.W., 55 Fillmore St. 8:00 p.m.
- 3411 Chico—Memorial Bldg., Washington & Esplanade 7:30 p.m.
- 3911 Sacramento—M.U.D.—Dante Club, 2330 Fair Oaks Bl. 8:00 p.m.

- THURSDAY, DEC. 6th**
- 1112 Bakersfield—Plasterers' Local, 26 Bernard St. 7:30 p.m.
- 1124 Los Banos—Fireman's Hall 7:30 p.m.
- 1212 Monterey—Carpenters' Hall, 738 Hawthorne 8:00 p.m.
- 2312 Richmond—Carpenters' Hall, 242-11th St. 8:00 p.m.
- 2411 San Francisco—Elec., Garage & Whse.—Local 6, L.B.E.W., 55 Fillmore St. 8:00 p.m.
- 2511 Stockton—Moose Lodge, 127 E. Channel 8:00 p.m.
- 3112 Garberville—Weott—Fire Hall, Garberville 7:30 p.m.
- 3417 Paradise—Veterans' Memorial, Skyway 7:30 p.m.
- 3813 Placerville—Grange Hall 7:30 p.m.

- TUESDAY, DEC. 11th**
- 1113 Madera—Memorial Hall, 6th & "G" Sts. 7:30 p.m.
- 1217 Paso Robles—Civic Center, 10th & Park 8:00 p.m.
- 1311 Barstow—721 Buena Vista 7:30 p.m.
- 1313 Gilroy—Old Amer. Legion Hall, 5th & Egleberry 8:00 p.m.
- 2301 East Bay Clerical—Hotel Leamington, 19th & Franklin, Oakland 7:30 p.m.
- 2314 Hayward—South Alameda County Labor Temple, 1050 Mattox Road 8:00 p.m.
- 2517 Sonora—I.O.O.F. Hall 8:00 p.m.
- 3211 Red Bluff—Tehama County Fairgrounds (No. Dormitory), Highway 99 E 7:30 p.m.
- 3612 Colusa—Atwood Hall, Fairgrounds 7:30 p.m.
- 3712 Santa Rosa—Local 551, L.B.E.W. Bldg., 1429 Santa Rosa Ave. 8:00 p.m.
- 3812 Vacaville—Eagles Hall 7:30 p.m.

- WEDNESDAY, DEC. 12th**
- 1111 Fresno—Progressive Home Club, 2630 E. Weldon 7:30 p.m.
- 1213 King City—Soledad—Grange Hall, 1213 E. Oak St., Greenfield 7:30 p.m.
- 1215 San Luis Obispo—Veterans' Memorial, Grand Ave. 8:00 p.m.
- 1312 Needles—Art Barn, City Recreation Hall 7:30 p.m.
- 2211 Oakland General—Porter Hall, 1918 Grove St. 7:30 p.m.
- 2401 San Francisco Clerical—Sheraton-Palace Hotel, Market & New Montgomery 5:30 p.m.
- 2515 Modesto—Yacht Club 7:30 p.m.
- 3212 Redding—Retail Clerks Bldg., Locust & Garden 7:30 p.m.
- 3601 Marysville Clerical—Marysville Hotel 5:00 p.m.
- 3611 Marysville—Sheriff Dept. Bldg., Yuba City Airport 8:00 p.m.
- 3711 San Rafael—Painters' Hall, 701 Mission Ave. 8:00 p.m.

- THURSDAY, DEC. 13th**
- 1123 Merced—Fish & Game Assn. Hall 7:30 p.m.
- 1216 Santa Maria—VFW Hall, Battle Road 8:00 p.m.
- 2516 Lodi—Veterans' Hall, 23 1/2 W. Pine St. 8:00 p.m.
- 3216 Trinity—The Gables, Weaverville 7:00 p.m.
- 3613 Oroville—Eagles' Hall 7:30 p.m.
- 3716 Napa—Labor Temple, 1606 Main St. 8:00 p.m.
- 3814 Woodland—Girl Scout Cabin, 430 Grand Ave. 7:30 p.m.

- FRIDAY, DEC. 14th**
- 3815 Davis—Girl Scout Cabin, E. 7th St. & "A" St. 8:00 p.m.

- MONDAY, DEC. 17th**
- 3021 Sandpoint—Elks Hall 7:00 p.m.

