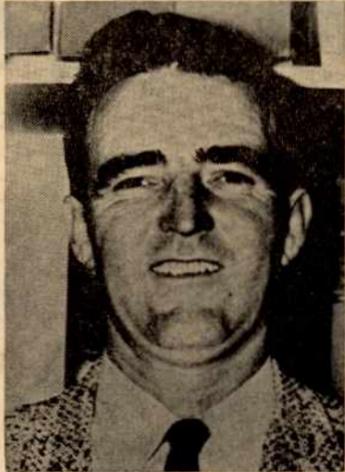


Gibbs Resigns as 1245's President — Thomas Named

Upon the advice of his physician, President James E. Gibbs, Jr. has had to submit his resignation. President Gibbs was hospitalized over the Christmas holidays and has since been recovering at home. Nonetheless, the news shocked other officers and members of Local 1245 who have followed his dedicated leadership for the last 2½ years.

The Executive Board, at its February meeting, accepted his resignation with regret and expressed great appreciation for his past services. It appointed Leland Thomas, Jr. to succeed Brother Gibbs in the Office of President.

James Gibbs, Jr. brought a great deal of training and experience to the presidency. He was initiated into the then Local 1324 in November of 1948. He served as a Shop Steward and member of the San Jose Division Joint Grievance Committee from 1948 to the time of the amalgamation of Locals 1324 and 1245 in 1951.



LEE THOMAS

first term as President of the Local.

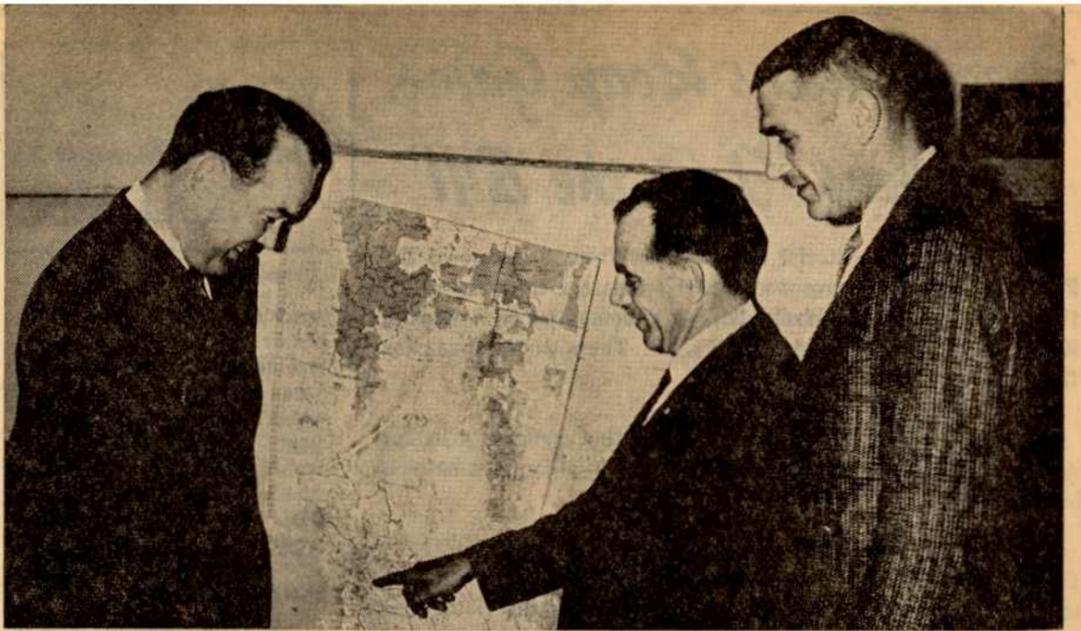
Leland Thomas Jr., the new President, was initiated into the IBEW in 1950. He became a Shop Steward and has since served as Chairman of Unit 1511; as a member of the San Jose Division Joint Grievance Committee; as Advisory Councilman from San Jose; and, before his appointment, was the Executive Board Member—Southern Area.

President Thomas is a Line Subforeman headquartered at Cupertino.

PAYS TRIBUTE

In assuming the Office of President Lee Thomas has paid tribute to the human qualities of Jim Gibbs. It is a mark of the man—his patience, his courtesy, his sense of fair play—to have written (as he did in his letter of resignation):

"I consider it to have been a great honor and privilege for every hour of work with, and for, Local 1245 Officers and Members."



Dan McPeak, left, Larry Foss and Gerry Watson point out the changes in assignment resulting from Dan's promotion into the Local's Headquarters. Dan will undertake administrative, contract research and coordination functions while Larry Foss will return to his "home" division—San Francisco with that field assignment. Gerry Watson has been appointed to the staff to assist John Wilder in East Bay Division—the system's largest, in terms of people.

Utility Reporter

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FEBRUARY, 1963



JAMES E. GIBBS, JR.

At that time he became an Executive Board Member. He was later appointed as a Business Representative and served in that capacity until 1953. He then was elected as Recorder and subsequently transferred to Unit 3414. The members of the Willows-Orland Unit promptly elected him as Unit Chairman. He later became Advisory Councilman from De Sabla Division, a duty he performed until his election to a

Wilson Resigns — Robinson Appointed

Bobby Robinson has been appointed by Business Manager Ronald T. Weakley to fill the vacancy left by Jack Wilson.

Brother Wilson, who has handled various southern San Joaquin Division—Pipe Line Op-

erations assignments since 1957, has resigned from Local 1245's Staff in order to accept a position as Deputy Labor Commissioner.

Jack sees his new job as one of doing for unorganized peo-

(Continued on Page 2)

YOUR Business Manager's COLUMN

by Ronald J. Weakley

Recently, one of our members wrote to me and raised a subject which might be worthy of thought during the next few months.

The subject has to do with whether or not we should seek an earlier normal retirement date in our PG&E-Union Pension Contract.

I quote from the member's letter to me:



R. Weakley

"Simply as a matter of personal expression, Ron, I am sure that many of our members would just as soon continue our 40-hour workweek instead of shortening it as there is apt to be too much idle time for members to adjust to."

"Instead of reducing the (Continued on Page 2)

Radioactive Accident Is Family's Nightmare

By NICK ELLENA

(Chico Enterprise-Record Staff Writer)

The nightmare was almost six years ago. But its wake still ripples through the lives of the Jackson McVeys like a spectre.

You can see it in the lines in McVey's face. You can hear it in the clipped, tension-tight tones of Madeline McVey's voice when she talks about the accident and the aftermath that sent a happy, solvent family tumbling into poverty and face to face with even the grimmer prospect of disablement and slow, radioactive death.

You can feel it in the atmosphere of their neat but sparsely-furnished home at 1293 Salem St. as the McVeys talk about an uncertain future.

While the McVeys, young and old, have started picking up the pieces, six years is a long time for a bad dream.

(Continued on Page 7)



Frank Anderson has been appointed Executive Board Member, Northern Area replacing Gerald F. Watson. Brother Anderson is a former Advisory Councilman from North Bay Division. He was Vice-Chairman of Unit 3716 and chairman of its educational committee. Last year, Brother Anderson moved to Tahoe City in Sierra Pacific's service area, where he has continued to remain active in Local 1245.



Bobby G. Robinson indicates the general area of his new field assignment as Business Representative. He will be responsible for Pipe Line Operations Department and Southern San Joaquin Division, as well as Davey Tree personnel.



Andy Clayton has been appointed to the Office of Treasurer, succeeding Bobby G. Robinson. Andy is a former member of the Trustee Committee who works for Standard Pacific Gas Line, Inc. as a Line Mechanic. He has served as Steward, Unit Chairman, Advisory Councilman, Grievance Committeeman and Stan-Pac Negotiating Committeeman.



Albert Callahan has been appointed Executive Board Member—Southern Area to fill the vacancy left by Lee Thomas. Brother Callahan was initiated into Local 1245 in 1946. Prior to this position he was Advisory Councilman from San Joaquin Division. His replacement had not been named at press time.

Con Edison Settles

Bargaining on the Consolidated Edison properties in New York has been concluded between Local 1-2, U.W.U.A. and the company. The new agreement contains a number of improvements; namely:

HOSPITAL-SURGICAL PREMIUMS

The company will pay one half of the premium for employee and all dependents in 1963 and the full cost of the Blue Cross-Blue Shield premium in 1964 and for the duration of the three year contract term.

JOB SECURITY

The parties continued their Job Security Addendum in much the same form as in the (Continued on Page 8)

Free Loaders Reap Gains, Members 'Foot the Bill'

(The following editorial is excerpted from a report of the President's Boeing Aerospace Board mediating the dispute between Boeing and the Machinists. It is composed of Patrick J. Fisher, Lewis M. Gill and Saul Wallen. Their words speak for themselves.)

IT IS SCARCELY necessary to review the arguments in support of the inclusion of a union shop clause in a contract between these parties.

We shall note only that we are especially impressed with the "free loader" argument. The union by law is the bargaining agent for all the employes in the unit. The benefits it negotiates must be granted to all employes, members and nonmembers alike. Neither it nor the company can discriminate by limiting the benefits to union members alone. Hence nonmembers automatically benefit from the union's negotiating efforts. But only the union members foot the bill.

This condition inevitably rankles the nearly three-fourths of the Boeing employes who carry the full cost. The resentments engendered must be a divisive influence in the work force, a morale depressant with concomitant effects on efficiency.

It is axiomatic that taxation without representation is tyranny. The reverse is equally true. The enjoyment of the fruits of representation without payment of one's proportionate share of the cost is similarly repugnant.