- TUESDAY, DEC. 18th**
- 1118 Wishon—Auberry Civic Club 7:30 p.m.
- 1314 Avenal—Veterans' Memorial Bldg. 7:30 p.m.
- 1513 Santa Cruz—Laborers' Temple, 2960 Soquel Ave. 7:30 p.m.
- 2011 Tracy—Continental Club, Oak St., Brentwood 8:00 p.m.
- 3022 Rosalia—City Hall 7:00 p.m.
- 3213 Fall River Mills—Veterans' Hall 7:00 p.m.
- 3511 Auburn—Eagles' Hall on High St. 7:30 p.m.
- 3717 Fort Bragg—Eagles' Hall, Curry & Adler Sts. 7:30 p.m.

- WEDNESDAY, DEC. 19th**
- 1121 Coalinga—Zenith Club, 154 Cedar St. 7:30 p.m.
- 1512 Belmont—Good Shepherd Hall, 1336-5th Ave. 8:00 p.m.
- 3023 Walla Walla—Marcus Whitman Hotel 7:00 p.m.
- 3311 Reno—McCarran Hall, "F" Street, Sparks 7:30 p.m.
- 3513 Grass Valley—Labor Temple, Neil & Church Sts. 7:30 p.m.
- 3714 Ukiah—Labor Temple, Radio Station KUKI Rd. 8:00 p.m.
- 4013 Alturas—Warner Hotel 8:00 p.m.

- THURSDAY, DEC. 20th**
- 3024 Redmond—J. C. Hall 7:00 p.m.
- 3312 Lake Tahoe—Carpenters' Hall, Hwy. 50, Al Tahoe 7:30 p.m.
- 4012 Susanville—Mt. Lassen Hotel, Lassen St. 7:30 p.m.

- FRIDAY, DEC. 21st**
- 3025 Klamath Falls—WI-NE-MA Hotel 7:00 p.m.

- THURSDAY, DEC. 27th**
- 3413 Feather River—Injun Jim School 7:00 p.m.

- FRIDAY, DEC. 28th**
- 4411 San Diego—Local 465, L.B.E.W., 732 "F" St. 7:30 p.m.

- 3411 Chico—Memorial Building, Washington & Esplanade 7:30 p.m.
- 3911 Sacramento M.U.D.—Dante Club, 2330 Fair Oaks Boulevard, 8:00 p.m.

- THURSDAY, JANUARY 3rd**
- 2312 Richmond—Carpenters' Hall, 242-11th St., 8:00 p.m.
- 2411 San Francisco—Elec. Garage & Warehouse, Local 6, L.B.E.W., 55 Fillmore St., 8:00 p.m.
- 3112 Garberville—Weott—Fire Hall, Garberville, 7:30 p.m.
- 3417 Paradise—Veterans' Memorial, Skyway, 7:30 p.m.
- 3813 Placerville—Grange Hall, 7:30 p.m.

- MONDAY, JANUARY 7th**
- 3414 Willows—Orland—Eagles Hall, So. Colusa St., Willows, 7:30 p.m.

- TUESDAY, JANUARY 8th**
- 1117 Wasco—Power Club, 7:00 p.m.
- 1211 Salinas—American Legion Hall, 14 W. Laurel Drive, 8 p.m.
- 2301 East Bay Clerical—Hotel Leamington, 19th & Franklin Sts., Oakland, 7:30 p.m.

- 2314 Hayward—So. Alameda Labor Temple, 1050 Mattox Road, 8:00 p.m.
- 2413 San Francisco—Gas—Local 6, L.B.E.W., 55 Fillmore, 8 p.m.
- 2513 Jackson—Carpenters' Hall, Sutter Creek, 7:00 p.m.
- 3211 Red Bluff—Tehama County Fairgrounds, (North Dormitory) Hwy. 99E, 7:30 p.m.
- 3612 Colusa—Atwood Hall, Fairgrounds, 7:30 p.m.
- 3712 Santa Rosa—Local 551, L.B.E.W., 1429 Santa Rosa Ave., 8:00 p.m.
- 3812 Vacaville—Eagles' Hall, 7:30 p.m.