The inequity inherent in an arrangement under which a minority enjoys the benefits of collective bargaining, while paying none of the cost, is especially acute in the case of future employes. We do not agree that a requirement that all present employes join a union as a condition of continued employment violates any basic or inherent rights. However, we can understand that an employer might be reluctant to impose such a requirement, expressed or implied, that union membership would be a matter solely of their choice deprives a person not yet hired of anything.

We turn next to the contention that the union shop or some other form of union security stronger than the present maintenance of membership provision "strengthens the enemy" and thus represents a "beefing up" of an antimanagement force.

This argument is based on the assumption that management and labor in this age have antagonistic aims and goals and are in fact enemies seeking their opponent's destruction.

We think this assumption is counter to the mainstream of thought of American management and labor. With a few regrettable exceptions, the prevailing view—and our own—is that management and labor share a common goal of promoting an efficient and profitable enterprise, which affords good returns to the stockholders and at the same time provides good and secure jobs for the members of the union.

The Boeing Co.'s rather cynical argument that the union is an "enemy," bent on mortal combat with the company, is in our view not only factually unsound but also goes a long way toward explaining why this dispute has been so difficult to settle. We are convinced that if the Boeing management would reconsider its basic approach to the relationship, it would find the union more than willing to meet it halfway.

It is for the foregoing reasons that we see positive benefits in the union shop for these parties. If we had been given the powers of arbitrators, we would not hesitate to make an award granting the union shop under the circumstances.

WE THINK the national interest in settling this dispute urgently calls for the company to reconsider its position of rigidity on the union security issue. The union has views on the union shop which are just as strong as those of the company, but the union has shown a sense of responsibility by stating its willingness to accept one modified form of union security if necessary to avoid a strike. We think the nation has a right to expect the company to show a comparable sense of responsibility, rather than rebuffing all proposals, no matter how moderate and reasonable.

That, as we see it, is the single most important key to the settlement of this issue and indeed of the whole dispute. The precise formula which is adopted is perhaps of secondary importance; what is important is for the company to step forward with some contribution to a settlement and abandon its stubborn insistence that its views on union security must take total precedence over the views, not only of the union, but also of this board and for that matter of the great majority of large American industrial corporations.

Boeing management has no monopoly on either patriotism or wisdom, and some tangible recognition of that fact would be very much in order at this point.

YOUR Business Manager's COLUMN

(Continued from Page 1)

workweek, wouldn't it be better to request earlier retirement at age 60 years, instead of the present age 65 years? This retirement, 5 years earlier than now, would create more employment for our younger people, men and women, and would give older members a few more years to enjoy their retirement.

"At the present retirement ages, there are not too many years left to enjoy a well-earned rest. Personally, I would much rather retire five years earlier at age 60 and keep working steady now, while younger, with the 40-hour week."

This member is aware that the PG&E pension plan has a provision for optional early retirement and it appears that he is suggesting a full pension at age 60 rather than one figured on the 4% per year reduction formula. Let me say offhand that such a program would involve a great deal of money, no matter who might pay it. Also, I would assume that this member's suggestion includes the consideration of an earlier normal retirement date for Social Security. This, too, would cost a fair piece of money.

Leaving aside how much such a program would cost, who would foot the bill and whether the PG&E and the U.S. Congress would agree to the program, I think this brother has a good point when it comes to seeking earlier retirement as a method of shortening the "work life."

Organized labor has fought for the 8-hour day and the 40-hour week. The majority of working people now have these two items pretty well nailed down by contracts and by laws.

Labor has also sought and gained a number of benefits such as paid vacations, paid holidays, etc. These items serve to shorten the "work year."

If each member takes 2080 hours, a normal work year based on 40 hours a week, and then subtracts the paid time off he receives during the year, he will find that on an annual basis, he doesn't work an average of 40 hours a week.

Thus, the work day, the workweek, and the work year have been shortened and are being further shortened through contractual provisions.

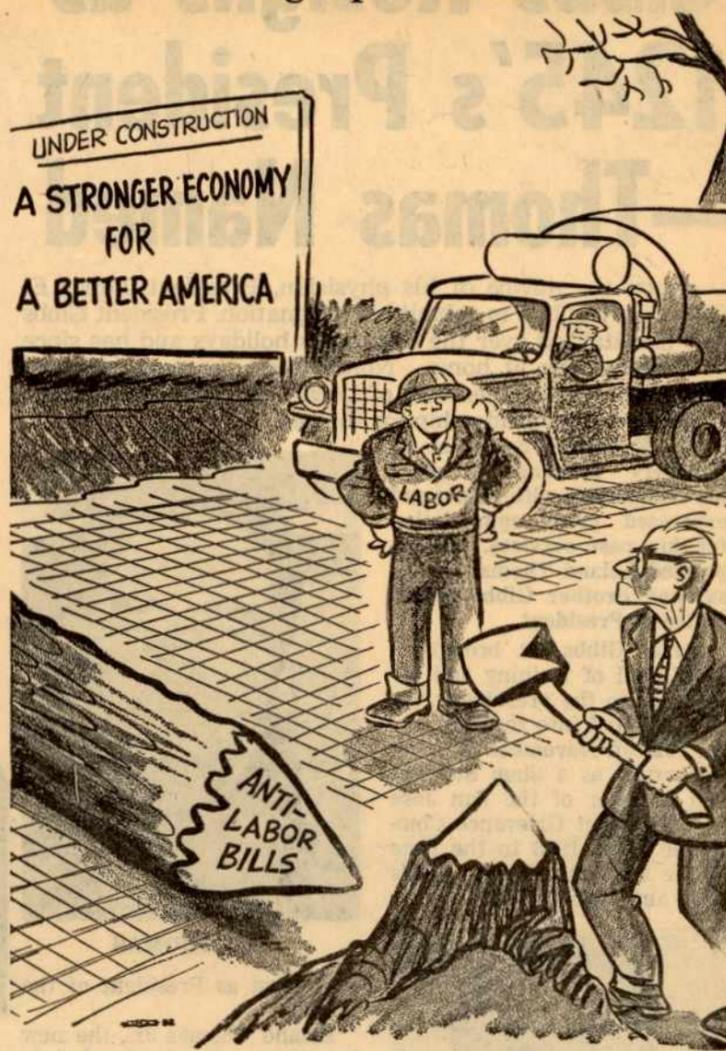
The "work life" was shortened for many people as the age of 65 became the normal retirement date. Now, there are moves toward 62 years and soon, to 60 years.

All of these moves serve to meet the desires of many people but the employer resistance factor seems to increase in inverse proportion to the pressure applied by those who seek to reduce the hours of labor in any fashion.

Chronic unemployment, automation, mechanization, a population explosion and other factors cause pressures toward reduced work spans which must be given serious consideration by unions, management and government.

How should our Union move

Holding Up the Job



on this question? The brother who suggests earlier normal retirement makes his case. Others want a shorter work year through more vacations, holidays, etc. Still others prefer a shorter workweek or a shorter work day.

It seems to me that perhaps we might take a sampling of opinion by asking for more individual letters on this important subject. We could print some of these letters or portions of them in order to stimulate thinking and discussion through the medium of our paper.

All we need to proceed, is some letters. How about sitting down and putting some thoughts on paper and sending them to me?

As I close this column, I wish to add my sincere thanks to Jim Gibbs for his outstanding service to the members of our Union. We will miss his steady hand at the helm of Local 1245 but we will do our best to live up to the high standards of conduct and leadership he set for us.

Our new President, Leland Thomas, can count on me for every possible bit of assistance and cooperation I can offer as he steps up to head one of the largest Local Unions in the country. Let's all get behind him and give him the support needed to continue the progress of Local 1245.

Robinson New Business Rep.

(Continued from Page 1)

ple what Local 1245 is doing for organized people. As with his 1245 Staff position, he perceives it as a job that, "when you go home at night, you feel you have helped someone." "This is a job I can take my principles to," he said.

Bobby Robinson brings to the Business Representative's position a great deal of training and experience in the affairs of Local 1245. He has been a member since 1949. He is a Shop Steward and has served as: Chairman of Unit 1112, Bakersfield; as Advisory Councilman, San Joaquin Division; and as a member of the PG&E Negotiating Committee. Brother Robinson has also been a committeeman in such matters as Electric Maintenance job definitions and lines of progression, benefits, and job protection.

Brother Wilson will be missed by his friends and colleagues in Local 1245. He has served the membership well. We wish him the best in his new position. With reference to his replacement, Jack has said, "I couldn't have picked a better man if I had done it myself."



The UTILITY REPORTER



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Consumer News . . . and Views

If you have a Consumer Problem, send us a letter. We'll try to get an expert opinion on the matter. Write:

The Consumers Page Utility Reporter
1918 Grove Street, Oakland 12, Calif.

WHAT IS THE CONSUMER COUNSEL PROGRAM?

By MRS. HELEN NELSON
California Consumer Counsel

California's Consumer Counsel program has marked its third anniversary.

A new idea in California state government, the program is also unique in the United States.

While a few states (including California) have special sections in the offices of their attorney-generals to deal with frauds against consumers, only California has a Consumer Counsel placed at the top level of government, in the Governor's office.

California's Consumer Counsel post was created by an act of the Legislature at the request of Governor Edmund G. Brown to provide an official voice for consumers.

The law calls upon the Consumer Counsel to advise the Governor and Legislature on matters affecting consumers and make recommendations as needed; to "lobby" for consumers by speaking on their behalf at hearings of governmental bodies; and to study consumer problems and provide information to consumers.

Mrs. Helen Nelson, appointed Consumer Counsel by Governor Brown, considers consumer information an important part of her work. Earlier this year her office cooperated with women's organizations to conduct a series of Consumer Information Conferences around the state. Representatives of government agencies were on hand to answer questions about food shopping, credit buying, selling methods and all sorts of related subjects.

"The response was tremendous," Mrs. Nelson said. "Hundreds of consumers came to these meetings eager to learn how to buy more wisely."

"One thing we all learned," Mrs. Nelson adds, "is that too often at the time of purchase there is precious little choice left for us consumers to make. The fundamental decision has been made by others, sometimes in private industry and sometimes in government."

How much a loaf of bread weighs, how much fat a pound of hamburger can contain, how much interest we pay on a charge account—these decisions are made by our representatives in government, Mrs. Nelson points out.

MEAT BUYING

Among facts consumers learned at the information conferences were these about meat:

Meat inspection—California has the best meat inspection program of any state. It is administered by the State Department of Agriculture, which works closely with the Meat Inspection Division of the U. S. Agriculture Department. Inspectors check meat for wholesomeness and safety. They do not grade meat for quality.

Hamburger—In California hamburger has a real meaning. The law says it can contain only the "voluntary striated muscle of fresh beef" with not more than 30 per cent fat. If any substance is added that is not approved by the State Public Health Department — other meat, or water or food coloring—the hamburger is considered adulterated.

MEAT GRADING

The U. S. Department of Agriculture, not the State, sets the grade standards for meat to assure uniformity of quality all around the nation.

Use of government grades for meat is voluntary, not compulsory. Meat packers pay the government for the grading service.

Grade standards have been set for beef, lamb, veal and fresh pork. Many retailers feature and sell U. S. graded beef. Graded lamb is frequently seen also. Graded veal, however, rarely appears on the consumer market.

BEEF GRADES

The official U. S. grades for beef are USDA Prime, Choice, Good, Standard and Commercial. The grade most frequently seen on the consumer market is USDA Choice.

A handy booklet which describes the different grades and tells how to use them is "U.S. Grades for Beef." It can be obtained from the U.S. Government Printing Office, Washington 25, D.C. It costs 10 cents.

LAMB GRADING

In grading lamb, the descriptive names used by the U.S. Department of Agriculture include USDA Prime, Choice, Good, Commercial and Utility.

Mrs. Nelson points out that shortly after she took office in 1959, there was an attempt to discontinue Federal grading of lamb. As Consumer Counsel for California she opposed the discontinuance. Protest came from consumer groups in other parts of the country, too. The vigorous consumer action was successful and lamb grading was maintained.

PORK GRADING

While U.S. grade standards have been set for fresh pork, they are rarely used, Mrs. Nelson points out. No government grade standards have been set for cured pork products like bacon.

"If we consumers balk at buying ungraded bacon in a peek-

Packaging Law Needed

A Truth-in-Packaging bill has been introduced in the Senate by Senator Engle. It is designed to eliminate confusing and deceptive packaging of thousands of kitchen, bathroom and household products.

KEY FEATURES

Some of the bill's key features would:

- Print net weight prominently on the front panel of all packages.
- Ban deceptive illustrations of the contents of packages.
- Eliminate "cents-off" deals and "economy size" designations which imply the retailer has control over prices when he does not have such control.
- Prevent packaging that deceives the consumer as to the quantity of the contents.

PACKAGING ABUSES

The need for truth-in-packaging is apparent to anyone who has tried to shop for goods on the basis of comparative prices and contents. Pity the poor shopper, feeling like Alice-in-Wonderland, as she ventures down the supermarket aisle—impulse items leaping out at her and "cents off" falling all over the place. And who has the courage or audacity to face those colorful items on the shelf and attempt to calculate the price per ounce?

New Stewards

The following Shop Stewards were appointed during January:

PACIFIC GAS & ELECTRIC COMPANY
Richard G. Clark, Coast Valleys Division; Tom L. Condrey, Colgate Division; Vernon M. Casteel, East Bay Division; Ray L. Chandler, East Bay Division; Tommy E. Cheatham, General Construction; Jim E. Hedgecock, General Construction; Emmitt R. Hinton, General Construction; Edwin L. Wadsworth, General Construction; Peter Gomez, Pipe Line Operations; Eugene Campedel, San Francisco Division; Nick Volpi, Stockton Division.

DAVEY TREE SURGERY COMPANY, LTD.
Jay Senior.
SOHNER TREE SERVICE, INC.
Thomas Barnhill, Theron Coburn, Donald R. Gambill.

Retired Members

February 1, 1963:
James R. Campbell, Drum Division.
Charles F. Orra, East Bay Division.
Lawrence H. Spinney, East Bay Division.
March 1, 1963:
Eugene E. Aredondo, San Jose Division.

aboo package," Mrs. Nelson says, "then we will have to push for an extension of government grade labeling to include this category of meat."

YOUR MONEY'S WORTH

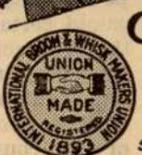
by Sidney Margolius

ANY WORKING FAMILIES OVERPAY INCOME TAXES!
MOST FREQUENT MISTAKE IS TO USE THE "SHORT FORM" WITHOUT FIRST CHECKING TO SEE WHETHER YOUR POTENTIAL DEDUCTIONS ADD UP TO MORE THAN TEN PER CENT OF YOUR INCOME.



FORM 1040 (LONG FORM) IS NOW EASIER TO FILL OUT. "TRY OUT" BOTH FORMS TO SEE WHETHER ITEMIZING DEDUCTIONS WILL SAVE YOU TAX MONEY.

GIVE YOUR DOLLAR MORE POWER
WHEN YOUR FAMILY SHOPS FOR WOMEN'S AND GIRLS' APPAREL INSIST ON THE LABEL AT THE RIGHT. WHEN YOU BUY BROOMS OR SIMILAR PRODUCTS INSIST ON THE LABEL AT THE LEFT.




Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

MENTAL ILLNESS COVERAGE

The coverage of mental illnesses by group insurance carriers is in most cases more restricted than coverage of other illnesses. This restriction is in spite of continued agitation to recognize mental illness for what it is and to recognize the large cost that often accompanies treatment.

The Employee Benefit Plan Research Reports indicate that pilot studies are being made by various companies, including Group Health Insurance, Inc., which were to determine the insurability of mental illnesses. These studies indicate that the usage is lower than expected and appears to be an insurable item.

SERVICE PLAN RESTRICTIONS

Most service plans severely restrict the coverage of mental illnesses with limited provisions in their major medical programs. The vast majority of the plans provide a limited number of days, if any, for mental or nervous conditions—usually no more than 30 or 31 days if the coverage is granted.

COVERAGE UNDER INSURED PLANS

The Health Insurance Institute emphasizes that under wage replacement and other loss-of-income plans no distinction is made between the benefits available for mental or nervous conditions and for other causes of disability, which appears to be at variance with restrictions under hospital and medical programs.

More particularly, on the West Coast, insurance companies are providing expanding benefits for mental and nervous conditions and in some cases are covering them while hospitalized, as a regular plan benefit.

It is expected, with the expanded coverage under group plans, that all service and insurance plans will be covering mental illnesses on the same plan as other disabilities.

A continuing effort is being made by the interested parties to see that this is accomplished in the very near future.

In Memoriam

PAUL E. BYRAM, a Wrapper in General Construction, died January 29, 1963. Brother Byram was initiated into the I.B.E.W. on September 1, 1947.
OLIVER H. PATNAUDE, a Climber with the Davey Tree Surgery Company, died on January 21, 1963. Brother Pat-

naude was initiated into the I.B.E.W. on December 1, 1961.
EDWARD L. TAYLOR from San Joaquin Division died on January 30, 1963. Brother Taylor was initiated into the I.B.E.W. on May 1, 1960.
RAY A. WEST, from East Bay Division, passed away on January 21, 1963. Brother West had been a member of the I.B.E.W. since November 1, 1954.

THE IBEW VIEWS THE

The following remarks were made in a speech by Gordon M. Freeman, International President of the International Brotherhood of Electrical Workers before the Workshop Conference of the Electric Companies' Public Information Program on October 3, 1962.



Mr. Chairman, and Representatives to this Electric Companies Public Information Conference:

First, may I tell you that it is a pleasure to meet with you here today. I see some faces in the audience that I know and I am especially pleased that Mr. Sillin, President of Central Hudson Gas and Electric Corporation, was your representative chosen to introduce me here today.

RELATIONSHIP

The union of which I am President, the International Brotherhood of Electrical Workers, has had an excellent relationship with Central Hudson Gas and Electric Corporation, which goes back a number of years, and I can tell you gentlemen here today, that if we had more utility management executives of the caliber of Mr. Sillin, with the understanding and foresight to know the potentialities of their employes as allies in the free enterprise system, I believe the future of our industry would be even brighter than it now appears on the horizon.

It is the policy of the IBEW to have utility employer representatives address our annual regional Progress Meetings and our Conventions. We feel that this is one of the best ways we have, of evaluating those things we are doing right as an employe organization, and those things we are doing wrong.

Mr. Sillin recently addressed our Third District—our largest—Progress Meeting. He made some favorable comments which are always pleasing to hear, but what is more important, he made some constructive and legitimate criticisms which are most certainly being seriously thought about, with an eye to improvement, by myself and other officers of our Brotherhood.