- WEDNESDAY, JANUARY 9th**

- 1114 Taft—Power Club, 8:00 p.m.
- 1115 Dinuba—Security Bank Building, 101 So. "L" Street, 7:30 p.m.
- 1214 Watsonville—Moss Landing—V.F.W. Hall, 215-3rd St., Watsonville, 7:30 p.m.
- 2211 Oakland General—Porter Hall, 1918 Grove St., 8:00 p.m.
- 2401 San Francisco Clerical—Sheraton-Palace Hotel, Market and New Montgomery, 5:30 p.m.
- 3011 Sacramento Transit Authority—Labor Temple, 2525 Stockton Boulevard, 7:00 p.m.
- 3212 Redding—Retail Clerks Building, Locust & Garden Streets, 7:30 p.m.
- 3601 Marysville Clerical—Marysville Hotel, 5:00 p.m.
- 3611 Marysville—Sheriff Dept. Bldg., Yuba City Airport, 8 p.m.
- 3711 San Rafael—Painters' Hall, 701 Mission Avenue, 8:00 p.m.
- 3811 Sacramento—Labor Temple, 2525 Stockton Blvd., 8:00 p.m.

- THURSDAY, JANUARY 10th**
- 1112 Bakersfield—Plasterers' Local, 26 Bernard St., 7:30 p.m.
- 1124 Los Banos—Firemen's Hall, 7:30 p.m.
- 1212 Monterey—Carpenters' Hall, 738 Hawthorne, 8:00 p.m.
- 2511 Stockton—Moose Lodge, 127 E. Channel, 8:00 p.m.
- 3216 Trinity—The Gables, Weaverville, 7:00 p.m.
- 3613 Oroville—Eagles Hall, 7:30 p.m.
- 3716 Napa—Labor Temple, 1606 Main St., 8:00 p.m.
- 3814 Woodland—Girl Scout Cabin, 430 Grand Ave., 7:30 p.m.

- FRIDAY, JANUARY 11th**
- 3815 Davis—Girl Scout Cabin, E. 7th & "A" Streets, 8:00 p.m.

- TUESDAY, JANUARY 15th**
- 1113 Madera—Memorial Hall, 6th and "G" St., 7:30 p.m.
- 1217 Paso Robles—Civic Center, 10th & Park, 8:00 p.m.
- 1311 Barstow—721 Buena Vista, 7:30 p.m.
- 1513 Santa Cruz—Laborers' Temple, 2960 Soquel Ave., 7:30 p.m.
- 2311 Oakland—Porter Hall, 1918 Grove St., 8:00 p.m.
- 2517 Sonora—I.O.O.F. Hall, 8:00 p.m.
- 3213 Fall River Mills—Veterans' Hall, 7:00 p.m.
- 3511 Auburn—Eagles' Hall on High Street, 7:30 p.m.
- 3717 Fort Bragg—Eagles' Hall, Curry & Adler Streets, 7:30 p.m.

- WEDNESDAY, JANUARY 16th**
- 1111 Fresno—Progressive Home Club, 2630 E. Weldon, 7:30 p.m.
- 1213 King City—Soledad—Grange Hall, 1213 E. Oak St., Greenfield, 7:30 p.m.
- 1215 San Luis Obispo—Veterans' Memorial, Grand Ave., 8 p.m.
- 1312 Needles—Art Barn, City Recreation Hall, 7:30 p.m.
- 2515 Modesto—Yacht Club, 7:30 p.m.
- 3311 Reno—McCarran Hall, "F" Street, Sparks, 7:30 p.m.
- 3513 Grass Valley—Labor Temple, Neil & Church Sts., 7:30 p.m.
- 3714 Ukiah—Labor Temple, Radio Station KUKI Road, 8:00 p.m.
- 4013 Alturas—Warner Hotel, 8:00 p.m.

- THURSDAY, JANUARY 17th**
- 1123 Merced—Fish & Game Assn. Hall, 7:30 p.m.
- 1216 Santa Maria—V.F.W. Hall, Battle Road, 8:00 p.m.
- 2516 Lodi—Veterans' Hall, 23 1/2 W. Pine Street, 8:00 p.m.
- 3312 Lake Tahoe—Carpenters' Hall, Hwy. 50, Al Tahoe, 7:30 p.m.
- 4012 Susanville—Mt. Lassen Hotel, Lassen St., 7:30 p.m.

- MONDAY, JANUARY 21st**
- 3021 Sandpoint—Elks' Hall, 7:00 p.m.