Here, today, speaking with you gentlemen, encouraged by Mr. Sillin and other utility friends here, I expect to make some remarks which I hope you may find constructive and some criticisms which may be helpful. The areas, the ideals, the goals which we share in common, and which should unite us, so far outweigh the differences which tend to divide us, that I feel no qualms in speaking out frankly.

EARLY TIMES

Because there are some here who may know little about our union, I would like to give just a few background notes. Our union was founded in 1891. It is nearly as old as the commercial use of electricity itself. Our founder and first President, Henry Miller, was a lineman. He traveled from city to city in those early days, working with the tools by day and organizing local unions of our Brotherhood by night, until he was killed in a fall from a pole back in 1895.

Just as a point of human interest, the utility company for which he worked, the Potomac Electric Power Company of Washington, D.C., bought a grave site for him and gave him a Christian burial. Incidentally, they even had to buy a white shirt and tie for the service, for Miller didn't have a decent one to his name.

Back in those days, deaths from falls and electrocutions were very common. In some areas which the IBEW tried to organize, safety conditions, or rather unsafe condi-

tions, were so bad that one out of every two linemen were killed each year and not an insurance company in the country would insure them—at any premium!

IMPROVED SAFETY

How far we have come together, the utility companies and the IBEW, in safety matters, is indicative of the progress that has been made in every way in some 70 years. Now millions of manhours are worked without lost-time accidents. Electricity goes everywhere, does everything. And the future of no industry is as bright as that of our industry.

POWER: PRIME MEASURE

Less than a month ago our International Convention met in Montreal with some 2300 delegates and as many additional guests in attendance. Our theme for that Convention was "Look to the Future." To speak to you gentlemen on power output on utility statistics would certainly be like "carrying the proverbial coals to Newcastle." However, just to emphasize how important we of the IBEW believe electrical power to be to the future of this country and every citizen in it, I hope you will not mind if I mention a few points made to our delegates. They were selected from my reading on the subject, and might have been culled from some of your own thinking on the topic. I wanted our people to know and understand their importance.

I asked our members, "What does the future portend for the IBEW, for the Electrical Industry?" Let us look first to electrical power, for the prime measure of the strength of a nation and the prosperity of its people is found in its electrical power quotient. In discerning the disparity between wealth and poverty among nations, we can judge as easily by measuring its units of industrial energy as we can by checking per capita income. Power is wealth and our two nations (as you know we have Canadian members too) have an abundance of it.

U.S. vs. U.S.S.R.

I recently had an opportunity to compare some power statistics as they exist in Russia and in the United States. While Russia is three times as large as the United States, we have about 12 times as many miles of transmission lines as Russia has. The attitude of the Russians toward power production is so different from that of the United States. In the Soviet Union the emphasis is always on providing more power for industry, more power for the things of war, while the things of peace—the needs of the consumer are sadly neglected. It is significant to note, that only 18 per cent of Russia's power goes to housing and agriculture.

CONSUMER FIRST

It is just the opposite in our country. With us, people come first, last and always. And it is significant that as our power statistics mount impressively, so does individual kilowatt consumption, and so do standards of living.

In the United States, electrical power production and consumption have been doubling approximately every 10 years, and looking ahead to the turn of the century, a spectacular increase in the an-

nual generation of electric energy is predicted—from the present 792 billion kilowatt hours to some 8 trillion!

The power is there! That, first and foremost, is a guarantee of the future of the Electrical Industry and all in it.

INDUSTRY'S FUTURE

All the predictions, all the forecasts, write a glowing future for every part of the electrical industry. We believe the employes, members of the International Brotherhood of Electrical Workers are going with it every step of the way. But we believe we will go forward with members of management, with the private utility companies as they expand and prosper, because we believe in the free enterprise system in this country. Though there are imperfections and there will always be imperfections because of natural human errors on the one hand, and because of ignorance and greed on the other, our free enterprise system is still the best any nation has yet devised for a free people—for a people free from fear, and free from hunger.

I know you gentlemen believe this. Well, we of the IBEW believe it too, and we intend to help you and others preserve it, and we are especially interested in preserving free enterprise in the power field.

FREE ENTERPRISE

Why is the IBEW so vitally interested in the free enterprise system and especially in the power field?

Well, to expand on the comments made above, the fundamental political ideas and institutions of our great country are based on freedom and liberty. The stirring words of our historic documents—the Declaration of Independence and our Constitution—the memorable remarks of statesmen like Abraham Lincoln and Thomas Jefferson, all contain strong emphasis on individual rights and the clear recognition that government shall only step in and do those things for its people which are necessary and which the people cannot do for themselves. Jefferson went a little further and said, "That Government governs best which governs least." That was true back in the 18th century. It was true in the 19th century. And it applies as vibrantly today in this second half of the 20th century.

Dealing in ideology, we of the International Brotherhood of Electrical Workers believe in and sup-



INTERNATIONAL PR

port the free enterprise system. But getting down to specifics, perhaps selfish specifics if you will, in our union we have more than 770,000 members engaged in every branch of the electrical industry. Some 220,000 of these are utility workers employed in the business of generating, transmitting and distributing electrical energy. Of our 1750 local unions, some 500 have utility jurisdiction.

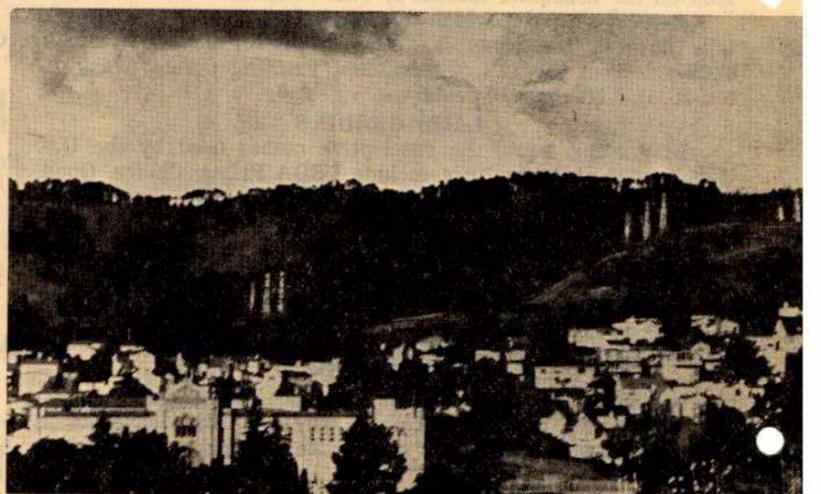
SIGNED AGREEMENTS

The basic economic objective of the trade union is achievement of a collective bargaining contract, which determines the wages, hours and working conditions of the employes, and offers the employe a real sense of security. The process of collective bargaining gives the workers, through his union, an effective voice in determining wages, hours and conditions of employment. This economic democracy is not possible in certain economic enterprises which are operated by the government or in the case of political subdivisions.

It has been the experience of the IBEW with municipally-owned utilities, public power districts, etc., that legal rights to make agreements with management have been denied. The IBEW cannot support an arrangement which denies collective bargaining and which results in the destruction of its local unions. Because of these labor considerations we have opposed and will continue to oppose, the extension of government ownership and operation of electric light and power facilities when private companies are willing and able to do the job.

CONTRACTS WITH FEDERAL DEPTS.

We have some outstanding collective bargaining agreements with some departments of the federal Government. Of course we intend to look after their interests as well as the interests of the greater number of our members who are engaged in the generation and dis-



E UTILITY INDUSTRY



VINCENT FREEMAN

tribution of electricity emanating from the properties which you gentlemen here represent, and other private utilities.

OTHER PUBLIC'S ARE DIFFERENT

But our experience in municipalities and with cooperative ownership programs, leave much to be desired. The Rural Electrification program is continuing to expand with the assistance of low-cost financing, subsidized by the taxpayer, and is now seeking to go far beyond the area for which it was created some 25 years ago.

Here are a few figures which you gentlemen may or may not know about but in which I believe you will be interested.

Of the 1,782 Municipal Electric Systems in the United States, only three per cent even recognize the union. Of the 1,057 REA Cooperatives, only 17 per cent recognize the union. Of the 63 Public Utility Districts, only 35 give union recognition. While in the investor-owned and business-managed electric utilities, 92 per cent are organized and of these, IBEW represents 75 per cent of the membership of all organized Electrical Utility Workers. IBEW also represents over 63,000 Gas Workers, more than all other International Unions put together.

BEST INTERESTS OF MEMBERS

It is not hard to visualize purely from a point of self interest, and I use this term with the meaning of the best interests of our members, why IBEW has all but abandoned the neutral position it once took and has opposed and will continue to oppose the extension of Government ownership and operation of electric light and power facilities beyond the actual necessities of any given situation.

Because of our position in this regard we have at times come in conflict with our brother and sister unionists in the AFL-CIO. For this we are sorry, for in these days and times when anti-union sentiment is

rampant in many sectors, and without just cause, the labor movement needs all the solidarity it can achieve. But in our case we feel our obligation and responsibility is to look after the welfare and security of our members and also that of the American public we serve.

The IBEW has come out, again and again on the side of the private utilities in the continuing private versus public utility conflicts. This has been done on both the State and National level by means of testimony at committee hearings, through speeches, letters, articles in magazines and even paid ads in some of the nation's leading newspapers. As a case in point, I remember especially a full-page paid ad which our New York State Electrical Workers Association inserted in the New York Times a few years back, which opposed the so-called Niagara Public Power Bill introduced into the Senate by Senator Herbert Lehman of New York and in the House, by Congressman Charles Buckley. We pointed out in this ad that the bill proposed that Government displace regulated business enterprise in the development of additional water from the Niagara River, for electric power to be distributed on a priority basis to preference groups (municipal distribution systems and rural cooperatives) representing only 5 per cent of the power customers in New York State.

IBEW SHOCKS

The IBEW received criticism from many union sources on its stand and sheer amazement on the part of many management executives who knew little about us, when they read: Quote—

"We are opposed to this discriminatory bill because it violates the principles of free enterprise and fair play because there is no valid reason for government to compete with its citizens in the electric business, or any other business, and because the Bill marks a long step toward further nationalization of American basic industry.

"We like free trade; we like the free enterprise system that has made America great and the life of the American labor man the envy of the world. Our American system of getting things done makes sense—we want to retain it."—Unquote.

On another occasion the IBEW printed a policy statement and distributed 50,000 copies to newspaper editors in every state in the union. That statement included this thought:

"The International Brotherhood of Electrical Workers believes in private enterprise. We want private utilities to survive. We want to work with them and bargain with them without Government interference. Thus the officers of our union with our members united behind us, have in many instances joined our employers in fighting Government encroachment in the utility field. We believe in private

enterprise and in the ability of business men to manage."

Other instances of Brotherhood activity in this field important both to us and to you, have come through organized action of local unions of the IBEW in various sections of the country to turn back municipal ownership where it was proposed and defeat it in other places where it already existed.

And now, gentlemen, as I mentioned in the first part of this talk with you, I want to take advantage of your offer to me to speak frankly on a few points. While it would be more pleasant to speak in complimentary vein and there is much to be said on that score, I believe we will accomplish more in the long run if I speak my mind.

I believe that the IBEW has, to use a colloquialism, "gone to bat" on a number of occasions on behalf of the utility industry. I cannot say the same for the private utility industry on behalf of the IBEW. Gentlemen, this is a two-way street and I believe it would be to your advantage as well as ours to come to the aid of the IBEW when we need help.

ANTI-UNION ATMOSPHERE

There has been a most definite air of anti-union sentiment prevalent in our nation in recent years. The McClellan Committee investigations and the resultant publicity created a very unjust situation for the vast majority of unions. While far less than one-half of one per cent of the leadership of the American Labor Movement was accused, let alone convicted of being corrupt, an ugly image of the entire labor movement was built up in the minds of the public. That image has been hard for us to dispel and as a result a rash of unfair as well as unwise anti-labor legislation has been proposed.

And here is where our criticism of utility management comes in. We feel that the IBEW and the private utility companies are allies, but allied effort must work both ways.

IBEW members in all branches of the trade, manufacturing, building trades, radio and TV, etc. know the record. They know how many times the IBEW utility local unions have "stuck their necks out," so to speak, on behalf of the power companies, regardless of the opinion of their fellow unionists and some members of the public, because of their sincere belief that private enterprise will not only work to their benefit but also to the benefit of their families, their communities, their state, their nation, their standard of living and yes, even their union organization.

Utility management has not reciprocated. When the Taft-Hartley Law was passed in 1947, many utility companies immediately brought pressure to bear to remove or exclude foremen from collective bargaining, on the ruse that they were part of management.

Many of the utilities have and are still trying to remove the dispatchers from the collective bargaining agreements where we now legally represent them.

SILENCE ON RIGHT TO WORK

In 1958, when the misnamed "Right-to-Work" Bill was on the ballot in five different states, I cannot recall that a single private utility company came out on the side of the unions and in some instances they did openly advocate to their employees that they should vote for the measure on the grounds that such laws were good for their state, using the guise of freedom of the individual.

93% HAVE UNION SHOP

Ninety-three per cent of our collective bargaining agreements with utility companies contain the union-shop provision and in the "Right-to-Work" states where such a provision is illegal, most of our agreements contain a clause to provide for the union shop if the "Right-to-Work" law is ever repealed. The employees voted for these provisions under the good old majority rule standards.

CUSTOMERS CAN'T FREeload

We know that some companies advance arguments about the right of employes to join or not join unions, yet in the next breath say to us, "We are changing our pension plan, our group life insurance plan or our hospitalization plan and in order for it to work there must be compulsory participation and we ask your support in making it so." How many of the utilities could operate in America today, under our free enterprise system if paying their electric bill was voluntary, even though the consumer was enjoying ALL of the benefits of electric or gas service?

Further, the best example I can think of is a subject that the power companies constantly advertise. It is a subject of employe education programs, a discussion at every gathering of utility officials and I refer to and I use a common, slang expression which is most expressive, the preference customer clause. If you think the preference retailer is "free-loading" on his taxes at the expense of taxes paid by other retailers for the privilege of doing business, and if you think the preference customers are "free-loading" on their light bill at the expense of the other tax payers, how in the world can you justify "free-loading" by non-union members enjoying the benefits earned for them by the money and efforts of their fellow workers who support their union? If the "free-loading" preference customer law should be repealed then also the "free-loading" preference employe law should be repealed.

RESPONSIBILITY

There is another point which I should like to pursue briefly here today. It embraces the subject, responsibility.

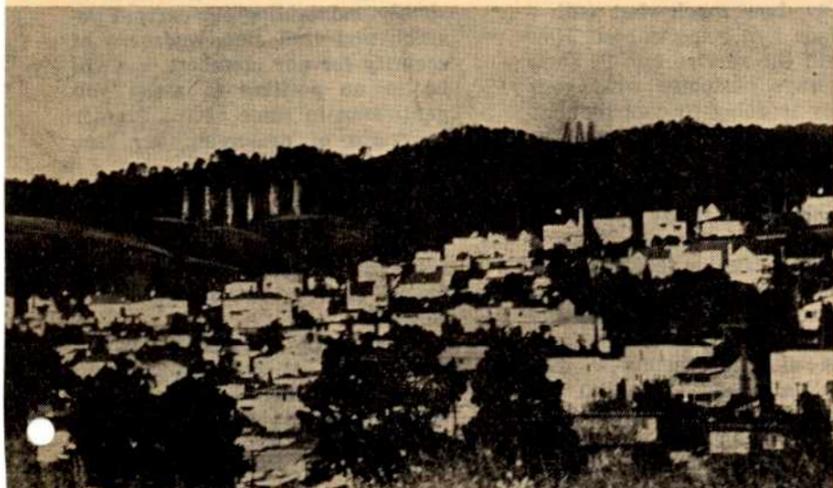
This is a topic which Mr. Sillin explored at the IBEW Progress Meeting at which he spoke and I could not agree with him more in his statement that "both union and management must be mature and responsible." He also said that the cornerstone for success of any labor-management relations must be founded on mutual "trust and confidence" and that "neither party must take a narrow or legalistic approach to collective bargaining."

The IBEW is proud of its good relations with many utility companies. This is due in no small part to the responsible actions on the part of management and its concern not just with the welfare of its stockholders but with the welfare of its employes and the public.

The IBEW also takes pride in the reputation it has built as a responsible labor organization.

While the leadership of the Brotherhood has always recognized the welfare of the membership as its first duty, I think it has been amply demonstrated that we expect and indeed, require, our members and officers to conduct themselves in a responsible manner.

We require our local unions to
(Continued on Next Page)



FREEMAN VIEWS THE UTILITIES

(Continued from Preceding Page)

live up to the letter and the spirit of the agreements which they negotiate with management. We provide assistance in negotiating agreements to emphasize the importance of clear language which will avoid misunderstandings and prevent future arguments over interpretation.

We make it clear to our members and officers that management has the right to manage, and that our functions can be accomplished without any interference with legitimate management prerogatives.

GOMPERS' THEORY

I should like to inject here also the thought that the IBEW is a firm subscriber to the old Samuel Gompers' theory, that "the worst thing that can happen to an employe is for the employer not to make a profit."

GOOD SERVICE

There is another consideration that should come under the heading of "worst things that can happen." In our industry, definitely one of the worst things that can happen, is for the public we are both dedicated to serve, not to receive good service.

This too, certainly embraces the area of responsibility. Modern free enterprise cannot function properly and neither can the public be properly served, unless management and labor exercise a high degree of responsibility in dealing with one another.

It is my conviction based on years of experience in this industry that, on the whole, both labor and management have voluntarily sought to discharge these responsibilities in a satisfactory manner. There have been particular instances—sometimes of a highly dramatic character—where this has not been the case. It would, therefore, seem wise to give consideration to the possibility of effecting improvements in this regard.

The electric light and power industry is particularly sensitive to public reaction when interruptions of production occur as a result of inability to settle labor disputes.

I think there is no segment of American industry which suffers so severe a reaction to a strike as the electric light and power industry. Both company and employes come in for blame and years of good public relations are torn down in a few days or even hours of interrupted service.

There are some who would resolve this problem by arbitrarily prohibiting the right to strike in this industry. They fail to realize that the right to withdraw from production is an indispensable element of economic freedom. They also fail to realize that interruptions of production are not caused by a desire to engage in such activity but rather by a failure of the parties to resolve an underlying labor dispute.

There are others who would resolve this question by establishing a procedure for government compulsory arbitration coupled with a prohibition of the right to strike. The IBEW does not want such a program and I am sure that the Utility industry finds it equally objectionable.

ALTERNATIVE TO STRIKE ACTION

There is an alternative which I believe could accomplish our mutual object of settling labor disputes fairly and justly without resorting to work stoppages and without detrimental effects that are prevalent with government intervention.

For over forty years the IBEW and the employers in the Electrical Contracting Industry have had a

procedure for voluntary settlement of disputes. This program is time tested and currently is being utilized more today than ever before.