- TUESDAY, JANUARY 22nd**
- 1118 Wishon—Auberry Civic Club, 7:30 p.m.
- 1313 Gilroy—Old American Legion Hall, 5th & Egleberry, 8:00 p.m.

- 1314 Avenal—Veterans' Memorial Building, 7:30 p.m.
- 2011 Tracy—Continental Club, Oak Street, Brentwood, 8:00 p.m.
- 3022 Rosalia—City Hall, 7:00 p.m.
- 3413 Feather River, Injun Jim School, 7:00 p.m.

- WEDNESDAY, JANUARY 23rd**
- 1121 Coalinga—Zenith Club, 154 Cedar St., 7:30 p.m.
- 1512 Belmont—Good Shepherd Hall, 1336-5th Avenue, 8:00 p.m.
- 3023 Walla Walla—Marcus Whitman Hotel, 7:00 p.m.

- THURSDAY, JANUARY 24th**
- 3024 Redmond—J. C. Hall, 7:00 p.m.

- FRIDAY, JANUARY 25th**
- 3025 Klamath Falls—WI-NE-MA Hotel, 7:00 p.m.
- 4411 San Diego—Local 465, L.B.E.W., 732 "F" Street, 7:30 p.m.

"California voters wrapped up a very handsome Christmas present for President Kennedy last Tuesday and I'm sure it's just what he asked for — more men who 'are not afraid to sail hard into the wind,'" state AFL-CIO leader Thos. L. Pitts noted this week in commenting on the Congressional elections.

COPE-endorsed candidates romped to victory in more than 72 per cent of the 36 Congressional districts in which endorsements were made, including seven of the eight new Congressional delegation to 38 this year, he said.

ON A PARTY BASIS, this alters the complexion of California's representation from 15 Democrats and 14 Republicans with one vacancy to 25 Democrats and 13 Republicans, Pitts, secretary-treasurer of California Labor COPE explained.

Principle highlights of the sweep by COPE-endorsed candidates were:

- Election of Augustus F. (Gus) Hawkins in the new 21st Congressional district in Los Angeles as California's first Negro Congressman.

- Re-election of the late Clem Miller posthumously in the 1st Congressional District.

- And the defeat of three John Birch Society members, two of whom were incumbents.

In Northern California COPE-endorsed candidates won in two of the three new Congressional Districts: Robert L. Leggett of Vallejo won in the 4th and W. Donlon Edwards in the 9th.

IN THE FIVE NEW Congressional districts in Southern California, COPE-endorsed candidates Charles H. Wilson of Los Angeles, Richard T. Hanna of Fullerton and Lionel Van Deerlin of San Diego were victorious in the 31st, 34th and 37th Districts. Hawkins' election in the new 21st and the victory of George E. Brown, Jr. in the new 29th, gave Southern California a perfect score in the new districts.

In the 30th District in Los Angeles County, Edward R. Roybal, a Mexican-American, successfully ousted the incumbent Republican Congressman Gordon L. McDonough.

The re-election of Clem Miller despite his death a month ago this week in a plane crash near Eureka was both a tribute to the man who authored the recently passed Point Reyes National Park Bill and a demand by the District's voters for sufficient time to judge fairly the merits of living candidates of both principal parties.

Democratic leaders held a First District caucus in Willits to screen potential candidates to replace Miller on the Democratic ticket in a special election to be held in January.

The COPE-endorsed candidates who defeated the three Birchers were Ronald Brooks Cameron who ousted John E. Rousselot in the 25th Congressional District; Everett G. Burkhalter who scored an upset over Rep. Edgar W. Hiestand in the 27th Congressional District, and George E. Brown, Jr. who turned back an attempt by Birchite H. L. (Bill) Richardson to capture the new 29th Congressional District seat.

January Unit Meetings

- WEDNESDAY, JANUARY 2nd**
- 1511 San Jose—VFW Hall, 430 So. 4th St., 8:00 p.m.
- 2316 Concord—L.B.E.W. Hall, Pacheco, 8:00 p.m.
- 2414 San Francisco—Steam, Local 6, L.B.E.W., 55 Fillmore, 8 p.m.
- 3111 Eureka—Veterans' Memorial Building, 10th & "H" Streets, 7:30 p.m.