I firmly believe that we could formulate a similar plan suitable to the electric light and power industry. I think that great good could come of a mutual consideration of the experiences we have gained in the electrical contracting industry.

COUNCIL ON INDUSTRIAL RELATIONS

Basically the plan is very simple—our Council on Industrial Relations is composed of equal representation from the two national organizations concerned. Care is taken to select representatives from various parts of the country. This Council holds regular quarterly meetings to hear and decide disputes which have been properly submitted. Every member of this Council is an "interested" party, fully aware of the practical problems of operation in the industry.

Our experience with the current process of settlement of disputes has been disheartening on both sides of the table as occasionally the decision by a "disinterested" party will create additional problems instead of solving them.

It must be clearly understood that the Council on Industrial Relations is not a technique of compulsory arbitration and it has absolutely nothing to do with National bargaining. Construction rates for Electricians are different in all parts of the country. The parties to the local labor agreements voluntarily include therein provisions to use the Council procedure whenever disputes cannot be settled at the local level. The Council strongly prefers that all disputes be settled at the collective bargaining table, and will not accept a case until good faith bargaining at the local level has failed to effect a settlement of the controversy.

I am convinced that a similar plan with appropriate modifications would prove of a great benefit in the utility industry. I urge you gentlemen to give the idea of such a plan serious consideration. I repeat this program would not lead to collective bargaining on a National scale—this the IBEW does not want!

USE OF LAWYERS

Since I last had an opportunity to address a group of employers from your industry, we have witnessed the continued expansion of the use of attorneys at the collective bargaining table and also in the application of the final step of the grievance procedure, I am speaking, of course, of arbitration.

I have no particular dislike for attorneys, however, I do feel their use in collective bargaining is not conducive to a beneficial relationship. It is my opinion that the best individuals to interpret the contract language are those who negotiated the particular clause or those who work in the administrative levels of labor and management on a day-to-day basis where they are applying the terms of the collective bargaining agreement. Certainly we are bound to have questions arise from time to time that the parties will be unable to settle without calling in a third person, but to turn the process of arbitration into a duel, spoken or written between two attorneys is not only a waste of time, energy and money, but it tends to destroy the faith of those in the field who work under that mutually-agreed-to document.

PRAISE WON

We have eliminated so much of this cost, red tape, ill feeling in

our construction operations and I do hope that you gentlemen will give this IBEW proposal your best thinking and responsible consideration. The CIR has won for the IBEW in the construction field, the title, "Strikeless Industry," and has won praise for the IBEW and the National Electrical Contractors Association from persons in every walk of life right up to the President of the United States. I think it would be a very worthwhile and constructive action and one which would prove to the nation at large and the public we serve, that employers and employes in the utility field are responsible members of society in every sense of the word. Public relations wise, I think we could not conceive of a better plan to promote the best interests of our industry.

C.I.R. FOR ELEC. MANUFACTURING

I think you might be interested to know that at our Brotherhood Convention, concluded in Montreal September 14, that an employer in the manufacturing field, Mr. Karl Kahler of the I-T-E Circuit Breaker Company, addressed our delegates and urged them to do all in their power to stabilize the electrical manufacturing industry and aid it both economically and through public relations benefits, by setting up a Council on Industrial Relations for the Electrical Manufacturing Field. This might almost be considered a "man bites dog item" but not when you realize as so many do, what a boon the CIR set-up can be to any group of employers and employes.

Now I have tried in this talk here you today, to give you some of the views of our industry from the labor union point of view—or more specifically from the IBEW point of view. I must not keep you too long, but since this gathering is a workshop of a Public Information Program, I should like to inject a note regarding the type of information which many of our utility companies are disseminating to the public.

COMPANY ADVERTISING

Some companies do a wonderful job in this regard, but I believe some leave much to be desired. It is my opinion that less Madison Avenue and a more realistic approach in your methods of advertising and informing the public, would stand the utility industry in good stead.

I think our utility companies "miss the boat" when they tell the public how much they put into the tax coffers of the nation. Speaking as a married man and head of a union with 300,000 women in it, the housewives of this nation who are the ones most concerned with the results of power generation; couldn't care less. Most consumers feel that utility companies are well off and should pay heavy taxes.

The average consumer isn't concerned with who generates the power or how much—but with—how much is it going to cost? How good will the service be? To show the average customer what your company is doing to contribute to the welfare of his community is a necessity.

To give quick, good service, to get electricity or faulty appliances back into service swiftly with a minimum of trouble, cost and dirt to the housewife—this is really important. Here, the responsibility does not rest alone with you. It rests with our members, your employes also and I can tell you here and now that the IBEW will aid you in every way possible in making better workmen out of members we think are pretty good

already and in turning them into public relations aids for you.

AUTOMATION

Before closing, I should like to say a few words about automation and to enlist your aid in this field.

The electric light and power companies have taken full advantage of technological changes developed either by the industry or by suppliers; we have witnessed automation of our generating plants, sub-stations and many of the clerical jobs while advances in mechanization, and methods of accomplishing all phases of the outside work have taken place. We are not opposed to these changes as long as the safety and welfare of the workmen is protected and advanced. On numerous utility properties we have been successful in working out relocation programs or retraining of the displaced employes. This certainly is preferential to severance or termination allowance, because in too many cases the dismissed employe is beyond the desired employment age of other companies.

Several utility companies have agreed to a security clause at the bargaining table. This affords the employe with five or more years seniority, the knowledge he will not be laid off but will be placed into other work for which he is qualified with his company.

The IBEW feels that the shorter work week is one step in the right direction to utilize the skills and knowledge of the employe who otherwise will become unemployed. We feel that in the electric light and power industry the shorter work week could well be employed with the minimum amount of difficulty.

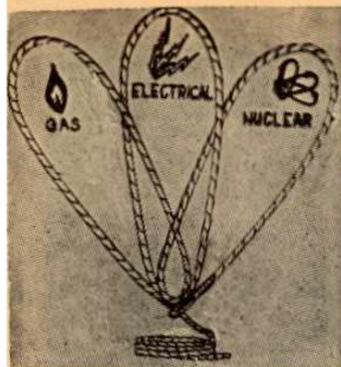
I believe you will agree that within the area of responsibility of management which we discussed earlier in this talk that a genuine concern for the welfare of its employes falls into this category as does the obligation to share the fruits of increased productivity with those who played no small part in creating the fruits.

The slogan for IBEW's 27th Convention which I have referred to several times in these remarks was "IBEW—for Progress and Security." We put progress first. The IBEW never wants to stand in the way of progress. It wishes to be in the vanguard promoting the progress of the electrical industry. But its members must have some full measure of security also. What I am saying in a nutshell is this—if the utility companies expect the leadership of our local unions to pursue a program of cooperation, of promoting the free enterprise system the IBEW so heartily believes in, then those same local unions must have over-all security and union security built into the terms of the collective bargaining agreement. We cannot have "open shop" conditions and laissez faire methods. We in the IBEW do not expect our utility companies to do our job of organizing but we do say that if we are constantly devoting our time and efforts to simply maintaining our current position and find some measure of security for our members, we will be in no position to assist you gentlemen in some of the greater programs of protecting our free enterprise system.

That we must do. The Russians have said that they will bury us. This will never happen. It can never happen in a country where people are the nation's first consideration.

It can never happen in a nation where men of management and men of labor work together to preserve the free enterprise system and the finest system of Government in the world.

Thank you.



Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT



The following people have been welcomed into Local 1245 during the month of January, 1963:

- SAN JOAQUIN**
Bruce N. Beckstead, Jr.
Kenneth R. Detherage
Robert C. Liess
Ray Noblitt
Harold D. Townsend
- COAST VALLEYS**
Paul R. Gilbreath
Rodney A. Nelson
- PIPE LINE OPERATIONS**
Claud D. Johnson
- SAN JOSE**
Joseph V. Corazzini
Roland A. Devincenzi
Avley M. Runnels
Robert J. Ziccone
- STANDARD-PACIFIC**
Charles T. Bonney
- EAST BAY**
William Diaz, Jr.
Gary C. Graves
John F. Greenslade
Lawrence L. Huntington
Walter Leonardo
Brian L. Morgan
Eugene W. Schlotterbeck
Willie L. Williams
- SAN FRANCISCO**
Delbert L. Hulse
Revelle R. Montano
Robert L. Partridge
William J. Penrod, Jr.
James G. Smith
Michael J. Stanfield
- GENERAL OFFICE**
Audrey C. Laurenti
Celia J. Leonard
- STOCKTON**
James M. Hoerntlein
Robert M. O'Boyle
- HUMBOLDT**
Robert L. Chandler
Gene Terry
- SHASTA**
John E. Flanagan
M. R. Gilliss
Wayne W. Grever
Leonard V. Harper
- SIERRA PACIFIC**
Robert Arigoni
Douglas L. Cobeen
Dorothy A. Lenihan
Patricia S. Martin
Thomas M. Norlen
Anita Rea
Ted T. Reeves
George W. Strassburg
Martin A. Tolotti
- NORTH BAY**
Jack E. Stiltz, Jr.
Kent W. Tyler
- SACRAMENTO**
James A. Basinger
Cecil Padilla
- U.S. BUREAU OF RECLAMATION**
Frank W. Athos
Glenn C. Beach
Steven Burr
- CITIZENS UTILITIES**
Larry L. Heitzmann
Judith A. Hillyard
James R. Kendall
- GENERAL CONSTRUCTION**
John A. Ammon
Gary L. Bandy
James D. Bennett
Charles L. Brett
Gary F. Callaway
Donald F. Cline
Wes W. Conrad
Bill D. Crow
Ken R. Dynan
Miskel Elisala
Terry R. Fleming
Thomas W. Fulton
Randy G. Giacomazzi
Alfred H. Gonzales
George A. Greer
John M. Johnson
Richard C. Jones
Mike Littlepage
Charles F. MacFarlane
Delbert J. Mathews
Dennis L. Morland
David R. Morris
Pete A. Nelson
Cecil Powell
Gary A. Rich

RADIOACTIVE NIGHTMARE

(Continued from Page 1)

"We just live day by day. What happens tomorrow happens tomorrow. Right now all we want is to work our way back to a normal life," is how the 41-year-old McVey summarizes his new philosophy. It is a philosophy born on a day six long years ago when two tiny pellets of iridium-192 fractured in a Houston, Texas, laboratory, shooting deadly radioactive particles through the air.

On that day McVey was involved in a minor accident in one of the 4,044 U. S. installations using radioisotopes for peaceful purposes. He was assistant laboratory supervisor for the M. W. Kellogg Company. It was his job to mount deadly, radioactive pellets in Kel-Ray projectors, instruments used to detect flaws in metals and welded parts.

The work was routine. All possible precautions were taken. These included protective lead sheathing as much as three feet thick, remote-controlled manipulators, instruments for detecting any rise of radioactivity in the air.

With arrival of an 800-pound container carrying 10 pellets of iridium-192 and aluminum powder, each no bigger than a match head and all within a cartridge the size of a normal little finger, McVey went to work.

Using mechanical arms which he operated from the "hot cell," he removed the cartridge from the heavy container and cut the cartridge case open allowing the pellets to roll out. But unaccountably two pellets fractured.

With red danger lights blinking and alarm bells blaring, he dashed out of his booth, shedding his clothes as he fled and ducked into a shower.

The fractured pellets had lain exposed only four minutes. But it was enough.

Particles of iridium - 192 were picked up by the air and carried through the lab and outside the building. Some were deposited on clothing of employes who unwittingly carried them home, a deadly, unsuspected threat to their families, McVey was one of these carriers.

Things moved fast for the McVeys after that. Before all the particles were discovered and eliminated, all the family's

personal property had to be decontaminated or destroyed. McVey began to develop nausea and one of his fingers, which had shown a radioactive count, began to puff up. He agonizingly learned that his 6-year-old daughter Becky's right heel also showed a count.

"What the hell have I done to my child?" he asked incredulously.

When word of the accident finally reached the public on May 2, those who knew the family reacted in fear. The McVeys became pariahs. The children were shunned and taunted.

The house they were purchasing became contaminated and they had to leave it. McVey's job terminated at the beginning of 1958 and a long period of unemployment set in. He was virtually blackballed.

Despite assurance from the Atomic Energy Commission that all the free-flying particles of iridium - 192 had been collected and the radioactivity could not spread, the general reaction was still one of suspicion and fear. Fear of trouble caused employers to turn down McVey every time he applied for work.

Their three children, Becky, Linda who was 13, and Eddie, a sensitive 17-year-old with a mature sense of responsibility, walked in bewilderment.

Medical symptoms quickly developed. McVey lost 48 pounds from his normal 185 and was told that unless his blood-building agents regenerated, he would become a victim of leukemia, a fatal disease.

Cloudy formations on the lenses of McVey's and Madeline's eyes indicated incipient cataracts. Eddie, normally keen sighted, began to have eye trouble and had to be fitted with glasses. The girls also began wearing them.

The family's savings quickly disappeared, mostly on medical bills. On Dec. 4, 1959, when McVey learned they'd lost their \$426,000 damage suit against the Philips Petroleum Company, the processors of the pellets, the family was broke.

Today McVey still faces the prospect of leukemia, of cataracts in himself and his wife, is still debt-ridden and again is confronted with unemployment.

"The children. What this was doing to the children was terrible," Madeline remembers. "Eddie took it the hardest and Linda suffered too. Of course Becky was younger."

"Eddie always wanted to own a ranch and now he could think of nothing else but to buy a ranch and, if necessary, support all of us. He loves animals and is good with them. One of the things he is most proud of is raising a prize heifer."

"It's been quite a cross to bear for a 17-year-old when the thought of helping his family through a crisis like this becomes an obsession," McVey says.

Eddie currently is in the U. S. Army and is stationed in Wurzburg, Germany.

"The Army seems to be good for him," McVey says. "He still wants to buy a ranch. And he'll do it too. He promised faithfully when he enlisted he

(Continued on Page 8)

DISABLING INJURIES PER 1,000 WORKERS* (California Utilities)

1960	1961	**1962
30.2	33.2	35.6

*From the Div. of Labor Statistics & Research, State Dept. of Industrial Relations.

**Computed by the Division for the first 10 months of 1962.

The alarming accident rate of California gas and electric utilities workers should give all of us food for thought. While the accident rate for all California industries decreased .2 of a per cent in 1962, the accident rate for the utilities INCREASED 2.4 per cent in 1962, or 12 TIMES THE STATE AVERAGE!

MORE EMPHASIS ON SAFETY—LESS ON CLAIMS NEEDED

It is time for a reappraisal of policies and philosophies by those utilities who claim to have everything under control and to be "doing the best we can." The "best" is obviously not good enough — the facts and statistics bear this out.

EVOLVING ATTITUDES

The most significant thing to be learned from the recent Governor's Industrial Safety Conference, attended by Vernon Franklin (chairman of the System Safety Committee) and me, is the JOINT effort being made by labor and management in stemming the rise in accident rates. A featured speaker from the Fluor Corporation, one of the West's largest builders and fabricators, outlined the joint company-local union safety program. In a cooperative effort—including joint revision of the safety rules and many other aspects of problems affecting the lives and health of the employees and the public—a decreasing accident rate and enviable safety record has resulted.

NUCLEAR POWER SAFETY

It is my opinion that public confidence for nuclear power generation can best be gained by showing an exemplary safety record in conventional power generation and the related services.

An industry which undertakes to assume the special responsibilities which go with nuclear power generation must of necessity pay close attention to improving its overall safety program so that the area of legitimate criticism is

reduced to an absolute minimum.

FUTURE HURDLES

In my discussions with other gas and electric utilities serving California it has become apparent that some companies lag far behind others with respect to safety attitudes and methods. Also, a great deal of work should be done in the area of safety standards, especially in the field of gas safety.

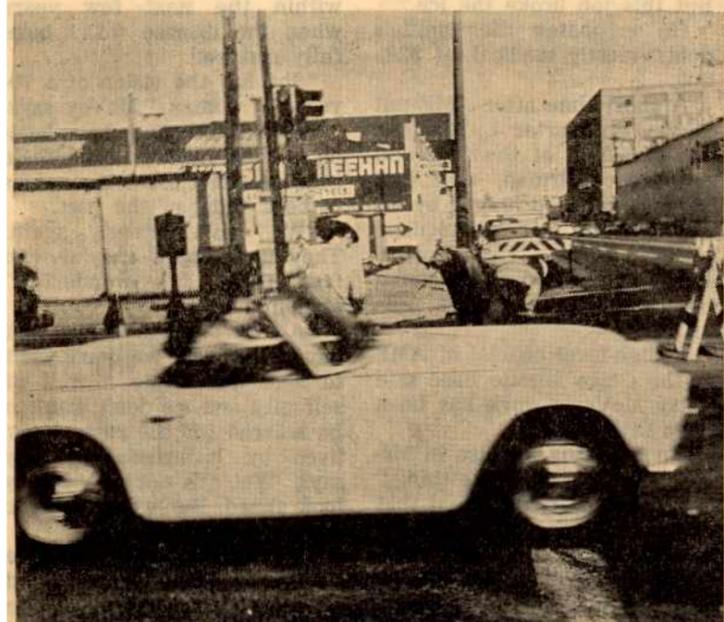
Each member and his family has a personal stake in our efforts to bring the utilities' accident rate into step with other California industries.

395,000 KILOWATT NUCLEAR POWER PLANT FOR SO. CAL. EDISON

Southern California Edison Company plans to begin construction on a 395 megawatt nuclear power plant estimated to cost about 82 megabucks (\$82,000,000). The plant is slated to be built on a 90 acre beach frontage on the northwest corner of Camp Pendleton.

RADIATION EFFECT ON WOOD

When wood is soaked in a chemical monomer, like a thin, watery plastic) and then irradiated by gamma rays, the strength of the wood is increased five-fold. When bombarded by gamma rays the wood does not become radioactive or contaminated in any way. This research is being carried out by a number of institutions and may have a far-reaching effect on building and other wood-utilizing industries. Cotton also shows these effects when processed in the same manner, and may lead to long-wearing garments and fabrics.



This Gas Street crew has traffic to contend with in S.F.

Brown Hails USW-Kaiser Employment Security Plan

This is the Steel Co
Where there won't be layoffs en masse
Color it Class

The Steelworkers agreement with Kaiser Steel has drawn praise from Governor Brown. "It represents a most significant contribution towards human welfare," the Governor said. "At a time when bold new ideas are needed for the growth of our national economy and the enhancement of its industrial position in the world, the designers of this agreement have supplied that need."

"And they have done so, remembering the need to preserve human factors and values in an age of increasing displacement of men by machines," he said.

LABOR POOLS ABSORB LAYOFFS

One of the most striking features of the plan is the setting up of employment reserves. Employees who would otherwise be laid off as a result of technological displacement or new work methods are employed in these labor pools.

To qualify, these employees must have one year's service; their displacement cannot result from a decrease in finished steel production or a change in product or production requirements; and the employment reserve cannot exceed a maximum number. If the maximum is exceeded, employees may be laid off from the reserves in the order of company seniority. If the number falls below the minimum, they will be recalled to work in the employment reserve.

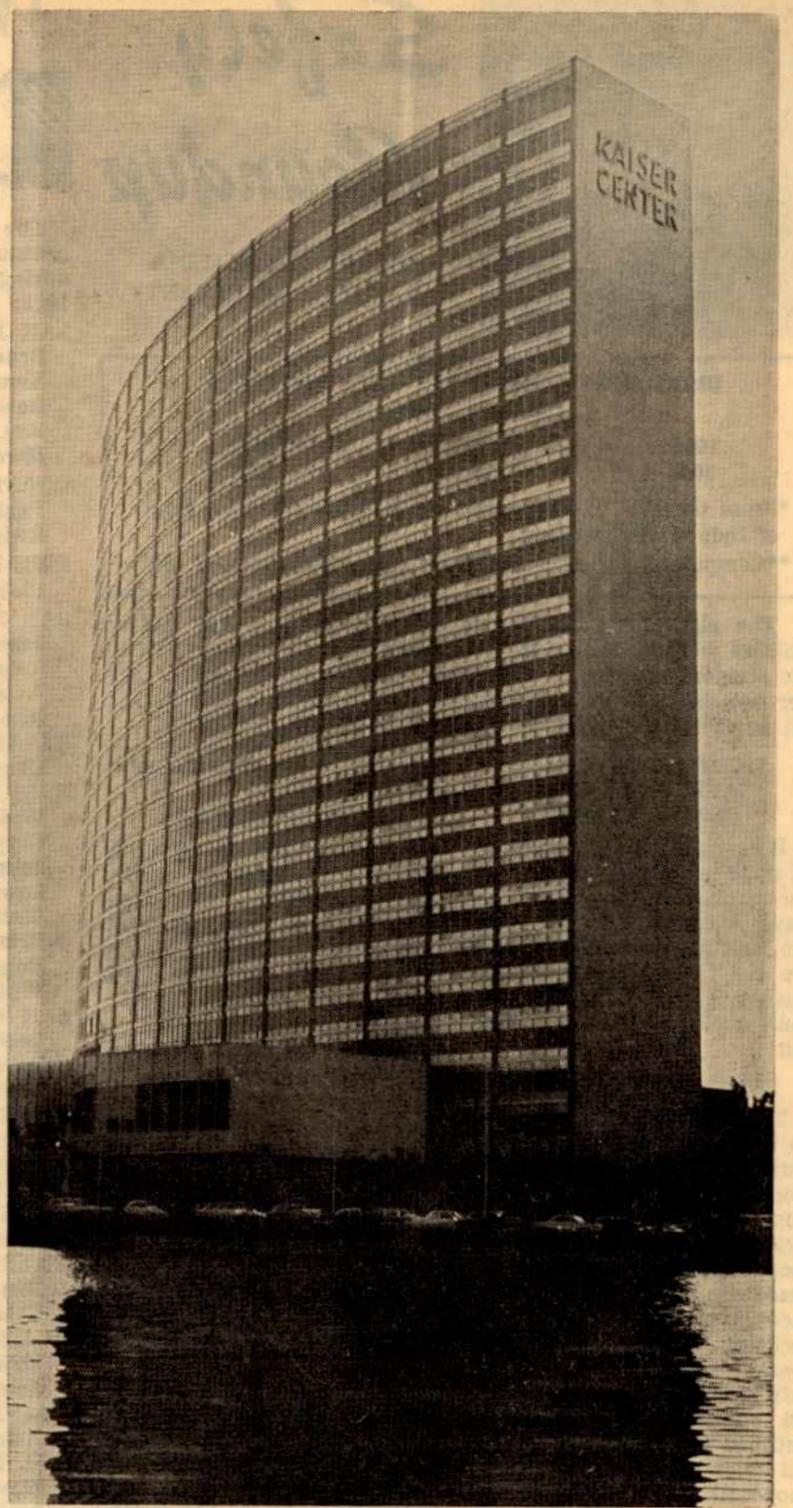
PLAN'S AIMS

Job and income security will be enhanced by providing:

1. that increases in productivity will not result in loss of employment or income for the employees;
2. greater integration of seniority units;
3. training and re-training programs for employees in relation to the skills required for prospective job vacancies; and,
4. conditions which will lead to improved product quality and customer service in order to earn and keep customers.

EARNINGS PROTECTED

Employees going into the employment reserve will be paid a "displacement differential" so that they continue for 52 weeks to be paid at their former, higher wage rates. Displaced employees on short work weeks will be paid on a 40 hour basis. Any payments made under these conditions will, however, be deducted from dollar gains shared in by employees.



Con Ed Pact

(Continued from Page 1)

previous agreement. This clause reads as follows:

Job Security: During the past several years a number of technological changes have been made in The Company's business and operations. The Company and The Union have generally been able to work out transfers of employees affected to other jobs with titles and rates of pay comparable to their previous jobs. An effort will be made to continue this practice. However, The Company hereby states that while certain changes in methods and procedures may be made during the contract term, The Company agrees that employees affected will, in cooperation with The Union, be transferred without reduction in pay. While this declaration of agreement must be at the risk of the business, The Company, nevertheless, believes that it will be able to carry this declaration through the contract term."

VACATIONS

Four weeks vacation after 20 years' service will be included in the new agreement.

GENERAL WAGE INCREASE

A general wage increase went into effect on the basis of: 5c/hr. for rates under \$2.895/hr.; 5c/hr. for rates between \$2.895 and \$3.53/hr.; and, 7.5c/hr. for \$3.54/hr. and above.

This increase went into effect 12-2-62. Additional increases will go into effect—on a similar basis—on 7-7-63;

Family's Radioactive Nightmare Recounted

(Continued from Page 7)

would finish college and Ed keeps his promises. By the time he gets out in two years I may be in a position to help him. At least he knows what he wants now."

"This hit Linda very hard emotionally too," Madeline says. "She suffered quite a bit from nausea for a long time after the accident. She was easily disturbed emotionally before this happened and it became much worse after."

Linda married an airman from Mountain Home Air Force Base and lives in Mountain Home, Idaho, where she is expecting her first child.

Becky, a lively but well-mannered 11-year-old is tall, unusually articulate for her age and wants to be a veterinarian.

"I wouldn't bet against her becoming one either," McVey says.

It wasn't until Oct. 9, 1961, that McVey managed to return to his profession. He was hired by American Machine &

1-5-64; 7-5-64; 1-3-65, and 7-4-65.

OTHER SUBJECTS

Improvements were also made in the Pension Plan—which is negotiated concurrently — promotional matters, and disability.

The total cost of the package is estimated at approximately 28 million dollars over a three year period.

Foundry Company in Denver for the important job of testing calibrations on delicate electronic instruments.

In April, 1962, the family moved to Mountain Home where McVey was transferred. In September, 1962, he was transferred to Chico where the firm had a contract to work on the Titan missile base north of town.

McVey's work involves peri-



Jim Fountain has been appointed Clerical Advisory Council Member-at-Large, replacing Joan Bynum, who has submitted her resignation. Jim is a Steward, Unit Recorder, Grievance Committeeman and Clerical Negotiating Committeeman. Joan has agreed to continue as a member of the East Bay Joint Grievance Committee and as Unit 2301 Vice-Chairman.

odic checks of instruments used in most phases of the complex loading, firing and guidance systems of the three liquid-fuel, 90-foot tall Titans in their underground silos.

Mostly self-taught, having spent two years in college, McVey again is facing an uncertain future.

"Our contract expires in early spring," he says. "Right now I don't know if the firm will have a place for me. There may be more contracts let out and I should know fairly soon whether I stay on or not. It's a little frightening, the thought of being out of work again. But this job broke the ice."

He estimates the family's debts, mostly medical, at \$20,000.

A short time after AMF put McVey on, Carter L. Burgess, the president of the firm and now its chairman, said that McVey would be judged by his abilities and not his medical record. Burgess said that as long as McVey's work is sound he would "have a place with us."

A high-level official of AMF at the Chico Missile Base said today McVey's work has been fully satisfactory.

Surmounting all else in McVey's mind is still "the thing," a vague, horrifying threat that hovers over the family like a private cloud.

"This thing," as McVey calls it, is the threat of leukemia.

"About a year after the accident the doctors said I might

develop leukemia if I couldn't build up my blood," he says. "There was some question as to whether it would build up or not. Doctors testified at the trial that a leukemic condition existed."

McVey was given blood-boosting injections every day for three years and for the time at least, the disease appears to have been staved off.

"But it's the uncertainty of it that's terrible," Madeline says.

Both "Mac" and Madeline are resigned to eventual operations for removal of cataracts. Madeline's is expected within the next few years when the disease will have fully matured.

"She has the vision of a 70-year-old woman," McVey says.

Still other wounds have healed in their lives. At least their time of social ostracism seems to be a thing of the past.

"We have friends again. They understand and we can face them. It's wonderful," Madeline says.

"All of these things that have happened, we don't want to sink down into a well of self pity and we don't want to be scarred for the rest of our lives by bitterness," McVey says. "Yet, it's not easy to say look ahead. But we've tried to do that."

"We believe in God and we believe in people. How could we do otherwise when in spite of everything so many people helped us so generously?"